

Formula 2+2: The Simple Solution for Successful Coaching / Doug Allen, Dwight W. Allen / 2004 / 9781609942076 / 120 pages / Berrett-Koehler Publishers, 2004

Get Formula 2+2 now with Oâ€™Reilly online learning. Oâ€™Reilly members experience live online training, plus books, videos, and digital content from 200+ publishers. I am thrilled to have Dwight and Doug Allenâ€™s book, Formula 2+2: The Simple Solution for Successful Coaching, as part of my Berrett-Koehler series. The authors are two of the brightest people I have ever met, and theyâ€™re bringing new insights and creativity to an area that badly needs help: performance feedback. So often when I ask people, "How do you know whether youâ€™re doing a good job?" they tell me, "I havenâ€™t been chewed out lately by my boss." ebook â‚¬ The Simple Solution for Successful Coaching. By Doug Allen. Read a Sample. Add Book To Favorites. Sign up to save your library. With an OverDrive account, you can save your favorite libraries for at-a-glance information about availability. Find out more about OverDrive accounts. Formula 2+2 offers a simple yet powerful approach to revolutionizing feedback conversations. It details the five secrets of effective feedback: Timeliness Balance Focus Specificity Follow-up Formula 2+2 shows how to foster a culture of continuous feedback which increases the effectiveness of the manager, protects the spirit and dignity of employees, and provides a systematic approach to reinforcing and improving employee performance. Formula 2+2 : The Simple Solution for Successful Coaching. In today's fast-paced business environment, frequent feedback and "course correction" is absolutely vital. But about the only time most managers offer employees feedback is during scheduled (and generally infrequent) performance appraisals, which tend to be stiff, formal, and--whether Full description. Douglas B. Allen. Book DescriptionEven the best managers often view employee coaching and feedback as necessary evils, tasks to be done with little enthusiasm and as rarely as possible. Formula 2 + 2 provides managers with a simple yet powerful approach to revolutionizing feedback conversations and making them a regular and even welcome part of their duties. Based on the assertion that feedback is most effective when motivated by a spirit of helpfulness and a sincere desire to help employees succeed, the book explains five concepts - timeliness, balance, focus, specificity, and follow-up - tha