



WHERE LEADERS ARE MADE  
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## Mentor's Moment

### Today's Topic: A PIP Sandwich

Three quick thoughts about **PIP** during a Toastmasters Meeting/Session:

#### 1. Purpose

- Ever had a Pip Sandwich?
  - Take two slices of marbled rye bread
  - Now layer freshly grilled vegetables with two slices of provolone
  - Voila! You have a Pip Sandwich: Yum!
- As Toastmasters, we can and should serve **PIP** Sandwiches

#### 2. Best Practices

- When we give feedback to a speaker, let's begin with **Praise**
  - Highlight something positive about what was said
- Then offer an idea for **Improvement**
  - Frame it in an appealing fashion
- End with **Praise**
  - Highlight another aspect of the speech that was positive

#### 3. Business Application

- Everything we do in Toastmasters has a direct application to the business world
- This includes Praise
- **As leaders, we need to celebrate any and all accomplishments** of those we lead, those we serve, and those we love
- One way to do this is to serve **PIP** Sandwiches!
- Begin with **Praise** when providing feedback, followed by an idea for **Improvement**, and ended with **Praise**
- Let's add **PIP** Sandwiches to our Menus as Leaders and Toastmasters

