70/20/10

—a *fresh* perspective—

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History of *Learning*

Apprentice Centered

Teaching Centered

Learner Centered

Relationship Centered

1930   **1970**   **2010**

One to One   **One to Many**   **Many to Many**   **Community to Many**

Focus on Quality of Craft

Focus on What Needs Taught

Focus on Learners Needs/Outcomes Technology Icon

Focus on Relationships: People, Content, Work

WHAT'S *new* ABOUT 70/20/10?

The model itself is not new – however we have discovered new ways of thinking about 70/20/10. We are seeing greater business results from organizations that are approaching it in a more unique way.

Organizations today are assessing their ability to drive greater individual and organizational performance with their learning strategy, which is why more organizations are looking to incorporate the 70/20/10 framework into their blended learning strategies.

70 How do we optimize on-the-job training?

20 How do we create meaningful and impactful informal learning?

10 How do we rethink our classroom environment?

TOP BUSINESS PRIORITIES

IMPROVING CUSTOMER EXPERIENCE

GAINING MARKET SHARE

CUTTING EXPENSES

DRIVING INNOVATION

DEVELOPING NEW PRODUCTS

RETAINING TOP TALENT

WHAT BUSINESS LEADERS WANT THEIR HCM LEADERS *focused* ON

1 Attracting and retaining top talent

2 Succession planning and leadership development

3 Team development

4 Employee engagement

5 Stronger link between learning and performance

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THE *current* STATE OF 70/20/10

95% have not fully adopted the framework

20% have formally implemented the framework

THE *current* STATE OF 70/20/10

2 out of 3
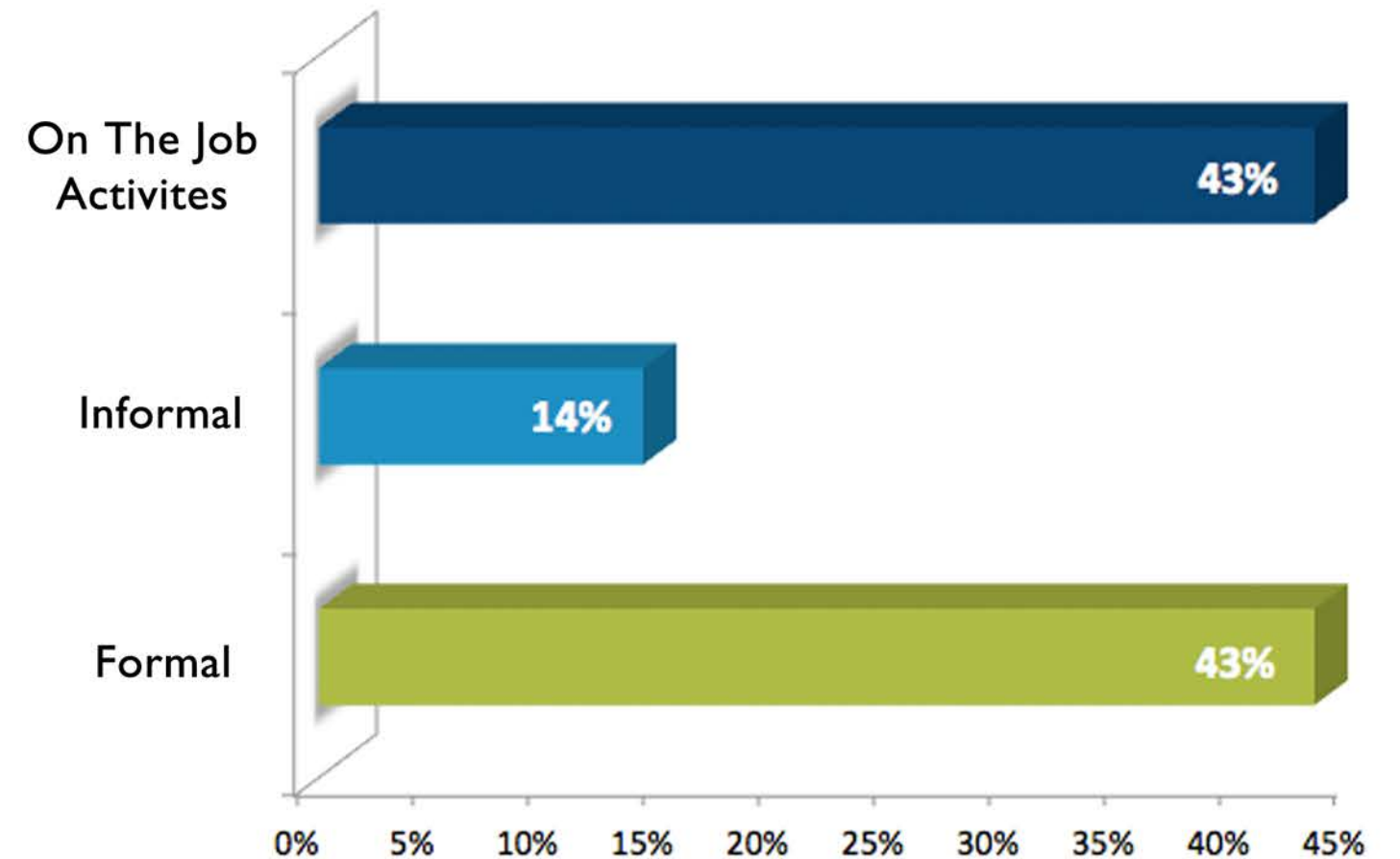have had the framework in place for 3 years or less

