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University of Maryland, College Park Applied Struggle for Agile edX Project Management 2-3 hours per week 4 weeks long 2-3 hours per week 4 weeks long self-understanding IELTS: Writing FutureLearn 3 hours a week , 3 weeks long 3 hours a week, 3 weeks long November 23, 2020 Explore English: Shakespeare FutureLearn 2 hours a week 6 weeks long, 2 hours a week, 6 weeks long, self-employed Technische Universität München (Technical University Munich) Lean Production edX 3-4 Hours per week, 6 weeks long, 3-4 hours a week, 6 weeks long // // Manual python for everyone Coursera specializes 3 hours a week, 35 weeks long, 3 hours a week, 35 week-long Technische Universität München (Technical University of Munich) Sigma: Updated analysis EdX control 3-4 hours per week, 8 weeks long 3-4 hours per week, Long 8 weeks // Nutrition and Self-Health: Human Microbiome edX 3-5 hours per week, 6 weeks long 3-5 hours per week, six weeks long AD School of Economics and Political Science Public Policy Analysis Online Certificate Course through GetSmarter Flexible Machine Learning Coursera 5-7 hours per week, 11 weeks long 5-7 hours per week , long 11 weeks / December 7, 2020 Sheffield University How to Success: FutureLearn Interview 3 hours a week , 3 weeks long 3 hours a week , 3 weeks long 4 Jan 2021 Teaching for Success: 2 hours of lessons and teaching FutureLearn per week , 6 weeks long 2 hours a week , 6 week long self-paced University of Forensic Sheffield Facial Restoration: Finding Mr X FutureLearn 2 hours a week, 2 weeks long 2 hours a week, 2 week long self-paced University of Sheffield How to succeed: Writing a FutureLearn application 3 hours a week, 3 weeks long 3 hours a week, 3 weeks long 14 Dec 2020 University of Maryland system. University of Maryland, Agile College Park Leadership Principles and edX practice 2-3 hours per week, 4 weeks long 2-3 hours per week, 4 week long self-paced University of Sheffield and Technology Hong Kong Matrix Algebra for engineering courses 3-4 hours per week, 4 weeks long 3-4 hours , 4 weeks long // 14 December 2020 Presentation skills: Writing speeches and narrative Coursera 461 hours worth of material 6 weeks long 461 hours worth of material 6 weeks // 21 December, 2020 University Politècnica de València Basic Spanish 1: Start with edX 4-5 hours per week, 7 weeks long 4-5 hours per week, 7 week long self-taught Young Learners online FutureLearn 3 hours per week, 3 weeks long 3 weeks, week long 11 Jan 2021 Online Learning Campus - World Bank Group Future of Work: Preparing for Disruption edX 3-5 hours per week, 5 weeks long 3-5 hours a week, 5 weeks long AD NUS Business School of Business Analysis for Strategic Decisions via EMERITUS November 18, 2020 Nutrition, Heart disease and Diabetes edX 6-8 hours per week 5 weeks long 6-8 weeks Long University University of Sheffield, University of Liverpool Musculoskeletal System: The Science of Living Enthusiastically in Old Age FutureLearn 3 hours a week 3 weeks long 3 hours a week 3 weeks long self-taught self-taught for success: Classroom and World FutureLearn 2 hours a week , 4 weeks long 2 hours a week , self-teaching 4 weeks to Success: Learning and FutureLearn learners 2 hours a week, 4 weeks long 2 hours a week, 4 weeks self-programming courses 7-9 hours per week, 4 weeks long 7-9 hours per week , 4 weeks long // December 7, 2020 What is mind? FutureLearn 3 hours a week, 6 weeks long, 3 hours a week, 6 weeks long Nov 9, 2020 Programming introduction with MATLAB Coursera 4-6 hours per week, 9 weeks long 4-6 hours per week, long 9 weeks // December 14, 2020 more loads 50 next course of 9950 last updated on December 4, 2020 We all crave more creative feedback. We want to know not only what we do well, but also what we can do better. However, giving and receiving constructive feedback is not just a feel-good exercise. At work, it's part and parcel of how the company grows. Constructive feedback has the following effect: build the skills of the worker, think about the last time you make a mistake. Do you come out of the attacking sense, which is a major sign of devastating feedback, or do you feel like you've learned something new? Every time a team member learns something, they are more valuable to the business. The range of tasks they can manage has increased. Over time, they make fewer mistakes, need less care and are willing to seek more help. It adds constructive feedback of employee loyalty into a two-way street. Employees want to pick it up, but they also want to give them the feedback they give seriously. If employees see their constructive comments being ignored, they may use it to mean them. As for the team's values, nine out of 10 employees say they are more likely to stick with companies that use and express their opinions. Strengthen team engagement without trust, the team can not work. Constructive feedback builds trust because it shows that the feedback provider cares about the success of the recipient. However, for constructive feedback on the magic work of both parties must be considered well-intentioned. Those who give feedback must truly help, and those who get it must assume that the goal is to create them, rather than tear them down. Promoting mentoring is nothing wrong with a single round of constructive feedback, but when it really makes a difference is when it's repeated, the constant constructive feedback is bread and butter of mentoring. Obviously, constructive feedback is something most teams can use more, but how do you really give it? How to provide constructive feedback, make

