Twitter Handle	Name	Tweet Note: If a RT (retweet), the tweet here is not the sender's tweet (see the trailing link—at the end of the tweet—to see it clearly)	Tweet ID (Click to see tweet in Twitter)
@WillWorkLearn	Will Thalheimer	#DebunkDebate starting in five minutes!!! Sponsored by the Debunker Club. Instructions here: https://t.co/QnEk3uc0nr	926115295537836033
@IanJDBlake	Ian Blake	#debunkdebate waiting at my daughter's swim training. 70,20or10?	926115584676425728
@RussPowell	Russ Powell	Looking fwd to the great 70-20-10 debate w/ @willworklearn and @quinnovator! Starting soon. #debunkdebate https://t.co/kLbojaTHtk	926116134205636608
@bmosh	Bob Mosher	Excited to join in on the debate AND to learn from others around 70:20:10 #debunkdebate	926116137926057984
@KateSHerzog	Kate Herzog	A1) Kate Herzog librarian & LifelongLearner in SC #DebunkDebate	926116287625007104
@Gdogwise	Gary Wise	Hey Bob! #DebunkDebate	926116318289518592
@SligoSherlock	Janet Benson	Ready to rock and/or roll! #debunkdebate	926116412615249921
@aneaman	Adam Neaman	Adam Neaman. New York City. Head of Learning Design and Delivery – Citadel LLC. #DebunkDebate	926116635701927937
@WillWorkLearn	Will Thalheimer	Q1) Welcome to the GREAT 70-20-10 Twitter Debate. Before we begin, tell us who you are and where you're tweeting from! #DebunkDebate	926116777377124352
@guywwallace	guy w wallace	Guy W. Wallace - in Morganton NC & the beautiful Blue Ridge Mountains. Celebrated 35 yrs as a ISD/PI consultant yesterday. #DebunkDebate	926116809786392577
@Gdogwise	Gary Wise	A1) I'm Gary Wise tweeting from the 18th floor of Macy's HQ in Cincinnati, Ohio USA #DebunkDebate	926116864111017989
@SligoSherlock	Janet Benson	Hello everyone! I'm Janet from Ireland! Working at Learnovate as part of Trinity College Dublin! #debunkdebate	926116945669316609
@IanJDBlake	Ian Blake	#debunkdebate from a swimming pool in Sweden	926117028393517056
@MirjamN	MirjamN	A1) Hi, Mirjam Neelen, Learning Advisory Manager in Dublin, Ireland. #DebunkDebate	926117056302415872
@ChristyATucker	Christy Tucker	A1) Christy Tucker in Cary, NC, ready to join the discussion #debunkdebate	926117071771009024
@learningdojo	Lisa Robinson	Lisa Robinson, Indianapolis, IN, Program Director #debunkdebate	926117081908641797
@Quinnovator	Clark Quinn	a1) Clark Quinn, learning science evangelist, consultant/speaker/author, #DebunkDebate moderator, Walnut Creek CA https://t.co/ndlcMFWzTI	926117083489779713
@TriciaRansom	Tricia Ransom	Hi everyone. Tricia here from a startup in Silicon Valley #debunkdebate	926117113793798144
@medouneu	Michael Ball	A1) I'm Michael Ball of Seattle, Washington, USA. #DebunkDebate	926117126527528960
@CatMoore	Cathy Moore	A1) Cathy Moore, saving the world from boring instruction since 1983 or so, feeling old in Madrid #debunkdebate	926117167334068225
@IanJDBlake	Ian Blake	#debunkdebate learning and performance management	926117203778441217
@britz	mark britz	A1. Mark Britz - Social Org proponent, performance strategist, Guild staff Tweeting (errr multi-tasking) from Syracuse, NY #debunkdebate	926117208794845184
@jjmcdermott	John McDermott	A1. John McDermott from Angel Fire, NM. #debunkdebate	926117210153783296
@charlesjennings	Charles Jennings	A1) I'm Charles Jennings tweeting from Winchester in the UK #debunkdebate	926117220236881920
@AretsJos	Jos Arets	#debunkdebate A1 I am 70:20:10 Expert and author of the 70:20:10 Towards 100% Performance book. Jos @AretsJos tweeting from Netherlands	926117236171005953
@bmosh	Bob Mosher	A1) Bob Mosher - Charlotte NC! SPECTACULAR Fall day here... #debunkdebate	926117280966209536
@dbolen	Don Bolen	A1 - Hey all, Don Bolen, Marietta GA. May be distracted with a client call during the hour. #DebunkDebate	926117341238317056
@IDRobertJordan	Robert Jordan	Q1) @IDRobertJordan U.S. Bureau of Labor @BLS_gov Washington, D.C. #DebunkDebate	926117365741387776
@RussPowell	Russ Powell	Russ Powell - Following from Santa Rosa, CA, about an hour N of San Francisco. Yes, THAT Santa Rosa w/ all the fires in Oct. #debunkdebate	926117375597985792
@C_More_Zebras	Christopher Allen	A1) Michael Allen and Christopher Allen, Allen Interactions Minneapolis MN #DebunkDebate	926117380366983170

@SligoSherlock	Janet Benson	@britz Do we need to de-bunk multitasking? :) #DebunkDebate	926117392446578690
@DawnMSnyder	Dawn Snyder	Hi, all! Dawn Snyder tweeting from central Ohio in the United States. #debunkdebate	926117429452959744
@Quinnovator	Clark Quinn	lovely to see so many folks here, familiar and new! #DebunkDebate	926117441465344000
@pseaman	pseaman	Joining from beautiful, rainy Portland, Oregon. No formal training in Twitter - learned 70% from watching others. #debunkdebate	926117443310796801
@TriciaRansom	Tricia Ransom	Dear Twitterville, I am attending the great 70-20-10 debunk debate. Slew of tweets! You guys should see whos here! #debunkdebate	926117514215600128
@WillWorkLearn	Will Thalheimer	Awesome to see so many familiar faces!! #DebunkDebate Specially glad that Charles Jennings and Jos Arets are joining, proponents of 70-20-10	926117519366246402
@702010Institute	70:20:10 Institute	RT @AretsJos: #debunkdebate A1 I am 70:20:10 Expert and author of the 70:20:10 Towards 100% Performance book. Jos @AretsJos tweeting from...	926117552983609344
@DWBixby	Dan Bixby	A1) Dan Bixby from Minneapolis. #debunkdebate	926117556653641728
@Quinnovator	Clark Quinn	@SligoSherlock @britz there is that ;) #debunkdebate	926117560759619585
@702010Institute	70:20:10 Institute	RT @charlesjennings: A1) I'm Charles Jennings tweeting from Winchester in the UK #debunkdebate	926117567483318272
@britz	mark britz	@SligoSherlock Nope. Its doing more than one thing and thus all things poorly! ;) #debunkdebate	926117594943377408
@Christi06955735	Christian Mueller	@guywwallace A1) #debunkdebate - @Christi06955735 - @pokeshot_gmbh in Berlin - 10+ years digital learning experience	926117731920949248
@702010Institute	70:20:10 Institute	RT @WillWorkLearn: Awesome to see so many familiar faces!! #DebunkDebate Specially glad that Charles Jennings and Jos Arets are joining, pr...	926117778985234434
@jmaduke	Jane	Following the #DebunkDebate from Calgary Alberta.	926117915601940481
@pisackson	Peter Isackson	Peter Isackson, now based in the southwest of France, near Cognac #debunkdebate	926117937047588866
@WillWorkLearn	Will Thalheimer	#DebunkDebate Oh My! We have attracted the best and brightest in the workplace learning industry. Fantastic! Let's be kind and have fun!	926117972669816833
@SligoSherlock	Janet Benson	RT @WillWorkLearn: #DebunkDebate Oh My! We have attracted the best and brightest in the workplace learning industry. Fantastic! Let's be ki...	926118010418597894
@WillWorkLearn	Will Thalheimer	Q2) Please share your current understanding of the main points of the 70-20-10 Model. Do NOT PRAISE OR CRITIQUE at this point! #DebunkDebate	926118033793396742