1 out of 10
are never fully change ready

What Is The *Mix*?
Before Implementing the Framework

Implementing
THE FRAMEWORK

Top Areas of Focus

Solve real-world problems.
Optimize teams.
Increase application of training on the job.
Introduce new approaches to work.
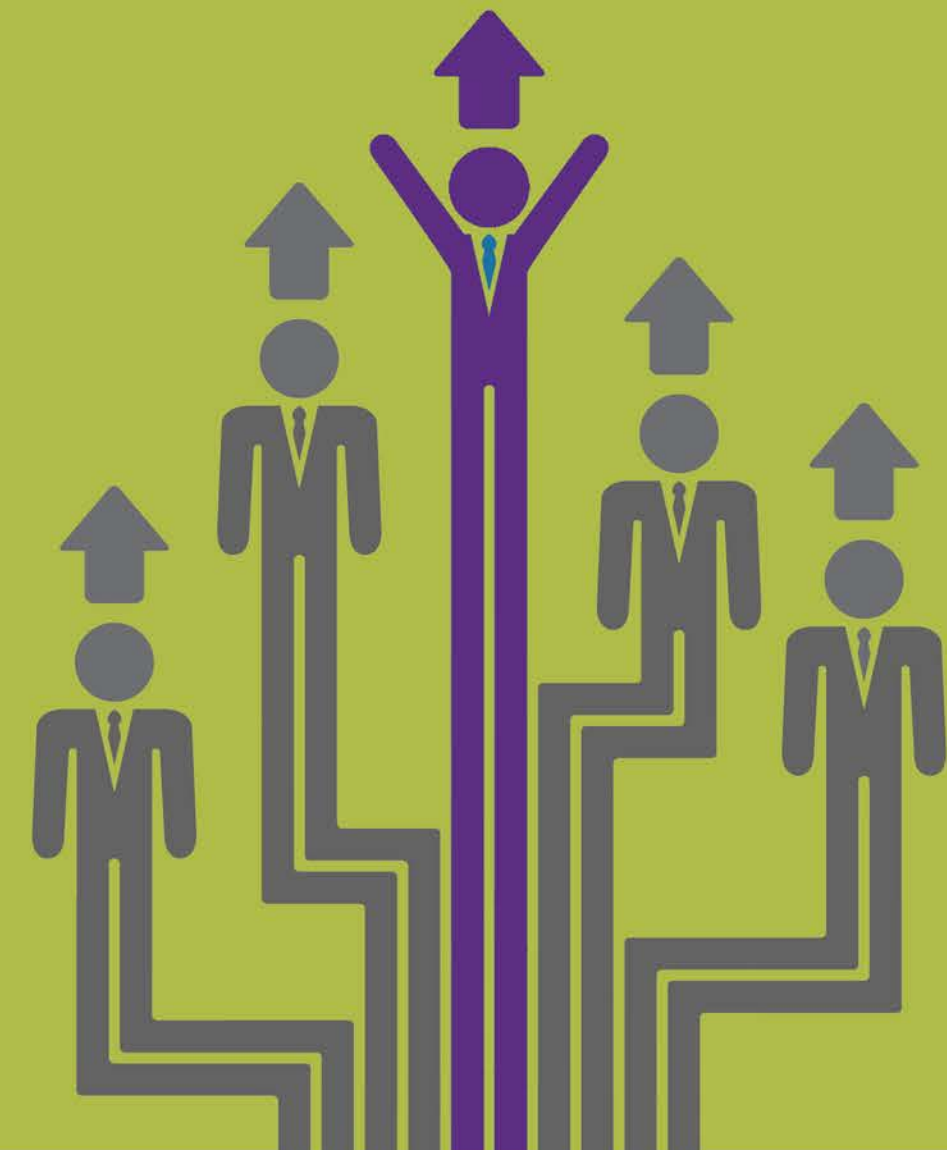Access to coaches and mentors.
Leverage e-learning.

Success Factors

Full support of executives.
Development of a clear vision, mission, strategy and governance model.
Adequate resourcing.
Solid technological foundation.

BENEFITS

from Implementing the Framework

By focusing on collaborative learning and giving learners tools and platforms to connect, 88% of companies report improved team performance thanks to implementing the framework.

65% of organizations improved the link between learning and individual performance.

More than 50% of organizations improved the link between learning and organizational performance.

