

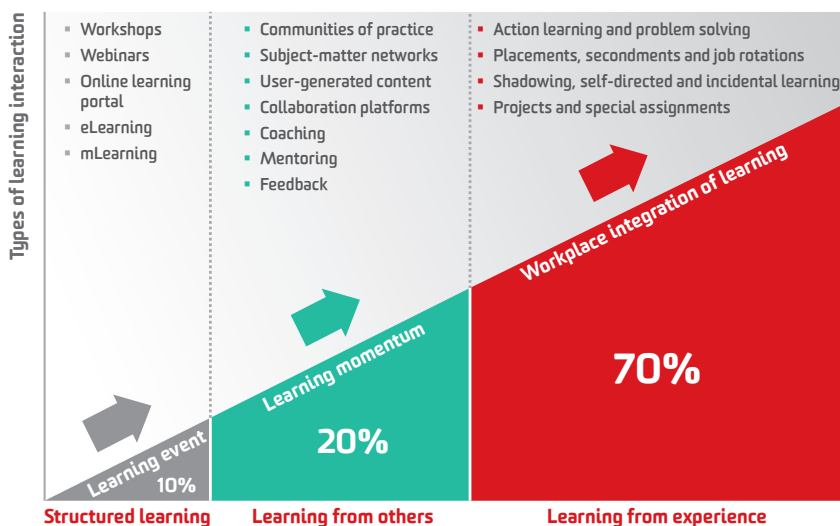
CREATING LEARNING IMPACT

DEAKINPRIME BELIEVES IN PROFESSIONAL AND PERSONAL DEVELOPMENT THROUGH EDUCATION.

LEARNING APPROACHES AND 70:20:10

The 70:20:10 approach believes that the majority of learning happens after the initial trigger of the formal learning event, such as a workshop or webinar. In fact, around 90% of learning happens when the learner seeks the learning out themselves and applies it in the work context, learning from others in the workplace. This approach is used to advantage in the DeakinPrime Building Leadership Capital program:

- 10% of learning happens at formal sessions.
- 20% of learning happens with coaching, study and role modelling.
- 70% of learning happens on the job through peers and projects.



THE MULTI-GENERATIONAL WORKFORCE

According to research and advisory services firm Josh Bersin and Associates, the multi-generational aspect of today's workforce requires different learning approaches:

- **the traditionalists**, currently aged 61 and over, look to facilitator-led face-to-face interactions and are prepared to do homework and reading—their learning style is 'teach me'
- **the 'boomers'**, 42–60 years old, are also traditional but expert-driven and self-driven—their learning style is 'lead me to information'
- **Gen X** are team-driven and collaborative, and believe in the collective wisdom—their learning style is 'connect me to people'
- **Gen Y** or Millennials need context, meaning and fun—their learning style is 'connect me to everything!'

Source: <http://joshbersin.com/2007/10/01/a-new-organizational-learning-model-learning-on-demand/>

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INSPIRING WORLDLY IDEAS.



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