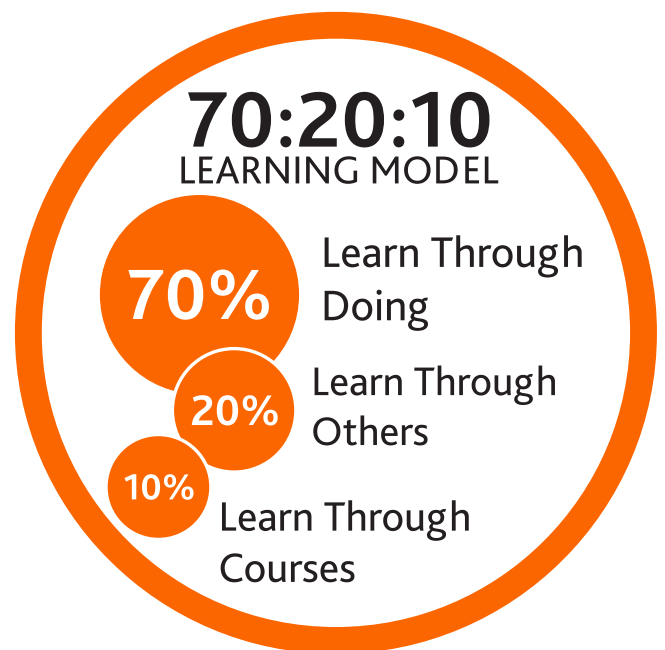




50 Activities To Maximise Your Learning With 70-20-10



Written By Sean McPheat

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About the author, Sean McPheat



Sean McPheat is the Founder and CEO of [MTD Training](http://www.mtdtraining.com).

Founded in 2001, MTD have since trained staff from thousands of different organisations from hundreds of different industries.

MTD specialise in designing and delivering **management training courses** and **leadership development programmes**.

These range from open courses run throughout the UK through to fully blended solutions.

Please click on the link below for further details about MTD's management development solutions:



www.mtdtraining.com

Sean is regarded as a thought leader within the L&D industry and has been featured on CNN, BBC, ITV and has over 300 different media credits to his name.

He has created a number of thought leadership whitepapers that have gone viral throughout the L&D community.

MTD are a multi-award winning training partner that include CIPD and Personnel Today Awards.



CIPD Best HR/L&D Supplier



Personnel Today Best HR Supplier Partnership

Today, Sean continues to lead his team to design and delivery innovative L&D solutions that focus on getting the results that you are looking for.

His daily LinkedIn posts and muses receive millions of hits each month and he is often asked to keynote at events worldwide.

Introduction

***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?

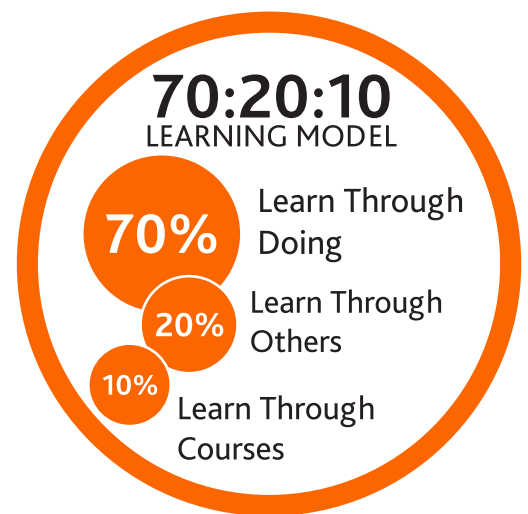
Either way, you were **learning through experience**.

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.



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.mcpheat@mtdtraining.co.uk as I'd love to include them as well.

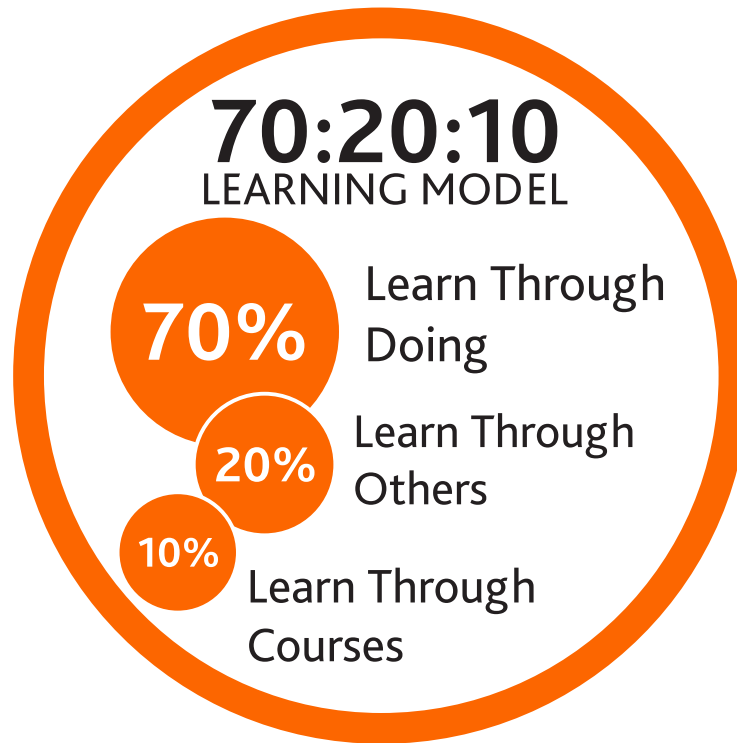
Remember, by doing and with practice I bet you've never unlearned a skilled – and that's what 70-20-10 is all about.

Thanks again



Sean McPheat | 

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



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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*

What Next?

We published **“50 Activities To Maximise Your Learning With 70-20-10”** to help leaders become more effective with their coaching sessions.

We hope you found it useful?

If you would like to discuss how MTD can help you or your leaders to take their performance to the next level then we'd love to hear from you. Please contact us on info@mtdtraining.com



MTD Training are a multi-award winning, global training partner and we have developed managers from thousands of different organisations from hundreds of different industries.

We specialise in providing face to face, digital and blended solutions for improving leadership capability.

- [Management & Leadership Courses](#)
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