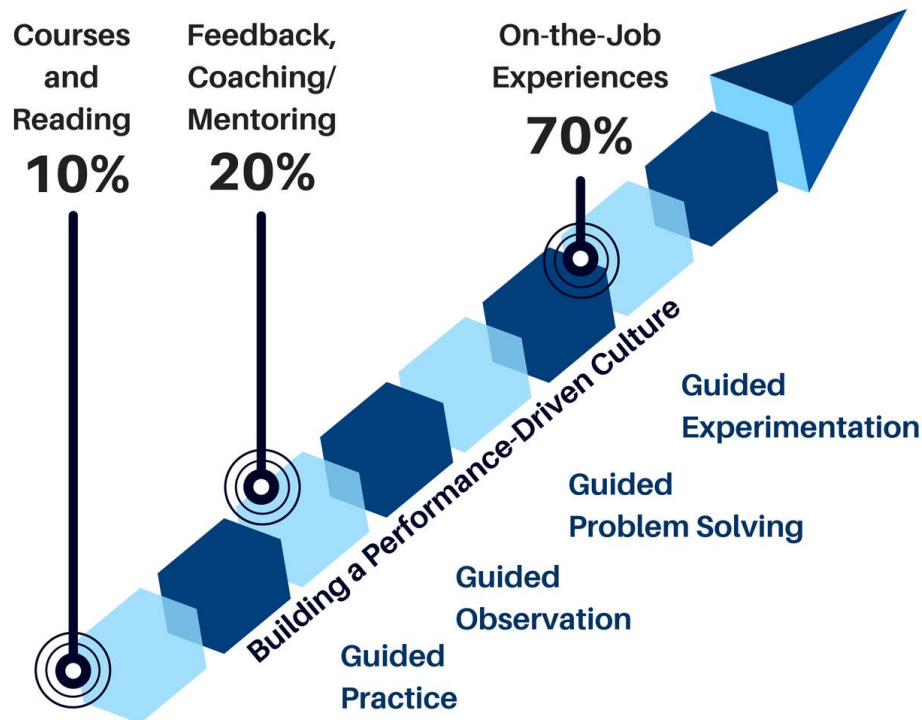


ODE Development Value Chain™

Many organizations have embraced the 70/20/10 model originated by Morgan McCall, Michael M. Lombardo and Robert W. Eichinger of the Center for Creative Leadership.

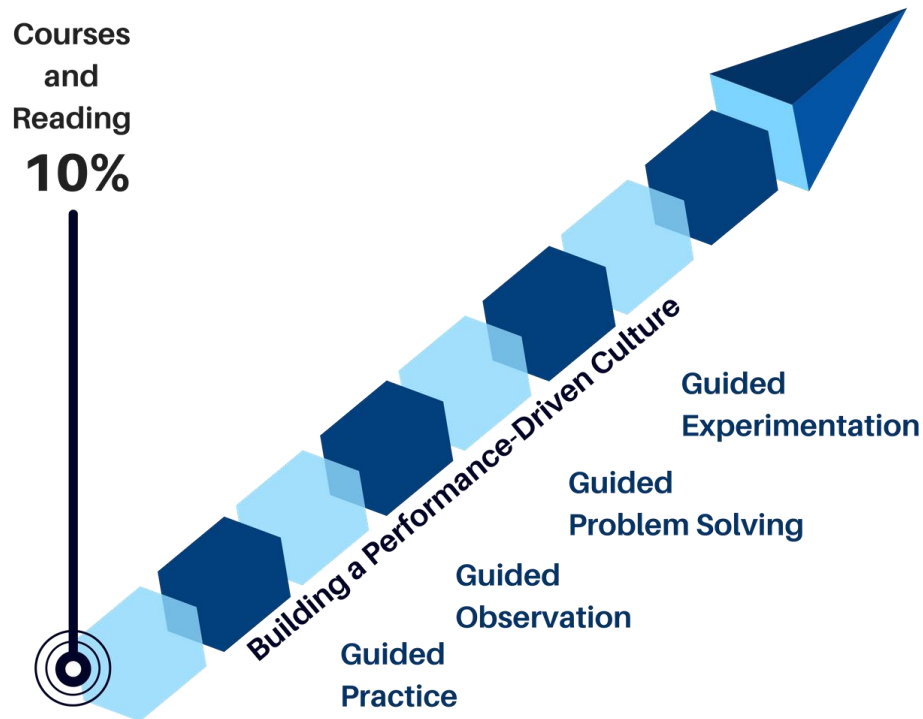


The **70/20/10 model** provides a framework for our **Development Value Chain™**. It is a holistic and integrated approach aimed at driving the effective transfer of learning and behavioural change to enable performance.

The beauty in any of our engagements lies in how we select the various approaches and customise the solution to achieve the intended results. Browse through the different parts of our holistic approach to view all our solutions

10% Course and Readings

The 10% consists of learning via courses, training as well as readings. This usually forms the base as well as the starting point for any skills development.



