Development

Learning Model – approx. timing guide

**Experiential learning**
- Job Enrichment
- Higher Duty Opportunity
- Role Challenges
- Workplace projects
- Participation in multi-disciplinary projects
- Role Exchange

**Social Learning**
- Coaching
- Mentoring
- Conference participation
- Community of Practice
- Involvement in Professional Organisations
- Networking groups

**Formal Learning**
- Further study
- Face to face training
- Online learning
- Reading and research

70% On-the-job Experience
20% Feedback and Coaching
10% Formal Learning