



A RADICAL PROPOSAL

Torch and Radical Candor present
"The Radically Candid Coach"

Week 1

The Radical Candor Framework

Philosophy: Radical Candor builds trust.

Guiding Questions: How would you describe the relationship between boss and employee? How can you get hierarchy out of the way so that a relationship is possible? What's the fastest way to build trust?

This section covers: What Radical Candor is and, perhaps more importantly, is not.

Week 2

Getting, Giving, Gauging, and Encouraging Feedback

Philosophy: Building a culture of feedback is critical to success, and it starts with us.

Guiding questions: What happens when the people you're coaching aren't kind and clear with others? What happens when they aren't getting the input they desperately need to grow or improve?

This section covers four practical things:

1. Soliciting Criticism
2. Giving Praise and Criticism
3. Gauging Your Communication
4. Encouraging Radical Candor



Week 3

Building a Team On which Everyone Takes a Step in the Direction of their Dreams

Philosophy: Understand how to reward top performance: people who are on a steep growth trajectory and people who are great at what they do but not looking for a promotion.

Guiding Questions: How are the people you're coaching struggling to balance growth and stability on their teams today? What happens when we overvalue or undervalue growth?

This section covers two practical things:

1. How to Build a Bench
2. Career Conversations

Week 4

Getting Stuff Done

Philosophy: Telling people what to do doesn't work.

Guiding Questions: What happens when the people you're coaching get stuck trying to tell people what to do or how to behave?

Listen → Clarify → Debate → Decide → Persuade → Execute → Learn → Listen

This section also covers six practical things:

1. 1:1s (listen, clarify)
2. Staff Meetings (listen, clarify, decide on deciders)
3. "Debate" Meetings
4. "Decision" Meetings
5. All-Hands Meetings (persuade)
6. Minimizing the Collaboration Tax