



ENABLE EXERCISE #35

How We Grow and Develop

How do you develop new skills and abilities? Research from the Center for Creative Leadership in the 1960s suggested a 70:20:10 model for learning and development where 70% from challenging on-the-job assignments, 20% come from developmental relationships (peers/manager feedback and coaching) and 10% comes from formal courses and reading.

New research (Global Leadership Study by The Conference Board /DDI, 2014) supports the concept, but not the ratio, as over 13,000 leaders reported actual time spent on development was closer to 55:25:20. Each of these three areas appears important for goal setting and actual development planning efforts. What are you doing in each?

On-The-Job Learning Goals:

Learning from Others Goals:

Formal Learning Goals: