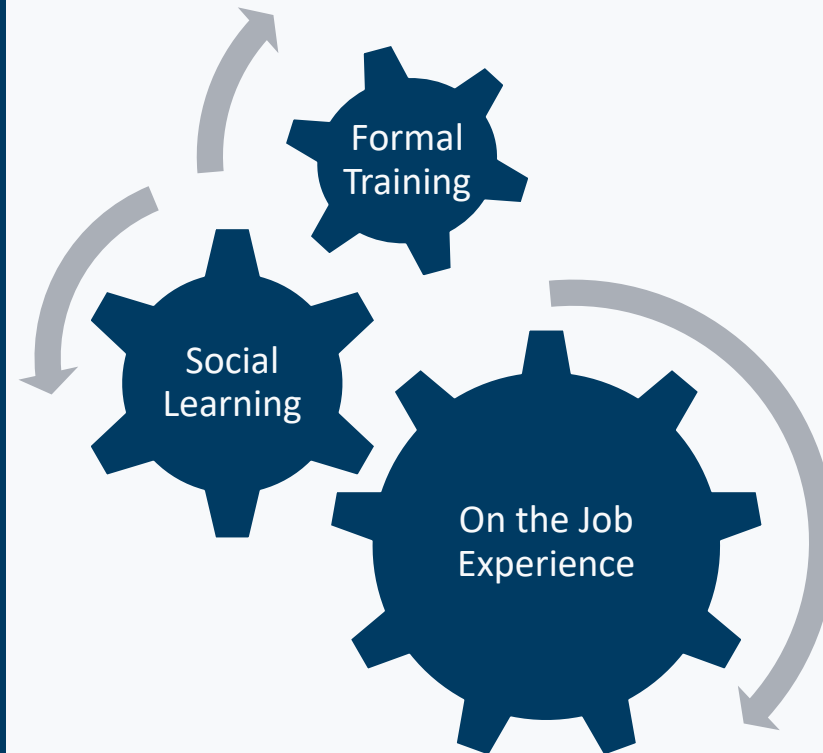


# 70 20 10 learning approach

The **70-20-10 Model** for Learning and Development was created in the 1980s and is still the most commonly used formula to describe the optimal sources of learning by successful managers. It holds that individuals need a blend of learning approaches to maximise effectiveness:



**On-the-job experience (70%)** enables employees to discover and refine their job-related skills, make decisions, address challenges and interact with influential people such as bosses and mentors within work settings.

**Learning from others (20%)** through a variety of activities that include supervision, coaching, mentoring, collaborative learning and other methods of feedback-led interactions.

**Formal training (10%)** accounts for the smallest proportion of the formula, though is still a critical part of the overall blend.

# Suggested Format

A modular learning programme, delivered over c3-4 months, with a mix of formal learning and practical social learning sessions for each module to embed learning



## EXPRESS TRAINING

- Virtual 2hr fully interactive training modules
- To build knowledge & skills

## GROUP COACHING/ACTION LEARNING

- Group Coaching 2-3 weeks after training
- To review, apply & embed learning

## REFLECTION & FEEDBACK

- Self reflection after each module
- To build a culture of feedback & self-awareness

## RESOURCES & TOOLS

- Further reading, TED talks, videos etc
- Practical coaching tools
- To apply and deepen understanding

## MY LEADERSHIP BLUEPRINT

- Individual core strengths profile
- To build awareness of impact on others, with a focus on ways of working and relationship effectiveness