

Feed Forward

WHAT THIS TOOL IS TRYING TO ACHIEVE

To make feedback more useful by shifting attention from what went wrong to the specific actions that could create better progress next time.

WHAT IT EXPLORES

Future action

Suggestions are framed around an observable next step, not a judgement of the person.

Quality & relevance

Prompts encourage specific, timely input connected to real work and relationships.

Momentum

Participants can recognise what they have acted on and see progress develop over time.

THE EXPERIENCE

Individuals or teams exchange focused suggestions within a structured practice. The emphasis is on generosity, choice and experimentation rather than evaluation.

WHAT YOU RECEIVE

- Clear, forward-looking suggestions that are easier to act on
- A view of recurring themes and emerging momentum
- A repeatable practice that supports candid, lower-defensiveness conversations

THE INTENDED OUTCOME

Feedback becomes a practical source of movement — strengthening agency, trust and continuous improvement.