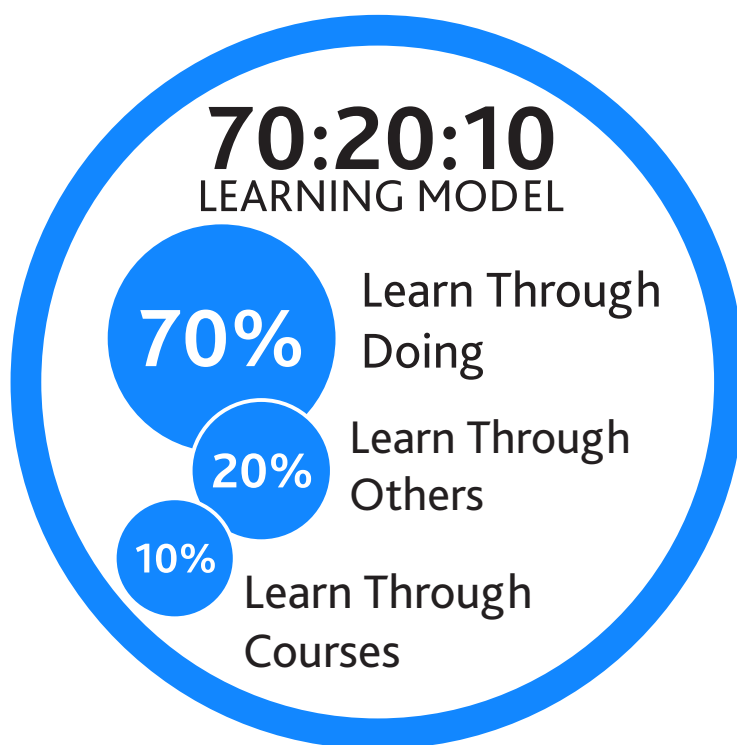




50 Activities To Maximise Your Learning With 70-20-10



**You never forget
how to ride a bike!**



Think back to the time when you first learned to ride a bike without stabilisers...

How did you go about it?

You probably just went for it!

Maybe you went for it and had one of your parents right behind you in case you fell off or to steady the bike if you wobbled?

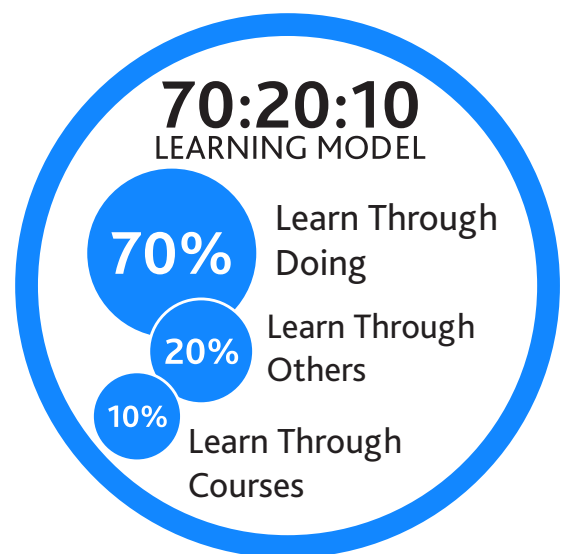
Either way, you were **learning through experience**.

You didn't read a book or attend a course or look it up on the net. You just did it.

That's what the **70-20-10 model** of learning is all about.

With the 70:20:10 model you learn **70%** from "on the job" experience and from doing.

You learn **20%** from others in the way of observing, coaching and mentoring and **10%** is down to formal training like courses, reading and online learning.



Introduction

Many L&D professionals understand what the framework is about but need some guidance and help in implementing it.


This short guide will give you some pointers on some of the activities that you can introduce as part of your 70-20-10 approach to learning.

This guide is not meant to be exhaustive and if you've got some additional activities that are working for you then please let me know at sean@skillshub.com as I'd love to include them as well.

Remember, by doing and with practice I bet you've never unlearned a skilled – and that's what **70-20-10** is all about.

