The 70-20-10 Development Rule

- **On-the-job experience**: 70%
- **Formal training**: 10%
- **Relationships & feedback**: 20%
How to do more with less?!

**Pressures**

- Economic constraints
- Travel time & budget
- Need just-in-time, anytime learning
- Globalized workforce
- Dispersed workforce
- Knowledge management
Employee Development Outside the Classroom...

Lots of ideas!!!

Brainstorm possible solutions {and their pros & cons}
Employee Development Outside the Classroom...

- Self-directed learning
- Volunteering
- Sabbaticals
- Mentoring
- Rotational & stretch assignments
- Special teams

- Teaching others
- Games & contests
- Digital storytelling
- Innovation/creativity zones
- Social learning

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Zooming in on 3 methods

1. Volunteering
2. Digital Storytelling
3. Innovation/Creativity Zones
How can this method be used for employee development?
• Competencies?
• Ideal Candidates?
• Obstacles/challenges?
1. Volunteering

2. Digital storytelling

3. Innovation/creativity zones

...the creation of video- and audio-based social learning content.
How can this method be used for employee development?

- What competencies?
- Ideal candidates?
- Obstacles/challenges?
1. Volunteering
2. Digital storytelling
3. Innovation/creativity zones
How can this method be used for employee development?

- What competencies?
- Ideal candidates?
- Obstacles/challenges?
Innovation/Creativity Zones

Implement Action
Employee Development on a Shoestring

gives managers the tools to grow their team members into engaged, highly-skilled employees, outside the classroom and ‘outside the box’, within an efficient, cost-effective framework.

“Whether you are a supervisor looking for...developmental ideas or a trainer seeking ways to stretch your company’s training and development budget, this book delivers.”

from the foreword by “The Trainer’s Trainer,” Elaine Biech
author of The Business of Consulting and dozens of other books

“Halelly Azulay gets the importance of keeping employees up to speed in a constantly changing workplace, and doing so in ways that are respectful of their individuality and your company’s values.”

Daniel H. Pink
best-selling author of To Sell Is Human, A Whole New Mind and Drive

“Halelly Azulay has written a book that will help supervisors and professionals develop their staff within the limits that most organizations now face—time and budget!”

Marshall Goldsmith
million-selling author of New York Times bestsellers, Mojo and What Got You Here Won’t Get You There

www.bit.ly/EmpDevShoestring

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I look forward to keeping in touch!

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