constructive suggestions tricky. Misunderstandings and your messages may fall on deaf ears. It's really misguided and you can sow distrust or create tension across the team. Here's how to give the rightly constructive feedback: 1. Listen, First Often, what you perceive as a mistake is a decision that someone made for good reason. Listening is the key to effective communication. Try to understand: How did someone come to her choice or actions? You can say that help me understand your thought process. What took you one step further? 2.Take with compliments in school, you may have heard it called sandwich method: before (and ideally, after) give tough suggestions, share compliments. You can say: excellent design. If your comments may be of interest to others in the team, or if the person you speak with may actually use the wrong method, try communicating your opinion in a group setting. I want everyone to see . . . 4. Ask what you can help you when you're on the team, you're all together. When an error occurs, you need to realize that everyone is not just the person who did it. Provide constructive feedback in this dynamic-aware way. You can say what can I do to support you? How can I make your life easier? Is there anything I can do better? 5. Provide samples to be useful, constructive feedback must be concrete. Show your suggestions by pointing to Ideal, what should the end result look like? Who has the process down Pat? You can say that I want to show you . . . this is what I want her to look like. Constructive feedback tends to be brought to the heart when it comes to compassion. You can say I know it's hard to hear. I understand 7.Smile management counseling like credera teaches that communication is a combination of content, delivery, and presentation of. Your smile is one of your best tools for getting constructive feedback to connect. 8. Be grateful when you are frustrated about the crash, it can be difficult to see its silver lining but you don't need to look hard Every range of constructive feedback is an opportunity for the team to get better and grow closer. You can say I'm glad you brought this up. We have all learned an important lesson. I love developing as a team. 9.Avoiding accusations, giving difficult suggestions without losing your coolness is one of the hardest parts of working with others of great leaders and project managers, frustrated with mistakes, not the ones who do it. You could say that we all make mistakes. I know you're doing your best. I don't hold it to you 10. Can you clear it in your direction? Do you set others to succeed? You can say that I should have . . . face me . . . 11.time it's correct, constructive feedback shouldn't catch people off guard. Don't interrupt a good lunch conversation. If in doubt, ask the person you give feedback to schedule the session manually. Encourage them to choose when they can focus on conversation rather than their next task. 12. Use their name when you hear your name, your ears naturally Use that when giving constructive feedback. Just remember that constructive feedback should be private, not personal. You can say bob, I want to chat through. 13.Recommended, do not order when you give constructive feedback, it is important not to be antagonistic of the very act in giving feedback, realizing that people who make mistakes have a choice and when the situation happens again they can choose differently. You can say: Next time I suggest . . . try this way, are you on that ship? 14. Be short even when receiving Constructive suggestions can be uncomfortable to receive. Get your message across, make sure there's no hard feelings and move on. One exception? If the comments do not understand clearly that you have plenty of time to ask. Hustling through what is obviously an open conversation is disrespectful and discouraging. 15. Following lessons is not immediately learned. After giving your team members constructive feedback, follow up with an email. Make sure you are respectful and helpful in your written comments while you are in your verbal communication. You can say that I want to conclude. Thanks for chatting with me about . . . it makes sense? 16.Expect improvements even if you should provide constructive feedback in a supportive manner, you should expect to see it implemented. What improvement do you want to see? You can say that I want to see you . . . come back to check-in after . . . I expect you . . . to do a dent in that by . . . 17.Give a second chance to give feedback, no matter how creative, it's a waste of time if you don't give a chance to perform it. You can say I know you'll rock it next time. I want to see you try again. Let's go again. Final ideas, constructive feedback, are not easy to crack. If you give it bad, it's probably time to get some. Don't be afraid to ask. More information on creative photo credits: Christina @ wocintechchat.com via unsplash.com unsplash.com

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