# 2. Mid Year Touch Point and Ongoing Feedback

Quality conversations drive performance and support development

## Who is involved & time commitment
- Conversation leaders – may be direct manager or delegate
- Employee
- Other feedback sources (e.g. peers, external / third party)

## What you will need
- Informal conversation – documentation not essential
  For mid-year touch point:
  - myCareer Plan recommended

## When it occurs
- **January-December**: ongoing feedback to ensure progress is supported
- **June-August**: formal mid year touch point recommended

## Action required
- **If your manager has less than 10 employees** you will meet for regular informal one to one meetings to give and receive feedback (weekly, monthly or minimum quarterly.) You'll also meet for the touch point (at least once in Jun-Aug).
- **If your manager has more than 10 employees or uses delegates**, expect regular informal one to one meetings to give and receive feedback. The touch point meeting is also highly recommended (in Jun-Aug).
- **The touch point meeting is about progress, acknowledgement, appreciation and development.** It’s not an elaborate data gathering exercise but do come prepared to have a constructive, future focused discussion. This conversation may be completed as part of existing processes e.g. Promotion or Tenure Track Discussions, Career Development Committees, Probationary Meetings.
- You are encouraged to regularly gather feedback from other sources (360 input – see guide) to enhance the fairness and accuracy of myCareer.

## Support, guides, tools, templates available
- **Recommended**
  - myCareer Plan (Academic / Professional / Senior Leader)
  - Training & support for staff & leaders.
- **Optional**
  - Feedback guide (360 input)
  - Giving and receiving feedback conversation guide
  - Midyear feedback and touch point conversation guide

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* A conversation leader is an employee’s manager / supervisor or this responsibility can be delegated to others in senior roles. e.g. Associate Deans, Professors, Project or Program Leaders.