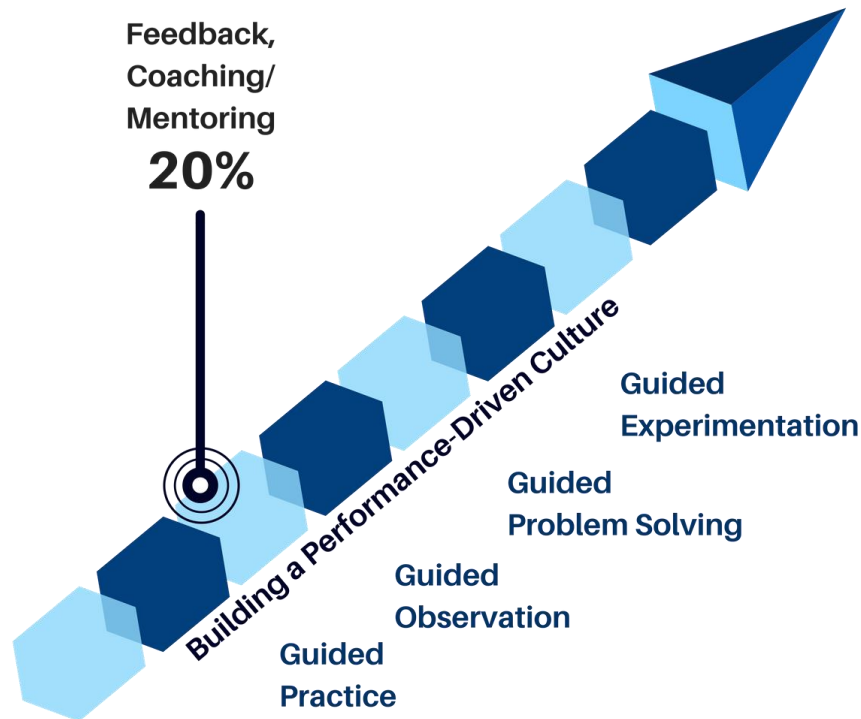
At ODE, we combine tested frameworks and technology in our learning engagements to ensure as much knowledge is transferred and retained.

Our 10% approach consist the followings:

- Talent & Skills Development
- Strategic Planning and Visioning
- Culture Creation
- Change Management
- Global Certification

20% - Feedback, Coaching, Mentoring

The 20% refers to social learning, including informal coaching and mentoring as well as building and exploiting strong and effective social networks.



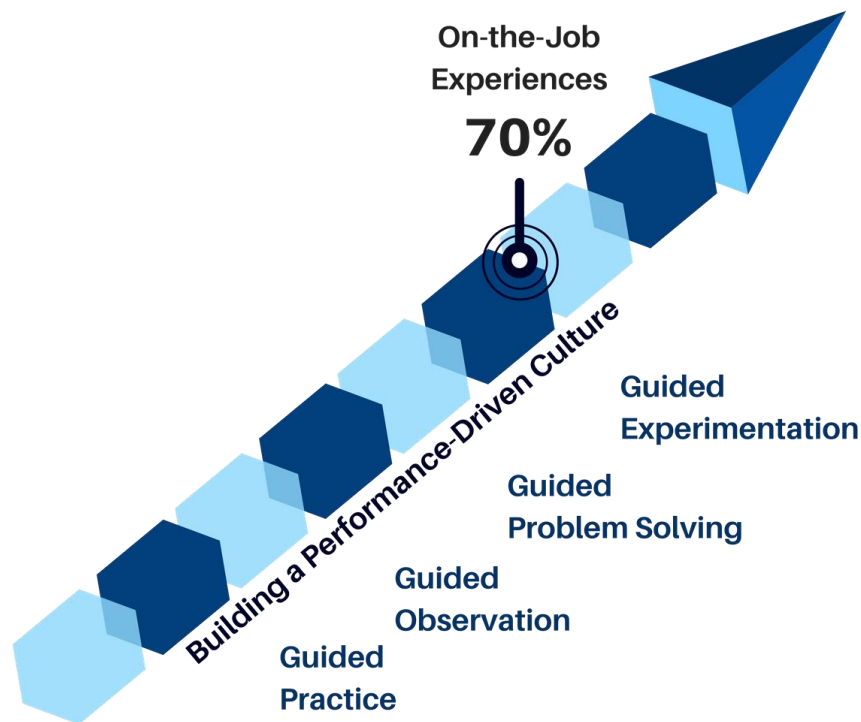
At ODE, this valuable learning approach is used, complementing various other activities. Through Feedback, Coaching, and Mentoring, the learning process is reinforced, allowing change or new skills to be retained and applied.

Our 20% can be conducted in the following formats:

- Executive Coaching
- Group Coaching
- Feedback Coaching
- Post Learning Coaching

70% - On-the-Job Experiences

The 70% refers to learning within the workflow – workplace learning and performance support. ODE believes that hands-on experience is the most beneficial as it enables discovery and refinery of job-related skills, decision making, addressing challenges and interacting with influential people within the work setting. At the same time, it helps participants learn from their mistakes and receive feedback on the spot.



This is a key piece in any effective learning. Our endeavours in the latest learning pedagogies and technology are testament to our commitment to the 70%. The following are our tools to provide On-the-Job learning.

- 360° Assessments
- Pulse Checks
- Engagements Solutions
- Observer Feedback
- Intact Team Development
- Guided Action Learning
- Mentoring and Internal Coach Development