



70:20:10 Programme Outline

Programme Pre-reading and Preparation (Conducted on the Learning Platform)

Getting Started - Introduce yourself to your fellow participants

- Who are you? What do you do? Where are you from?
- Tell us what you are hoping to gain from the programme

Pre-Work – Short questions designed to get you thinking and using the platform

- How would you describe 70:20:10?
- Who would you consider to be a high performer and why?
- What do you want 70:20:10 to help you achieve?
- Test Adobe Connect – ready for the live sessions? Do you have a headset with microphone?
- Upload a short case study of a previous L&D project that you know could have been more successful.

Week One

Live session:

- Explanation of how the programme works – Learning Management platform, live sessions, bitesize activities.
- Introduction to 70:20:10
- Explanation and discussion on the 70:20:10 Framework
- Discussion of the challenges the 70:20:10 addresses in the workplace
- Business needs that could be fulfilled with the 70:20:10 framework

Self-study – Learning Platform:

The week one level is focusing on organisational change and 70:20:10. You'll also be building on your pre-work and sharing your thoughts as you develop your thinking.

Week Two

Live session:

- How to plan for the whole '100'
- Training Requests – How do you deal with them?
- Is it really 70:20:10?
- Working with managers to embed 70:20:10 mindset and practices
- The '505' approach

Self-study – Learning Platform:

The week two level is about starting to think about the whole 100 solution and involving your managers in this change.

You'll also be sharing about the workplace challenge you are focusing on for this



programme – you'll be noting the presenting need, thinking about how to analyse it, how engaging managers will help and building more around this challenge in the coming weeks.

Week Three

Live session:

- Review lessons learnt from case study activity – (Where are you now?)
- Begin focus on bitesize work based assignments – (How do you get where you want to be)
 - Extending learning into the workflow
 - Strategy, operations & management
 - Action planning template
- Stakeholder / Senior engagement
- New challenges for L&D
- Overcoming barriers
- Manager readiness

Self-study – Learning Platform:

The week three level is turning its attention to business partnering and ensuring you are measure success and working with the strategy of the business. Again, you'll be sharing your thoughts around your workplace challenge.

Week Four

Live session:

- The five roles within L&D
- New Roles and critical tasks
- Final reflections

Self-study – Learning Platform:

In our final week level you are going to focus on your whole 70:20:10 solution for your workplace challenge and sharing some of the ideas and solution strategies you are, or plan to, work on.

What next?

- 1 month to complete self-study on the learning platform
- Live Q&A Session with Charles Jennings and Jo Cook
- Activate your free 'Studying Membership' with the Institute for Leadership and Management Institute