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70:20:10 – company goal or corporate bluff?

What an appealing idea; formalising what really happens (learning on the job) into a managed development framework. Saves cost, increases relevance and enhances learning; wins all around. So why haven't we already done it?

For those less than familiar with the 70:20:10 model it is, in essence, a formalisation of what has long been recognised as one of the most effective ways to learn.

It proposes that only 10% of an individual's development time should be spent in the classroom undertaking formal education or training. 20% of development time should then be directed at structured learning events which are relevant to the workplace and not conducted in formal training environments; for example work-shops or coaching schemes. The vast majority of development, 70%, is to take place in the working environment through managed exposure to the full variety of experiences any role might

be expected to encounter. Read the full article at: consulting.citi.co.uk/bluff



Nick Dobson
In both public and private sectors, Nick has been particularly successful in helping individuals at all organisational levels to review and, where appropriate, positively modify beliefs and behaviours. Nicks profile: consulting.citi.co.uk/nd



By Nadia Sylvester, CITI
Don't forget Project Challenge on the 6th - 7th October. Come and see us at stand 56. This free event with 40 inspiring presentations also includes a seminar by CITI Principal Consultant Bernard Murray-Gates who will be speaking at 2pm on the 7th October on "How good are you at managing difficult conversations with senior managers" consulting.citi.co.uk/pc2015



By Christopher Worsley, CEO
Introducing a Project Support Office (PSO) is easily done. Introducing an effective one is not! As the principal impact is on the culture. In most organisations, sponsors typically preside over project managers, who in fact make up their own minds over what and how to carry out their projects. Read more... consulting.citi.co.uk/iapso



September marks the month that we launch our YouTube channel. We'll be posting insights and stories about our work and reporting on how our models and thinking applies in the workplace. To start things off, we've prepared a short introduction about our work and what motivates us. We've also let some of our consultants speak for themselves. See the clip now by going to: consulting.citi.co.uk/citi