

## Learning by doing: 70/20/10

December 4<sup>th</sup> 2015 was my first Irritations meeting. I am torn between feeling relived and a little disappointed that nobody got to see my terrible dancing. However, I am very happy to have had the chance to listen to Samit and Alpa share their thoughts and stories with the company. I was inspired by their passion for the five principles. The learning principle was mentioned several times and one key point Samit made was that we do most of our learning by doing and not by reading.

In the world of learning and development there is a model called 70/20/10, which states we only do 10% of our learning through formal training, which happens through courses or books; whilst we do 20% through social learning, which happens through co-workers; and a massive 70% is experiential learning, which means it happens through daily tasks, challenges and practice. From an L&D perspective it means we have to design our courses to include practical and experiential elements. Moreover, we need consider every task a learning opportunity. This is one of the reasons we embrace a coaching culture here, so we can learn by doing and reflecting.

This also means you can be actively involved in your own learning and development every single day by embracing challenging situations, trying new things, not passing over difficult tasks and by following the five principles. Learning doesn't start when you walk into a workshop. Learning starts the moment you wake up in the morning, so start looking for learning opportunities today and everyday.

If you would like to learn more about how to use 70/20/10 in your daily life then please get in touch with your learning and development department. Happy learning!!

Andrew Thompson, L&D Officer