Thanks again

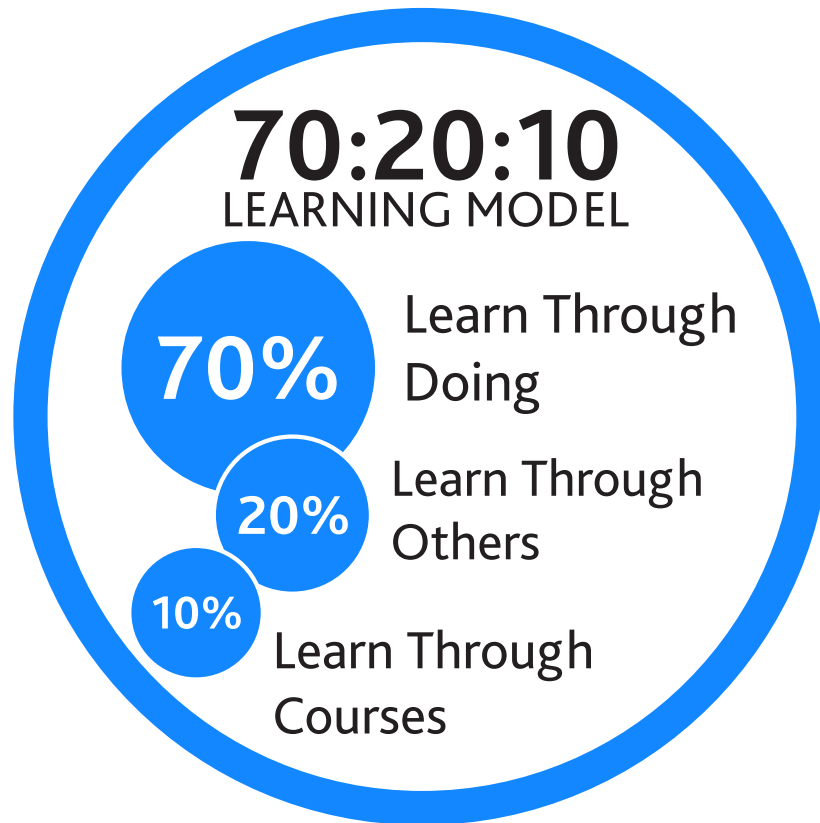


Sean McPheat | 
CEO

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50 Activities To Maximise You Learning For 70:20:10



With the 70:20:10 model you learn **70% from on the job experience** and from doing.

You learn **20% from others** in the way of observing, coaching and mentoring.

10% is down to formal training like courses, reading and online learning.

Here are some **pointers and ideas** on how to maximise your learning at level of 70:20:10:



70%

Learn & Develop Through Doing

- ✓ Make decisions outside your remit and authority (with permission)
- ✓ Deputise for your manager
- ✓ Ask your manager to delegate new work to you
- ✓ Take on new and challenging projects/assignments
- ✓ Be a change champion for a specific initiative
- ✓ Speak at internal or external events
- ✓ Take on more and new responsibilities
- ✓ Learn the roles of others
- ✓ Understand different departments within the business
- ✓ Become a subject matter expert
- ✓ Take part in a project review
- ✓ Become a team member in a project where you have no knowledge
- ✓ Facilitate and chair team meetings
- ✓ Introduce new strategies and ways of working
- ✓ Cover for others roles while they are on holiday
- ✓ Conduct client tours and manage VIP visits
- ✓ Train others
- ✓ Implement learning and take action from the 10%
- ✓ Become an internal leader – social, community, committee, volunteer etc
- ✓ Network and interact with senior leadership team
- ✓ Work in groups to solve real business issues
- ✓ Become a mentor for others
- ✓ Get seconded for a temporary time in another department
- ✓ Apply best practices from company associations and bodies



20%

Learn & Develop Through Others

- ✓ Receive formal coaching on a regular basis
- ✓ Receive coaching from others
- ✓ Receive feedback from others on performance and outputs
- ✓ Use 180/360 degree feedback as tool for improvement
- ✓ Buddy up with a co-worker for sharing experiences and knowledge
- ✓ Use PDR process for self-reflection and learning
- ✓ Get mentored by a senior manager
- ✓ Knowledge share with others – what works, what doesn't etc
- ✓ Use Action Learning Sets and work/learn with others
- ✓ Always be asking others for feedback, opinions and guidance
- ✓ Learn from industry associations and key figures
- ✓ Build and learn from your network – physical and online
- ✓ Follow and participate with leading industry blogs – join the conversation
- ✓ Download whitepapers and research papers
- ✓ Watch youtube videos
- ✓ Listen to podcasts



10%

Learn & Develop Through Courses

- ✓ Attend physical courses and workshops
- ✓ Attend industry specific conferences and events
- ✓ Attend LIVE and recorded webinars
- ✓ Attend distance learning courses
- ✓ Take eLearning courses
- ✓ Take professional qualifications and certifications
- ✓ Attend college or university
- ✓ Take microlearning or mLearning courses
- ✓ Experience training simulations
- ✓ Take part in gamified courses and workshops





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