

## Encouraging members to give group feedback is challenging

TeamAllegro provides the space and tools to set the groups in motion

Most working groups have not experienced the benefits of feedback. Individual members are used to one-to-one feedback on personal development, but using feedback at group level to establish better ways of work is novel.

It usually takes a lot of efforts to change people's behaviours to give group feedback. But with TeamAllegro, the process becomes a natural part of working group's activities and members will feel the impacts more swiftly.

### Using TeamAllegro in a 5-step cycle

1. **Prep the group.** Announce to the group that ways of work is important and is improved through feedback. Introduce TeamAllegro as the feedback facilitator that will be used for feedback collection
2. **Identify occasions for feedback.** Whenever a workshop or meeting is held, or a milestone has started or is halfway, or changes to the group happen, it's a prompt for feedback
3. **Create a feedback instance on TeamAllegro.** Create the feedback instance in front of the group to reinforce the importance of feedback. Remind members to submit feedback in a timely manner
4. **Playback the feedback.** Distil the feedback into key learnings and actions, and summarise on the TeamAllegro instance. Distribute the summary using the public URL and get the team to act
5. **Repeat regularly.** Handhold the group for the first few times. Create and play back the feedback in special meetings or conference calls. Look back at the instances to reflect on how ways of work has progressively improved