

📖 Module 3 Reading: Designing How We Talk and Learn — Communication Systems and Feedback Architecture Communication as a System

Most teams communicate by habit, not design. A communication system defines what information moves, when, and through which channels. Without structure, communication becomes noise. With design, it becomes clarity.



Intentional Rhythms

High-performing teams create predictable rhythms:

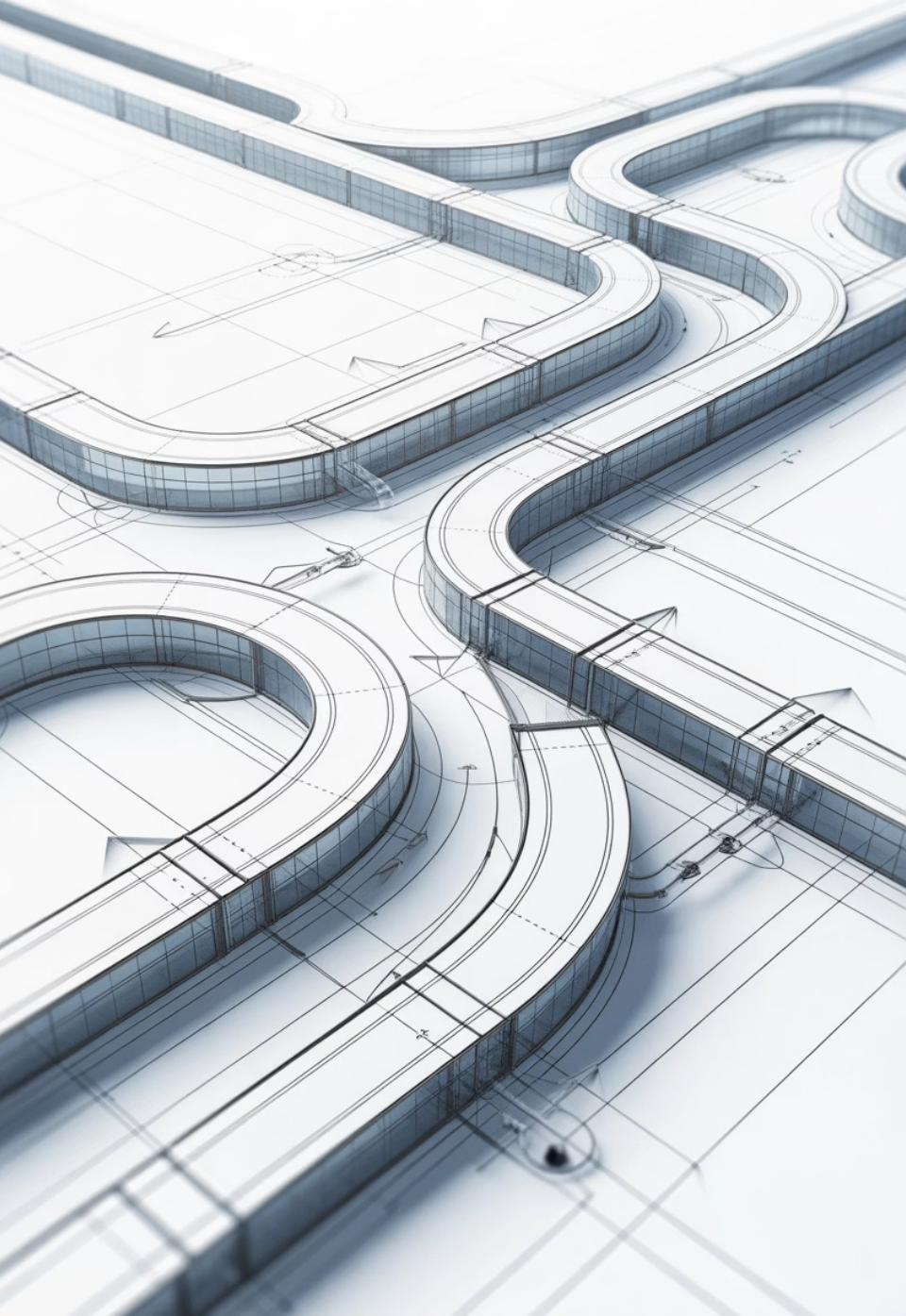
Daily or weekly check-ins
for priorities.

Monthly retrospectives
for reflection.

Quarterly reviews
for alignment.

Shared dashboards
for visibility.

Rhythm prevents reactivity and supports accountability.



The Architecture of Feedback

Feedback transforms communication into learning. A strong feedback architecture includes:

01

Timeliness

delivered close to the event.

02

Specificity

focused on behavior and results.

03

Balance

highlighting strengths and growth.

04

Actionability

ending with a next step.

Feedback closes the learning loop and keeps collaboration adaptive.

Closing the Loop



Information should move full circle — sender to receiver and back. Teams that close loops confirm understanding, check outcomes, and celebrate adjustments.

Reflection

Where does communication break down in your team?

What rhythm could improve consistency?

How can you make feedback part of the workflow instead of an afterthought?