

**This presentation
will need your
feedback!**

Please head to:

www.menti.com

Code: 2784 8835



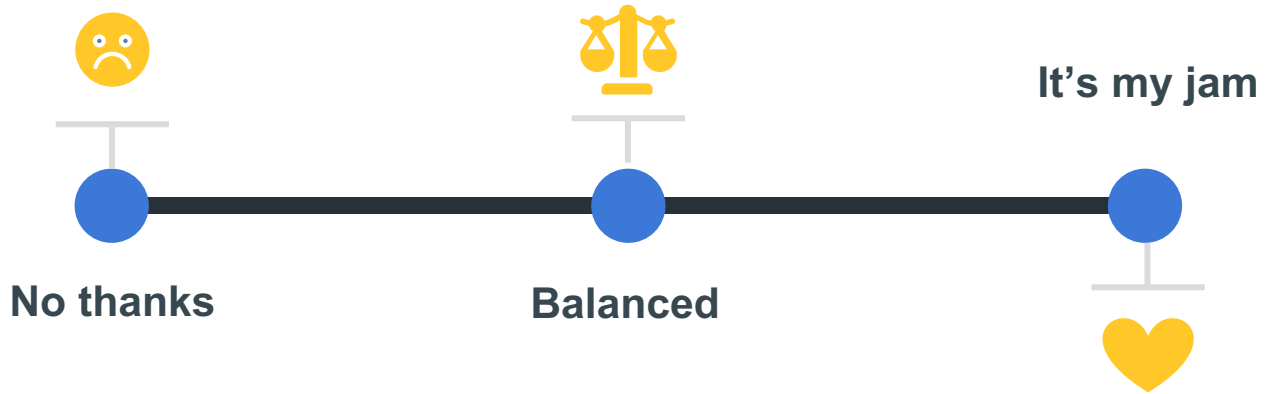
Feedback in Agile teams

It starts with you

Sarah Stokes
@sarahlucystoked
Keegan Luiters
keeganluiters.com



The feedback continuum



Critic

Thief

Make a note

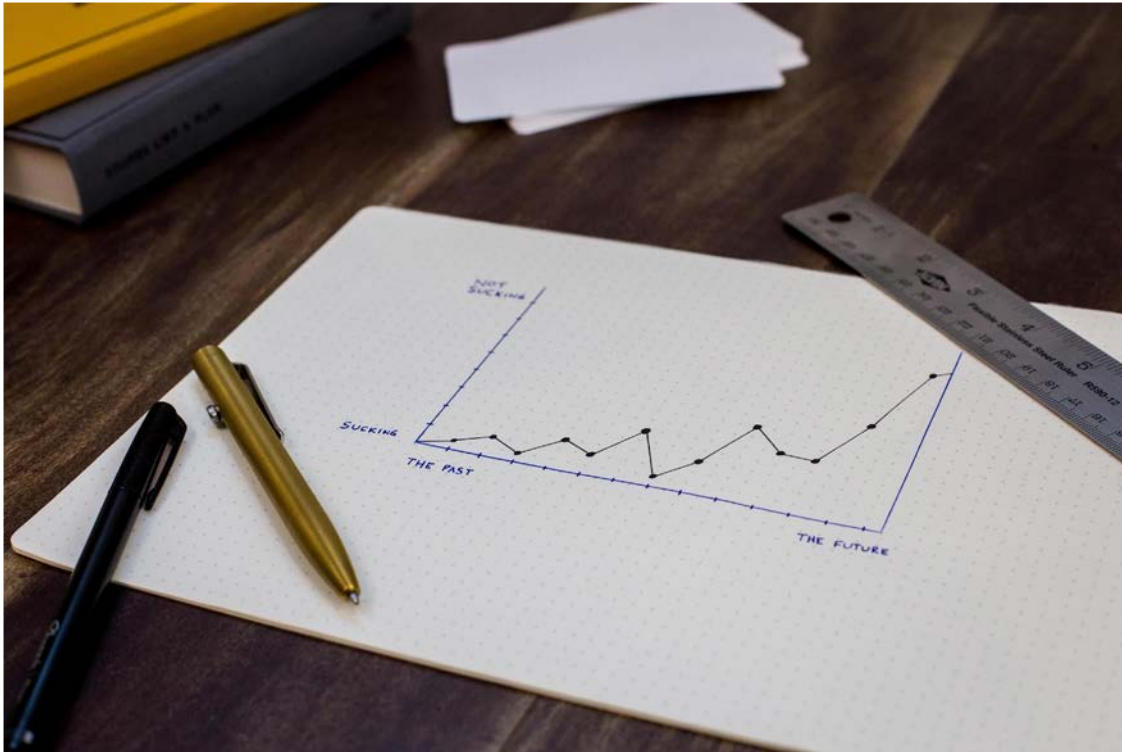
**How might we create
a feedback culture in
teams?**

And make it less
awkward!



How do you define feedback?





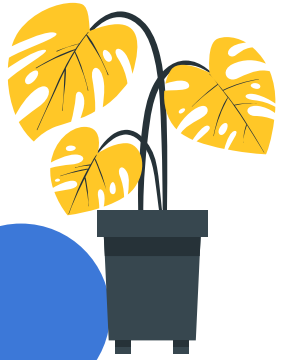
Our definition

Information that helps improves performance

Feedback

What else?

