



**Annex 1 Overview of possible learning methods in the 70 20 10 model – work in progress!**

70:	Methods	Comments
informal learning	On the job learning	
	Exchange visits	
	Discussion groups	Topical Communities of Practice or working groups
	Challenging tasks	
	Auditing, reviewing	
	Innovations	

20:	Methods	Comments
learning through working with others / peers	Mentoring	TCB in Action offers a cross-Alliance mentoring scheme
	Coaching	
	Peer group / buddy system	TCB in Action offers a cross-Alliance Peer group system
	Learning in Communities of Practice / collaborations / networks	TCB in Action offers an online learning platform
	Action-learning	
	Giving and receiving feedback	For example peer-reviewing of reports to improve writing skills
	Exchange visits	

10:	Methods	Comments
formal learning	Formal education	TCB is aiming to create an inventory of suitable external capacity building opportunities, with a vetting and feedback system
	Face to face training / courses	Onboarding/induction is already practiced in most NLR offices
	Online training / courses – E-learning	
	Blended learning	
	Workshops	
	Masterclasses	TCB in Action offers regular masterclasses
	How to manuals	Can be developed by Communities of Practice, e.g. for each Zero
	Seminars	International Journal Club
	Structured reflection	