

# Tobias

## RODRIGUES

## THE GIFT OF GROWTH 360-DEGREE TEAM FEEDBACK

**This two-day workshop creates a safe environment of trust for teams to communicate with transparency.**

It explores the ground principles of constructive feedback. The exchange of information, mutual understanding and learning within your team will increase.

Positive feedback gives us the determination and skill set to continue to grow.

Without constructive feedback and an understanding of what to improve— we cannot see the growth potential.

**Give feedback without causing resistance and you'll receive it without getting defensive.**

Each team member will create an individual action plan to implement the feedback they've received.

Learn and implement a powerful new model that allows your team to excel at feedback.

**Prep work:** Written feedback for each team member

**Group size:** From 6 to 9 participants

**Languages:** English, Spanish and Portuguese



I found my love for words when I did my first master's in Philology, the science of language. As a priest, I dedicated a multitude of hours to communication optimization with others. This allowed me to identify specific patterns in order to determine what people want and need to hear in the most effective manner possible. Today, I use my expertise to train teams to implement and integrate these effective patterns that enable them to give and take straight-up feedback.

I am a communication coach at IESE Business School. I also offer effective team-playing workshops, leadership coaching, keynote speeches, and event facilitation in English, Spanish and Portuguese to international brands including; eBay, Henkel, HP, King and PayPal.

More at [tobiasrodrigues.com](https://tobiasrodrigues.com).

*A true inspiration! Tobias facilitated the training with super-high energy, a great attitude and fun. And he managed to challenge us quite a bit! We left with concrete personal action plans!*

**Stefan Benndorf**  
**APPLIFT COO**

*Tobias has the ability to truly understand the needs of people around him. And thanks to his energy, enthusiasm and professionalism, he quickly adapts to become part of the team.*

**Alvaro Duarte**  
**KING VP, Head of Studio**

*I recommend Tobias to anyone who wants to get people talking transparently with one another or boost collaboration in their team. Thanks, Tobias, for helping us be open and direct.*

**Lynsey Douglas**  
**PAYPAL Head of Talent Acquisition**