

# Pulse: Debrief & Sharing of Results

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### INTRODUCTION

Pulse opens a direct, frequent, and safe communication channel between leaders and employees. It equips People Managers with insights to lead their team through fast changing environments and quickly adapt when necessary.

If you are new to Syensqo's Wiki space, you may need to link your Google Drive in order to see embedded documents.

Follow the instructions [here](#).

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### PULSE RESULTS DEBRIEF & SHARING

#### Why this Moment Matters

The regular Pulse aims at boosting the feedback culture, supporting inclusion and benefiting from views and ideas from our employees. Results can lead to corporate or broader actions, whilst building on Pulse results through an open dialogue at team level is as concrete as actions can get, close to the employee's reality.

#### What to do as a leader

- How can you create trust and encourage your team to speak up?
  - How can you leverage Pulse to understand how your team is doing?
  - How can you prepare yourself for having open conversations with your team?
  - Why adopting a coaching mindset can trigger your team participation to find solutions together?
  - Why moving from difficult to constructive conversations can positively impact your discussions?
  - How can you empower your team members to implement/ support actions agreed by the team?
  - How can you use follow up to create lasting and sustainable change?
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### PULSE COACHING WORKSHOP FOR LEADERS

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- [The Pulse Dashboard for People Managers](#)
- [Promotion/ Communication kit](#)
- [Dashboard for Support Documentation](#)

