LEADING TRANSFORMATION #48:  
TRANSFORMATIONAL COMMUNICATION-LEADING WITH FEEDBACK

FEEDBACK CULTURE is a powerful tool for leaders to ensure their ongoing personal and professional development on the one hand, and relevant and effective service to the constituencies they lead on the other.

Feedback is a two-way interaction. Leaders have to solicit and utilize feedback as an initial step toward creating a safe environment for responsible evaluation of effectiveness. When followers know over time that leaders actually use the feedback to improve their leadership and service, they feel motivated to not only continue giving feedback, but to also solicit and use the same for their personal and professional development as well as leadership effectiveness.

How do we use feedback for increasing life and leadership effectiveness?

Utilize feedback for

1. Ensuring common understanding of meaning and expected actions.

2. Personal life and leadership transformation.

3. Improving personal lifestyle and leadership practices.

4. Ongoing development of culture of accountability.

5. Embedding the value of excellence in leadership and organizational culture.

Feedback is therefore relevant to Effective Transformational Communication that shifts perspectives, transforms values, and promotes life and leadership development and effectiveness.

REFLECTION:  
1. How are you currently using feedback for improving your personal life and leadership?

2. What do you need to do differently to increase how often you receive and use feedback for improving your personal life and leadership?

3. What do you need to do to develop a healthy culture of feedback in your institution?