



**70:20:10  
DEVELOPMENT MODEL**

# GO FAR **APPROACH**

FarWell™ is committed to the ongoing learning and development of our team members. Just like we ‘Right Fit’ solutions for our clients, we design development plans that are uniquely aligned to each employee’s individual needs. To do this, we leverage the 70:20:10 development model to help keep our team engaged by making learning immediately actionable. When FarWell team members feel empowered to take action, we can focus on our career goals, further collaborate with peers, and take initiative to connect with mentors and leaders without having to wait for others. *Let’s go.*

## 70% EXPERIENCE

- + Increase scope or responsibility
- + Take on a new project
- + On-board a new team member
- + Become a mentor
- + Learn and use new tools or technology
- + Take on a high stakes, high visibility assignment
- + Tackle a persistent unsolved problem
- + Do a cross-functional project
- + Participate in a special committee
- + Shadow another position
- + Volunteer in the community
- + Accept a Board of Directors position

## 20% EXPOSURE

- + Request and provide ongoing feedback  
e.g. one-on-one meetings, client reviews, 360-degree review
- + Become a mentor or receive mentorship
- + Join a coaching circle
- + Network internally and externally
- + Join a community of practice  
e.g. Change Geeks
- + Become a member of a professional organization or committee
- + Volunteer in the community (Do Well)

## 10% EDUCATION

- + Complete internal training programs
- + Complete an e-learning course
- + Attend a conference or seminar
- + Self-direct a study module
- + Report on books and share articles
- + Complete accredited coursework
- + Complete a degree program



**FarWell™ Professional Development**

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**FARWELL**