



70:20:10 Rhetoric or Reality?

- The 70:20:10 model- Origins, Myths, Realities, Evidence & Questions

The blockers

- Habit we're like Pavlov's dogs when it comes to L&D initiatives
- Convenience – workshops are like a pair of comfortable shoes
- Budget - I've never met a dollar I didn't spend
- Competencies and scenarios - Disconnect between L&D and the business
- Risk aversion – The need for short term results
- All together now - Learning as a social activity and reward
- Where's the conductor? - Learning needs a leader

So what should we be doing differently?

- Start with the end in mind - working backward in 70:20:10 design
- Get real! - Intentionally assigning people to real jobs that give them opportunities to develop necessary skills and competencies.
- Shadow coaching – guidance in real time
- Avoid Information overload - spacing out learning
- Find like minds in an instant - developing communities of practice to set up quick and timely access to knowledgeable people
- Ride the new wave - E-Learning and virtual communities to support other forms of learning
- Creating a seamless learning experience - Experiential based formal learning
- Evaluate for heaven's sake – why evaluation is like going to the dentist.

FBG is a management consultancy specialising in organisational leadership, performance, transformation and wellbeing.

FBG partners with organisations to ensure they have the right strategies, systems and processes to drive, enhance and sustain the performance of their people. This includes building and reviewing L&D strategies, frameworks and practices.