

# The Growth Feedback Model – Leading with Intention

The simple act of shifting how you give and receive feedback holds the power to shape your leadership, your relationships, and the growth you create in others.

## How Growth Feedback Model Transforms Leadership

Every moment you choose to guide forward instead of correct backward is a leadership decision.

It reinforces how you develop people, how you build trust, and how you create environments where growth is actually possible.

When paired with self-awareness and intention, the Growth Feedback Model turns feedback from something people fear... into something they value.

## How You Can Apply Growth Feedback Model

- ✓ Replace “what went wrong” with “what can we try next time?” → shifts conversations forward
- ✓ Start feedback with one specific strength you observed → builds confidence first
- ✓ Give one clear, actionable next step → keeps growth focused and achievable
- ✓ Ask “what support do you need?” → creates ownership and partnership

## Why It Matters

- ✓ Builds confidence and capability in others
- ✓ Shifts feedback from criticism to development
- ✓ Strengthens trust and team relationships
- ✓ Encourages ownership and independent growth
- ✓ Creates a culture of continuous improvement

## Final Thoughts from London

“Leadership isn’t about pointing out what went wrong; it’s about developing”

