

# VICTORIA'S WOMEN IN TRANSPORT (WIT) MENTORING PROGRAM

## Applying the 70.20.10 development technique

The 70.20.10 learning technique\* emphasises that development is best achieved through multiple pathways. More specifically, it suggests that development should occur through:

### 10% EDUCATION

Engaging in formal learning opportunities.

### 20% EXPOSURE

Understanding and observing how others go about their work, engaging in informal coaching, leveraging personal networks and other collaborative and co-operative actions

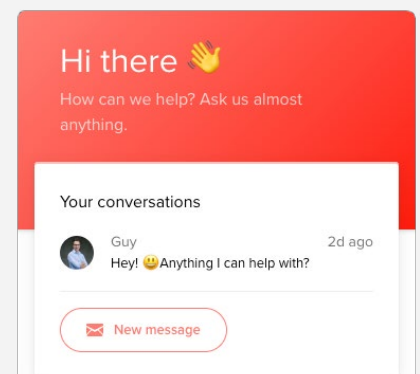
### 70% EXPERIENCE

Being provided with opportunities to learn on-the-job through day-to-day tasks, challenges, and practice



## Have a question?

If you have queries about the program or your match, please message the **WiT Mentoring Team** (Lizzy or Bianca) via Mentorloop's message function.



## Mentorloop

For queries about Mentorloop itself, such as IT problems or email notifications, please use the help icon in the bottom right corner of the website and send the friendly Mentorloop team your question.



Refer to Charles Jennings, BlogSpot for updated information, articles, and resources on learning and development through the 70.20.10 lens. Visit [charles-jennings.blogspot.com.au](http://charles-jennings.blogspot.com.au)

\*The 70.20.10 philosophy originates from the work of McCall, Eichinger and Lombardo (1996) at the Centre for Creative Leadership (CCL). USA.

Below are some practical examples of activities and development opportunities you can undertake as part of the mentoring program and apply to your role.

<b>EXPERIENCE 70%</b>	<b>Expand the scope of work</b>	<ul style="list-style-type: none"> <li>• Take on new responsibilities</li> <li>• Increase span of control</li> <li>• Increase decision-making authority</li> <li>• Act as a substitute for your manager in meetings</li> <li>• Take on managerial responsibilities</li> </ul>
	<b>Learn through problem solving</b>	<ul style="list-style-type: none"> <li>• Apply new learning in real situations</li> <li>• Use feedback to try a new approach to an old problem</li> <li>• Take on new work and solving problems within role</li> <li>• Introduce new techniques and approaches</li> </ul>
	<b>Learn through new experiences</b>	<ul style="list-style-type: none"> <li>• Champion and/or manage change</li> <li>• Participate in coordinated role swaps or secondments</li> <li>• Take on stretch assignments</li> <li>• Increase interaction with senior management, e.g. meetings, presentations</li> <li>• Make time for day-to-day research and reading</li> <li>• Participate in cross functional introductions, site/customer visits</li> <li>• Research and apply best practice</li> <li>• Apply standards and processes</li> <li>• Work with consultants or internal experts</li> <li>• Leverage opportunities for internal/ external speaking engagements</li> </ul>
<b>EXPOSURE 20%</b>	<b>Feedback</b>	<ul style="list-style-type: none"> <li>• Seek informal feedback and work debriefs</li> <li>• Seek advice, ask opinions, sound out ideas</li> <li>• Obtain coaching from manager/others</li> <li>• Use manager 1-on-1 meetings for reflection</li> </ul>
	<b>Mentoring and coaching</b>	<ul style="list-style-type: none"> <li>• Teach colleagues how to do a component of their job in which you have previous experience in</li> <li>• Establish or join online professional communities</li> <li>• Establish a special interest group of your peers</li> </ul>
	<b>Networking and sharing</b>	<ul style="list-style-type: none"> <li>• Proactively learn through teams/networks</li> <li>• Narrate work/maintain a blog</li> <li>• Share what you're doing with colleagues</li> <li>• Build internal and external personal networks/contacts</li> <li>• Play an active role in professional/industry associations</li> <li>• Participate in facilitated group discussion</li> </ul>
<b>EDUCATION 10%</b>	<b>Learn through structured training</b>	<ul style="list-style-type: none"> <li>• Courses, workshops, seminars</li> <li>• eLearning courses and modules</li> <li>• Professional qualifications/accreditation</li> <li>• Certification</li> <li>• Formal education</li> </ul>

## WiT TIP!

### Why not get in some exercise while you meet with your mentor / mentee?

Previous participants strongly recommend 'walking meetings' before or after work or during your lunch break. There are so many interesting laneways in Melbourne, and lots of lovely gardens to explore wherever you are.

## CONTACT US

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