

Why is Meeting Feedback Important??

How will this benefit me and my work?

How does work go wrong?

Nobody comes to work to do a bad job. Nobody comes to work to make other people's work more difficult.

And yet it happens. We end up in situations where, for a variety of reasons, somebody else's choices make our life difficult, and our work suffers as a result. And maybe, sometimes, our choices may impact others in the same way.

They didn't intend it. We didn't intend it. So why does it happen?

The role of time

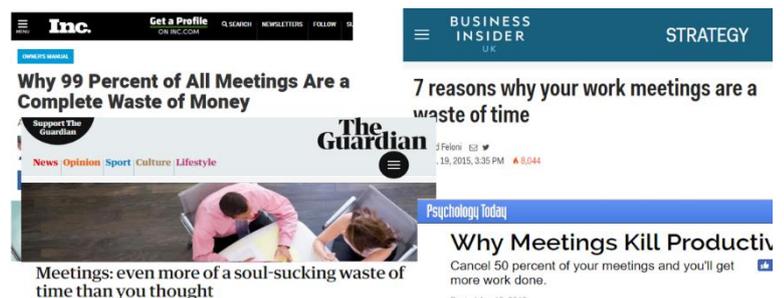
In many cases it happens because people are unaware of the full impact of their choices. They don't fully appreciate the consequences of their choices for other people. Usually because they lack the time to appreciate them - and in many cases they lack that time because they themselves are too busy dealing with the consequences of someone else's choices.



All of these consequences take time. They all have a cost in terms of our own workload. And it is a bit of a vicious circle: We are busy, so we do things in a rush, and that leads to a number of sub-optimal choices, which makes other people busy, and they do things in a rush, which causes problems for us, and adds to our busy-ness and so on.

How this impacts meetings, and vice versa

One key area where this takes place is meetings. People struggle to do the preparation; actions are not completed; there are distractions and no-shows; the objective and agenda may not have been clearly thought out; the wrong people are present - often because the person holding the meeting has very little time to sit down and think about it. But as a result: the meeting is inefficient;



people are not fully engaged or listened to; decisions are rushed; progress is delayed; and we need to arrange more meetings to compensate - for which people struggle to do the preparation ... etc.

And worse still, the decisions made in that meeting have more consequences outside of the meeting.

Small changes make a difference

Okay, that picture may be a bit too dismal for your situation! But in any organisation, you can see elements of this - and the extent to which it occurs has consequences for productivity, engagement, and workload. And if things have got particularly pressured, it also has consequences for creativity, teamwork, enthusiasm and personal growth and fulfilment.

Conversely, if people just had a bit more time and insight into how they could better help you to do your job, you might be able to find a bit more time for insight into how you could better help them (maybe a different them) in doing theirs. If people had just a few fewer meetings, maybe they could find the time to better prepare for the ones they do have, and make more progress between them, and therefore not need so many meetings.

Is this realistic?

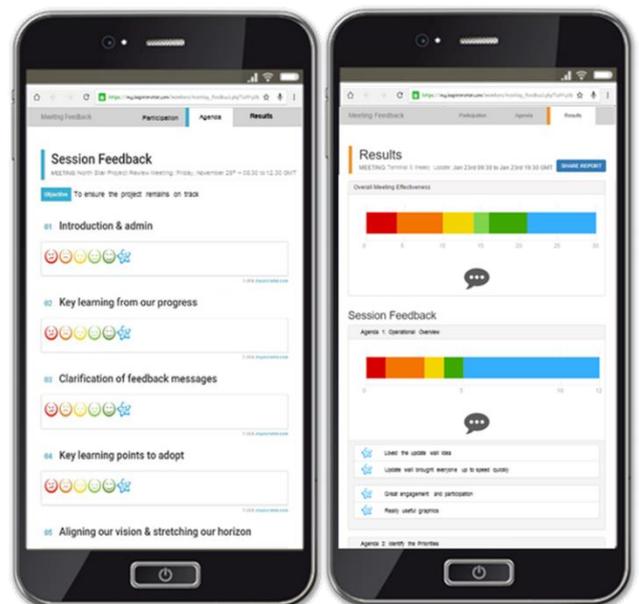
Idyllic? Not really. We all want to do a good job. We just need the right circumstances and information to enable us to do that. And the same is true for the vast majority of our colleagues.

The role of Inspirometer

So what does Inspirometer do?

Firstly, let us cover what it doesn't do. It DOES NOT tell you when you are doing a bad job. Nor does it enable you to tell anyone else they are doing a bad job.

But it does enable you to let them know, quickly, easily and anonymously, the consequences of the choices that they have made - for you and your work. And it enables you to see, immediately, the consequences of your choices on others. Not from a perspective of judgement or evaluation, but simply as information in respect of whether the outcomes were as you hoped for or intended. Inspirometer is a tool of learning and insight – not of judgment and evaluation.





Why is this of value to you?

Inspirometer gives you the opportunity, in real-time, to see what works and what does not.

It gives you a helpful perspective on how you can better influence others, and in this way it can enable you to be more effective in achieving the results you seek.

And by doing the same for your colleagues, it can help them to create circumstances which make it easier, quicker, and (lets face it) more enjoyable for you to do all of those things.

Helping to make 'work' what it could be

But most of all, it enables your organisation to: better realise its potential; serve its customers; deliver new ideas; grow its people; assure its future; nurture teamwork; achieve exciting things; and bless you.

The quality of our working life stems largely from the quality of interactions we have within it, particularly in and as a result of meetings, and Inspirometer helps us to each play a part in making that better for all of us.

How did we do?

Please rate the usefulness of this guide to you
All it takes is one simple click ...

