Article:
Practical Examples of the 70, 20 & 10

The 70:20:10 Forum is the pre-eminent global hub for 70:20:10, giving its members access to activities, guidance, information and practical tools to help enable 70:20:10 learning strategy.

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The list below provides examples of some of the common development activities that might be considered in each category.

70 Learn & Develop Through Experience

Expand the scope of work
- Take on new responsibilities
- Increase span of control
- Increase decision-making authority
- Substitute for manager in meetings
- Take on managerial responsibilities

Learn through solving real problems
- Participate in a group to solve a real business problem
- Apply new learning in real situations
- Use feedback to try a new approach to an old problem
- Take on new work and solving problems within role
- Introduce new techniques and approaches

Learn through new experiences
- Champion and/or manage changes
- Cover for others on leave
- Gain exposure to other departments/roles
- Work with a recognised expert
- Take part in project or working group
- Participate in coordinated role swaps or secondments
- Take on stretch assignments
- Increase interaction with senior management, e.g. meetings, presentations
- Make time for day-to-day research and reading
- Assume leadership activities, e.g. lead a team, committee membership, executive directorships
- Participate in cross functional introductions, site/customer visits
- Research and apply best practice
- Apply standards and processes, e.g. Six Sigma
- Work with consultants or internal experts
- Exploit opportunities for internal/external speaking engagements
- Take a role in annual budgeting processes
- Carry out interviews
- Take part in project reviews
- Take on community activities and volunteering

20 **Learn & Develop Through Others**

Feedback
- Seek informal feedback and work debriefs
- Seek advice, ask opinions, sound out ideas
- Obtain coaching from manager/others
- Use 180 and 360 feedback tools and processes
- Use manager/report 1-to-1 meetings for reflection

Structured Mentoring and Coaching
- Take on a mentoring role / get a mentor
- Engage in reverse mentoring
- Teach colleagues how to do a component of their jobs
- Establish or join online professional communities

Communities and Sharing
- Proactively learn through teams/networks
- Narrate work / maintain a blog
- Curate and share what you're doing with colleagues
- Build internal and external personal networks/contacts
- Play active role in professional/industry associations
- Participate in facilitated group discussion
- Participate in Action Learning sets

10 **Learn & Develop Through Structured Courses**

- Courses, workshops, seminars
- eLearning courses and modules
- Professional qualifications / accreditation
- Certification
- Formal education, e.g. University, Business School