Staff Development

70:20:10 Learning Framework

Staff development recognises that learning takes place in a number of different environments. The 70:20:10 learning framework can be used to develop and boost performance via three types of learning: experiential (70), social (20) and formal (10). These ratios are not prescriptive but rather can be used as a general guide.

**Development via on-the-job experiences, such as:**
- Stretch goals / projects
- Secondments
- Lead change initiative
- Additional responsibilities
- Higher Duties
- Reflection
- Sharing own learning with others
- Shadowing
- Cross-functional projects
- Increased decision making authority
- Delegation
- Understand UQ business
- Become subject matter expert
- Introduce innovations or new ways of working
- Citizenship activity

**Development via our relationships with other people, such as:**
- Coaching conversations with your Supervisor
- Conversations with a career mentor
- Coaching
- Collaboration with others
- Mentoring
- Giving and receiving feedback
- Peer learning
- 360-degree feedback
- Networking
- Learn from Industry Leaders
- Podcasts
- Communities of practice
- Team post implementation reviews

**Development via formal training, such as:**
- Staff development
- Linkedin Learning
- Seminars
- Webinars
- Conferences
- Qualifications
- Professional certifications
- Articles
- Books

**Top tip:** When selecting learning think about the skills or capability uplift you might need to achieve a goal and book in some time with your Manager to prepare for and debrief on your learnings.