

FRONTIERS OF FEEDBACK

FOUNDATIONAL SKILLS FOR EFFECTIVE COMMUNICATION



RAZIA AZIZ

A 12-week skills-focused programme for individuals, teams and organisations seeking more effective feedback, better communication and greater psychological safety across differences of seniority, diversity and lived experience.



JULIA OERTLI

DO YOU RECOGNISE ANY OF THESE?

- Important conversations are being avoided
- Feedback is shared indirectly rather than openly
- Honest critique feels risky
- Appreciation isn't being given
- Unresolved tensions simmer under the surface
- Trust declines
- Misunderstandings grow

TRANSFORM DIFFICULT CONVERSATIONS
INTO STRONGER RELATIONSHIPS, MORE
TRUST AND BETTER RESULTS.

These common signs of **feedback avoidance** can undermine wellbeing, culture and results.

Frontiers of Feedback helps participants build the confidence and skills to give and receive feedback, strengthen relationships and improve outcomes.

WHAT PARTICIPANTS LEARN;

- ✓ Communicate clearly, honestly and authentically
- ✓ Give feedback with skill, care and confidence
- ✓ Receive feedback with openness and less defensiveness
- ✓ Build psychological safety and stronger relationships
- ✓ Navigate differences in power, identity and lived experience
- ✓ Listen deeply and respond mindfully
- ✓ Turn difficult conversations into opportunities for growth



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THE 12-WEEK ONLINE PROGRAMME OFFERS;

- Six whole-group workshops (every other week)
- Small-group practice and reflection (every other week)
- Individual reflection and journalling (between sessions)
- Optional 1-to-1 coaching



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OUTCOMES

- ✓ Improved communication across difference and diversity
- ✓ Stronger leadership capability
- ✓ More effective collaboration
- ✓ Greater creativity and productivity
- ✓ Increased trust and belonging
- ✓ Healthier workplace relationships

WHAT PARTICIPANTS SAY

"I learned how to offer clear, honest feedback with care and saw first-hand how that can shift dynamics that previously felt stuck."

– Meena Bharadwa

"Julia and Razia's work had a huge impact on our culture. It created space for more authenticity and helped us work more openly, honestly and collaboratively." – Yusra Ali



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FACILITATORS



Razia Aziz (she/her)
Consultant, facilitator,
coach and creative
practitioner
www.raziaaziz.com

Julia Oertli (she/her)
Culture change consultant and
certified embodied resilience
facilitator
www.orchidculturechange.com

They bring extensive experience of helping individuals, teams and organisations develop courageous, compassionate and equitable relationships and cultures.



Photo by [Livio Salvi](#)

INVESTMENT

In-house programme

£9,732 per cohort (up to 15 participants)

Open programme

£750 per participant (up to 15 places)

Two bursary places are available on every course for people on low income.

The next course starts in October 2026. Whole group learning workshops are from 10am–12pm every other Thursday, starting 1 October 2026.

Optional 1-to-1 coaching is available at £150 per hour for all programmes.

CONTACT US

To discuss how Frontiers of Feedback can support you, your team or your organisation, email Razia at razia@raziaaziz.com.