

The 70-20-10 Principle

In a presentation for anyone seeking to learn about this model, the author describes the idea that 70 percent of learning happens through on-the-job-experience, 20 percent happens through discussions with and feedback from others, and 10 percent through structured courses, trainings, and formal programs. The slide deck provides examples of the types of activities that fall within each of the development categories. It also describes the role of managers in the development process. Though the examples are corporate, the principles are applicable to nonprofit organizations. The second link is a video in which Charles Jennings, the author of the slide deck, explains the 70-20-10 Principle. The video serves as a useful companion piece to the slide deck.

Please review the slide deck and video linked below.

<http://www.slideshare.net/charlesjennings/the-702010-framework>

http://www.youtube.com/watch?v=t6WX11iqmg0&feature=youtube_gdata_player