

Human Resource and Diversity Management

How to give feedback to your employees?

Case study



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SITUATION

- You are in charge of a team. You have an important customer meeting and you are already late. As you leave your office, you see Paul, one of your colleagues who is supposed to accompany you to this meeting, clowning around with his colleagues. You think that this behavior reflects a certain lack of commitment that you have felt from Paul over the past few weeks in key moments such as team meetings. However, Paul is a *talent* on your team: he possesses important leadership skills and achieves very good results within your team.



SITUATION - EXERCISE

- Following the customer meeting, you schedule an exchange with Paul because you are concerned that this type of behavior will recur and affect the effectiveness of both Paul and the team.

You're preparing your feedback...