Critique / Retros



Feedback:
How good are you at it?
How important is it to you?



**Where to
from here?**

DESIGN

DEVELOP

DEFINE

DELIBERATE

The case study





“

If you're also figuring out how to stay open to feedback without getting pummelled by insults, I'm more likely to pay attention to your thoughts about my work.

Brene Brown

Seek » Receive » Give



“



Adam Grant ✓
@AdamMGrant

...

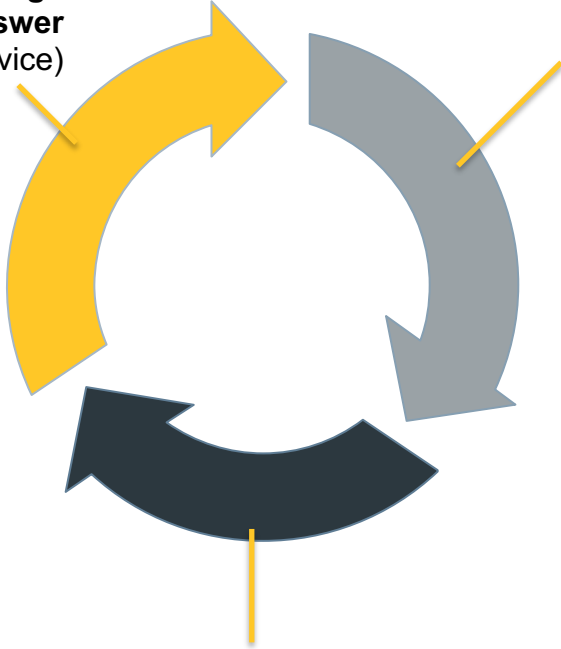
When feedback isn't helpful, try asking for advice.

Taking a smorgasbord approach

Using the frameworks that suit you and the situation



**Acknowledge
the answer**
(not by offering advice)



**Ask a question
and shut up**
(Not a fake question)

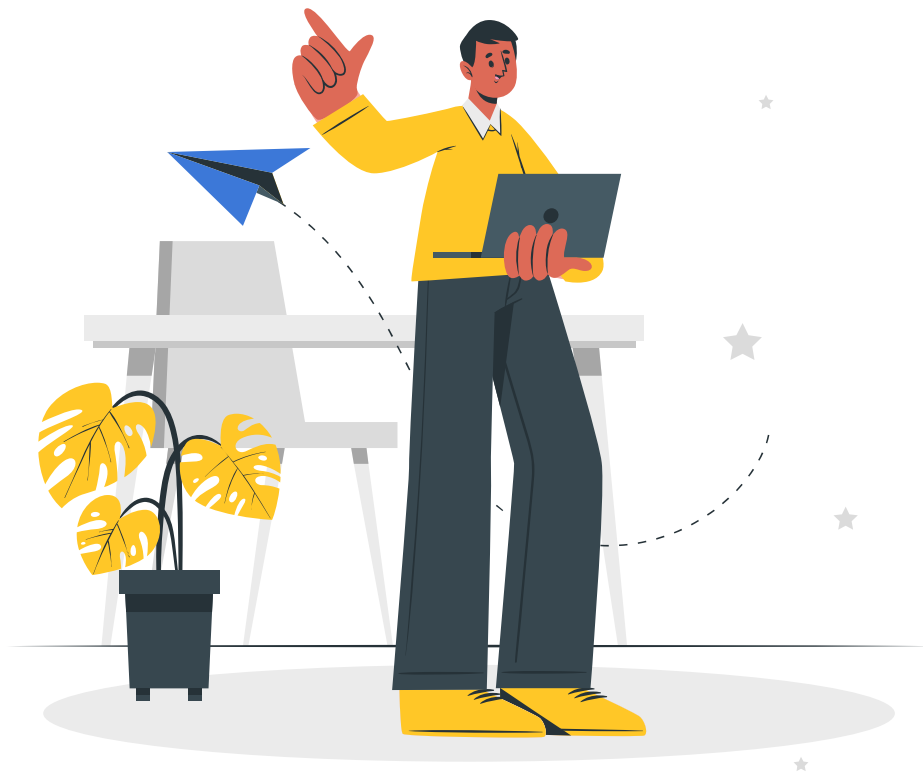
A coaching approach

Tame Your Advice Monster by
Michael Bungay Stanier

**Actually listen
to the answer**
(Stop talking, no fake listening)

feedback on feedback

Getting into the habit of providing feedback and asking for it is harder than I thought it would be. But I'm assuming it will come with some sort of muscle memory



Josh's principles*

Communicate context

We resist vagueness & quick wins, instead we bring our peers along on the journey.

Dive deeper

We resist jumping to conclusions, defending & dismissing, instead we unpack & understand.

Safe spaces

We hold ourselves accountable in seeking & giving feedback, so we create the room for it.

*with Ev and Kat

Over to you!



Taking feedback with you

- **Ask**
- Ask for feedback when you need it. In the moment.
- **Do**
- Build your feedback muscles by seeking and delivering feedback more often.
- **Be**
- The relationships are central to an effective feedback culture.



Thanks

Resources:

keeganluiters.com/agileaustralia



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