# Science Hacks for Day-to-Day People Leadership

> "Evidence-informed leaders are early adopters who seek out the best available evidence and promote evidence-informed practices among their staff."
>
> **- Maura MacPhee**, *"Leaders and Evidence-Informed Decision-Making"*

Leaders give others feedback every day. Did you know that you can make another person 40% more receptive to the feedback you give them if you lead with a single 19-word sentence? Did you know that leaders are twice as likely to deliver corrective feedback to a remote employee and half as likely to provide positive, affirming feedback to that employee versus a co-located employee, even when the two perform at roughly the same levels?

Thousands of leadership books and articles spout advice for today's leaders, yet the vast majority of "best practices" are anecdotal, not backed by research or scientific studies. This session provides over two-dozen evidence-based practices your leaders can apply now to significantly improve, even revolutionize, their day-to-day leadership impact. The focus is on simple, actionable, easy-to-apply methods, practices, and "hacks" that address fundamental aspects of people leadership responsibilities.

Among the many takeaways from this program, leaders learn:

- The science of giving and receiving feedback in ways that minimize threat and maximize receptivity
- The agenda for 15-minute weekly one-on-ones that can most efficiently and effectively help those you lead prioritize their work, receive the right level of support, and feel valued
- The two key behaviors of high-performing teams, and simple behaviors the team leader can adopt to promote those behaviors
- Why you should drop one of the most common performance review practices
- When and why the telephone is a better choice than videoconferencing for certain kinds of teamwork
- The best time to schedule team meetings to maximize attendance and the best time to meet to make important decisions (hint: they're not the same time)

## Future-Fit Leadership Series

**Target audience:**
Mid-level and first-level leaders

**Format:**
- Half-day and full-day options
- Live virtual or in-person facilitated
- Train-the-trainer capability

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