70 percent of a leader’s greatest learning moments comes from experiences or on-the-job learning, and 20 percent comes from interactions with others, which includes coaching and mentoring. The final 10 percent comes from formal learning experiences like classroom training, web-based training, or industry conferences. Be sure to have a mix of learning opportunities: a blend of informal and formal learning.

- **70%** On-the-Job Learning
  - Stretch/challenging assignments, special projects, volunteer/community service, rotational assignments

- **20%** Mentoring & Coaching
  - Peer-to-peer and formal, networking, development plans, career/performance discussions

- **10%** Formal Learning
  - Instructor-led, self-study, conferences, forums, e-learning, books