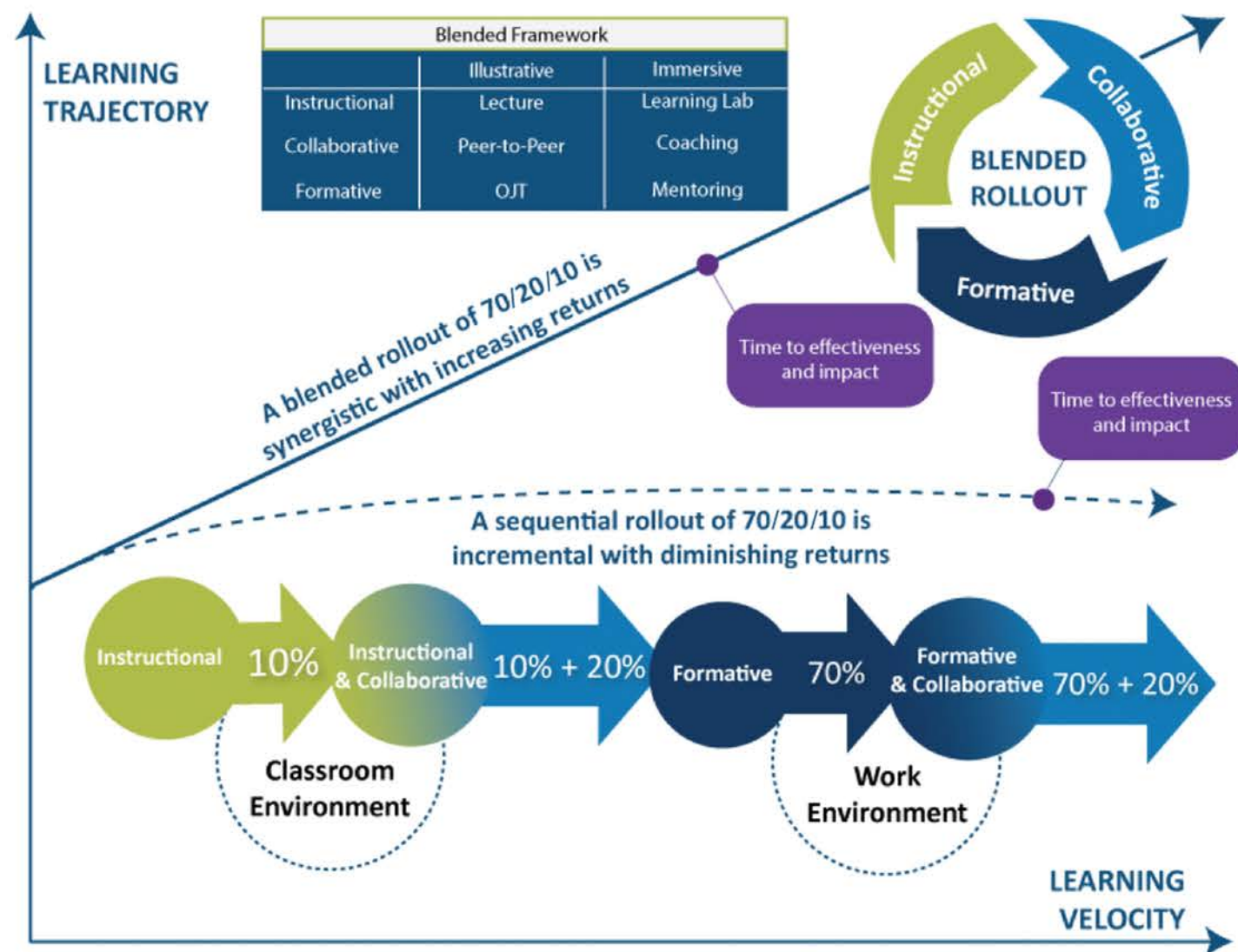More than 50% of organizations increase the usage of informal learning across the organization.

More than 50% of organizations improved the development of leaders and high-potential individuals.

More than 50% of organizations found that the framework was very effective in supporting informal and on the job training.

70/20/10
—a *fresh* perspective—

Blended Framework

	Illustrative	Immersive
Instructional	Lecture	Learning Lab
Collaborative	Peer-to-Peer	Coaching
Formative	OJT	Mentoring

LEARNING TRAJECTORY

Instructional

Collaborative

BLENDED ROLLOUT

Formative

A blended rollout of 70/20/10 is synergistic with increasing returns

Time to effectiveness and impact

Time to effectiveness and impact

A sequential rollout of 70/20/10 is incremental with diminishing returns

Instructional — 10% — Instructional & Collaborative — 10% + 20% — Formative — 70% — Formative & Collaborative — 70% + 20%

Classroom Environment

Work Environment

LEARNING VELOCITY

Embedded Learning is *Essential*

How often would you expect your individual contributor population, on average, to need to connect with learning resources to effectively perform their job?

61% WEEKLY, OR MORE OFTEN

Learning is no longer the outcome - performance is...

Relationships drive learning ⇨ drive performance ⇨ drive business results

70/20/10 FRAMEWORK

should not be applied in the traditional formulaic approach think blended and customized

RESOURCES

For more information, visit us at
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STATE OF LEARNING & DEVELOPMENT STUDY
(2015)

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70/20/10 LEARNING FRAMEWORK STUDY
(2014 - 2015)

Brandon Hall Group
TEAM DEVELOPMENT BENCHMARKING STUDY
(2014)

HCM BUSINESS TRENDS SURVEY
(2015)

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