



# The Jersey Shore Association for Human Resources January Breakfast Meeting



## How to Use the F-word at Work – Feedback

Presented by Harrison Kim

Talent is often cited as the biggest bottleneck for organizations. For many organizations, most efforts have gone into talent acquisition. What they fail to recognize is that they can't just keep "refilling the bucket." Sidelining talent management causes organizations to miss significant opportunities. In particular, performance management is one of the most critical, yet one of the least effective parts of talent management today. Additionally, the generational shift in the workplace is only going to make the traditional performance management systems more obsolete.

Constructive, objective, and continuous feedback helps employees accelerate their skill development, which in turn, helps organizations grow faster. Feedback is also a powerful tool that can be instrumental in retaining employees; however, it is a double-edged sword. When done incorrectly, it can seriously hurt employees' morale. Leaders must understand how to share feedback the right way.

**Learning Objectives:** Upon completion of this interactive presentation, you will:

- Understand the research behind what makes feedback constructive.
- Learn techniques to give and receive feedback to maximize impact.
- Implement the tactical steps to effecting and sustaining the culture of feedback at work.

### About the Speaker:

Harrison Kim is the CEO of Pavestep – the performance management solution for the new workforce. From working with large and small businesses across industries over the years, it became apparent to Kim and his partners that talent was the biggest bottleneck for businesses. They created Pavestep to help business owners, executives, and managers develop and motivate their employees more effectively - not just with the use of technology, but also with hands-on coaching.

Kim is a former private equity investor from Odyssey Investment Partners and management consultant from McKinsey & Company. He is obsessed with employee feedback.



Thursday, January 9, 2020  
7:45 a.m. Networking and Breakfast  
9:00 – 10:00 a.m. Program  
Jumping Brook Country Club  
210 Jumping Brook Road, Neptune  
([www.jumpingbrookcc.com](http://www.jumpingbrookcc.com))

R.S.V.P. by 4:00 p.m. on  
Friday, January 3, 2020  
online at:  
<http://jsahr.shrm.org/events>  
or [admin@jsahr.org](mailto:admin@jsahr.org)  
or call JSAHR at 732-701-7155

**Registration Fees  
(includes breakfast)**  
\$30 for JSAHR members  
\$500 for non-members  
\$25 for In-Transition and guests  
\$10 for students with valid ID  
\$10 additional fee for walk-ins  
**"No shows" will be billed**

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