## 70:20:10 MODEL



70%

20%

10%

ON-THE-JOB LEARNING



**Challenging tasks** 

Auditing, reviewing and reflection

**Problem-solving** 

PEER LEARNING



**Mentoring** 

Work shadowing

**Networking events** 

Discussing ideas with colleagues

FORMAL LEARNING



Classroom

training

**E-Learning** 

**Seminars** 

Workshops

Most learning and development can be integrated into daily workflow

## Implement the 70:20:10 model to:

Create a continuous learning environment

Help workers practice what they learn immediately

Increase employee engagement

Level up your leadership skills with these tools:











