70:20:10 Resource

Implementation of the 70:20:10 Model has the potential to revolutionize your organization's learning culture by helping build a culture of 'continuous learning', with your managers as 'enablers of learning'.

You may wonder, "How do I manage my employees learning when 70% of their learning is done while performing their day-to-day tasks?" The answer is that you simply do not. Your role as a manager is to support their learning by encouraging them to set challenging objectives, providing them with the appropriate resources to achieve their goals, and provide real-time feedback for improvement.

The table below has been created to help you analyse how learning currently takes place in your organisation. Have a think about all the learning strategies, and connect them to the 70 – 20 – 10 boxes below. The chances are (if your organisation is like many) most will fit into the '10'. The ones that may fit into '20' and '70' you may not have considered as L&D.

Fill in the table and come and discuss the outcome on the NGO Learning Centre Blog

	Examples of L&D strategies	List your current organisational learning strategies
10 Formal Learning	Formal learning delivery: · Classroom training · Online training · Competence testing . Induction	
20 Informal discussion	Mentoring programs Buddying systems Informal discussion to exchange ideas · Online discussion board · FAQ pages · Blog posts & forums · Social Media · Staff meetings	

70		
Experiential learning	Feedback from managers	
Work Projects	Project Teams	
Learning on the job	Job swaps	
Working in teams	Apprenticeships	
Job swapping	Online resources so employees access learning in their workplace, and when they need it: · Just-in-time learning modules · Self-paced courses · Help tips for roles	

How can you increase learning at the '70' & '20' in your organisation?