

# Our Approach to Learning

70  
EXPERIENCE



**on-the-job experience**  
applying new learning in real situations  
**solving problems**, special assignments  
**project reviews**, new work within role  
**increased span of control**, other functions/roles  
**stretch assignments**, community activities

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EXPOSURE



**mentoring**, coaching  
**informal feedback**, action learning  
**internal and external networks**  
**teamwork**, professional associations

10  
EDUCATION



**structured programmes**  
**workshops** and seminars  
**professional development**  
**eLearning modules** and courses