Brass Willow

STANDARD OFFER
Q4 2026 · valid until 31/12/2026

OrgScapes workshops

OrgScapes Feedback: Creating an Environment for Healthy Feedback

WHAT IT IS

Feedback is far more than a skill or a framework like SBI or GROW: it is rooted in language, self-perception and social norms. A workshop in two parts: “Creating an Environment for Healthy Feedback” and “Advanced Feedback Dynamics”, which moves from individual tools to feedback that flows across all levels of the hierarchy. Recommended in the group’s mother tongue.

AT A GLANCE

Duration	2 days (2 × up to 8 hours)
Audience	leaders, managers and teams improving their communication culture; part two for graduates of part one, senior leaders and HR business partners
Format	intensive workshop, in person or online (Zoom and Mural)
Language	English or Polish
Led by	Adrian Janik, organizational psychologist
PDUs (PMI)	14 for attendance

WHO IS IT FOR?

- Feedback is given once a year, at the performance review.
- People learn about a problem when it is too late.
- There was feedback training and nobody gives feedback.
- People talk about each other rather than to each other.

WHAT PARTICIPANTS TAKE AWAY

After the training, the participant:

- understands the cultural foundations of feedback, in Poland and in the countries they work with,
- knows that feedback is a communication culture and how to build it,
- understands the role of language and communication barriers,
- has practical pointers for giving and receiving feedback better,
- after part two: has methods for building an environment in which feedback appears by itself.

PROGRAM OUTLINE

Part 1: Creating an Environment for Healthy Feedback

1. The cultural foundations of feedback in Poland.
2. Cultural differences in feedback between countries.
3. Feedback as a communication culture.
4. The role of language in feedback.
5. Communication barriers.
6. Introspection: noticing your own difficulties with feedback.
7. Radical Candor (Kim Scott) as a model.

Part 2: Advanced Feedback Dynamics

1. Building a feedback system in an organization.
2. Tools for influencing culture in smaller and larger units.
3. Change in the "start with yourself" model.
4. An environment in which feedback appears by itself.
5. Bringing people from culturally different organizations into the feedback culture (onboarding).
6. Feedback culture outside: talking to the organizations you work with.

This is an outline. The trainer adapts it to the group's needs and experience.

PRACTICALITIES

PDUs (PMI)	14 PDUs for attendance.
Payment	We issue a VAT invoice to a company or an individual. The standard payment term is 14 days; bank transfer or card. We also serve companies from outside Poland.
Before the class	After registration the participant receives full information by e-mail: venue, hours, what to prepare. The address and hours are confirmed two weeks before the class.
Lunch	Lunch is included in the price of in-person classes.

PRICE

Public class

PLN 3,200 net per person

Current dates and prices: brasswillow.pl, Calendar.

Private class

Group of 6–20	**PLN 35,000 net per group**
Smallest group	**6 people**

Led by two trainers.

A private class usually takes place at the client's premises; a rented room is charged at cost, as a separate invoice item. Date and scope are agreed individually. The price excludes the trainer's travel and accommodation outside their place of residence: within Poland, PLN 1,500 net per trainer for a two-day class.

Prices are net, in PLN; VAT is not included. Offers in EUR or USD on request (plus 15% for exchange-rate risk and bank spread). Invoices are payable within 14 days.

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24 countries
35,000 people trained
70% of clients come back for more