70% - Learn and develop through experiences

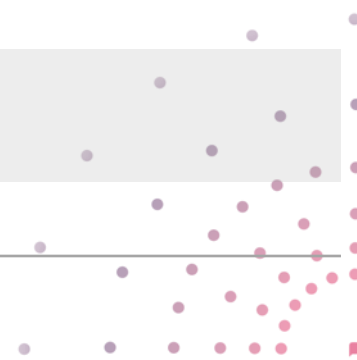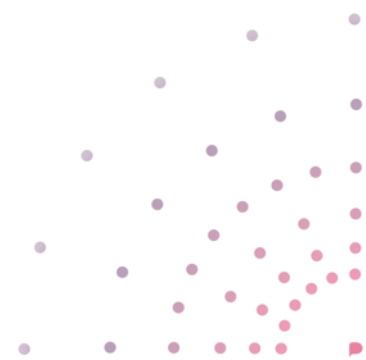|		
Apply learnings in a real situation	Take on stretch assignments	Apply standards and best practices
Try a new approach to an old problem	Lead a team and/or project	Work with consultants and experts
Take on new tasks and responsibilities	Increased span of control	Presenting / public speaking
Solving problems in your current role	Increased decision making	Take part in project reviews
Substitute for superiors in meetings	Champion and/or manage changes	Volunteering
Cover for others on leave	Delivering team work	Interviewing
Take part in project or working group	Cross functional collaboration	Budgeting
Job rotation or secondments	Conduct site/customer visits	Etc…

CIPD

20% - Learn and develop through others

Seeking feedback, work debriefs	Interacting with others, conversations	Networking and social activities
Seeking advice, asking for opinions	Reflecting on interactions with others	Peer group learning
Seeking 360 degree feedback	Testing ideas with others	Group discussions
Feedback from an assessment	Brainstorming with others	Asking questions
Observing others	Coaching	Etc…
Participating in communities of practice	Mentoring	

CIPD

10% - Learn and develop through formal sources

Formal education (e.g. College, University, Qualifications)	Accreditation, certification
Training Courses	Read books, articles, reports, manuals
Development Programs	Browse websites, read blogs
Visit seminars, conferences	Watch videos
eLearnings, Webinars, MOOCs	Etc…
Participate in workshops	

CIPD