Why Ask?
Asking for feedback helps regulate the brain’s threat response by increasing people’s sense of status and control. In addition, people can feel more comfortable sharing their viewpoint when it has been asked for and know it will be welcomed.

IMPROVE provides employees and managers with easy-to-recall habits to maximize the effectiveness of asking for viewpoints. It also provides a simple framework for understanding what happens in the brain when feedback works, and how we can share feedback for maximum impact.

People Need to Grow Faster Than Ever Before
Research suggests that frequent, targeted feedback is essential for top performance. The most engaged employees receive feedback at least once per week.* Only by seeing your work from another point of view, through feedback, can you begin to see the complete picture. Unfortunately, few people are getting the kind of feedback they need to grow.

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*Gallup Business Journal, June 2016

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Solution Overview

Digital Learning Solution (DLS):
Bite-sized audio and video content delivered across four weeks to thousands of managers at a time

Integrated Learning Solution (ILS):
Three 90-minute sessions using NLI’s HIVE (High Impact Virtual Experience) methodology, impacting hundreds to thousands of participants

In-Person Workshop:
Expert-led, generative learning experiences, offered as a half day session with tailoring options to fit your organization’s needs

30 Days to Integrate
The IMPROVE Digital Learning Solution seamlessly integrates into your organization and turns these essential skills into sustainable habits.

Get 5-Minute Research Videos for an overview of the core content and a Live Webinar or a Discussion Toolkit for a holistic, interactive debrief.

- Scale: Roll out to 100s or 1000s of people at once
- Speed: Small bites of digital info via a 30-day campaign
- Impact: Brain-based learning that “sticks”

For more information

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