@DawnMSnyder	Dawn Snyder	Dawn Snyder tweeting from central Ohio in the United States. #debunkdebate	926118052370046976
@bmosh	Bob Mosher	Absolutely!! THANKS for hosting!! GREAT topic...#DebunkDebate	926118086851399682
@timgone	Timothy Gaughan	broadcasting live from Pittsburgh #debunkdebate	926118204014985217
@PaulEllisUK	Paul Ellis	A1. Paul, UK o train 'twixt winchester and London #debunkdebate	926118243135311872
@medouneu	Michael Ball	A2) Rule-of-thumb suggesting that learning takes place more on-the-job (70%) or socially (20%) than formally (10%). #DebunkDebate	926118266115784704
@Quinnovator	Clark Quinn	a2) about augmenting formal courses with coaching and stretch goals, a framework to help us go beyond the event mod... https://t.co/YIUKamoy41	926118274756046849
@guywwallace	guy w wallace	A2) Learning to enable Performance will involve both Formal and Informal means. Not just Formal. #DebunkDebate	926118290983964674
@britz	mark britz	A1. First, I prefer to see it as a Principle - Like gravity, social, informal and formal learning just exist. #debunkdebate	926118291336245248
@charlesjennings	Charles Jennings	A2) 70:20:10 A framework to support organisational performance #DebunkDebate	926118377847967744
@Gdogwise	Gary Wise	A2) 702010 is a framework to build solutions that drive business outcomes through performance focus as I see it so far #DebunkDebate	926118408898392064
@MirjamN	MirjamN	A2) Driving change in the L&D and OD space through multiple processes from root cause analysis to design to measurement. #DebunkDebate	926118412660682752
@Christi06955735	Christian Mueller	@WillWorkLearn #debunkdebate - A1) - @Christi06955735 @pokeshot_gmbh - Berlin, Germany, 10+ years digital and analo... https://t.co/7P7qMBM8Qi	926118435725238272
@Quinnovator	Clark Quinn	a2) or: a performance consulting framework to look at the ultimate performance and work backward to a full solution #debunkdebate	926118455580831744

@AretsJos	Jos Arets	A2) 70:20:10 is a reference model to expand the role of L&D beyond formal learning. Supporting performance at the workplace #debunkdebate	926118484899229697
@SligoSherlock	Janet Benson	A2) That in the workplace we learn in a variety of ways to varying degrees, not just from formal organised training sessions #DebunkDebate	926118515349667840
@aneaman	Adam Neaman	Q2: super rough, not-research-based, finger-in-the-air guideline. #debunkdebate	926118515425337345
@702010Institute	70:20:10 Institute	RT @britz: A1. First, I prefer to see it as a Principle - Like gravity, social, informal and formal learning just exist. #debunkdebate	926118524367659009
@bmosh	Bob Mosher	A2) That the majority of TRUE learning happens alone and in the workflow. Sometimes we bother others and get trained.#DebunkDebate	926118528977195009
@702010Institute	70:20:10 Institute	RT @charlesjennings: A2) 70:20:10 A framework to support organisational performance #DebunkDebate	926118532013871105
@DawnMSnyder	Dawn Snyder	Q2) A way to think about contexts for learning; a broader focus than formal learning events. #debunkdebate	926118546240831489
@timgone	Timothy Gaughan	workers learn more from doing the job - workers are smart, they figure stuff out #debunkdebate	926118576737599488
@MirjamN	MirjamN	@britz Interesting perspective. I see it more as a process at this point. #DebunkDebate	926118578239299590
@PaulEllisUK	Paul Ellis	A2. We learn most through doing and least through formal teaching #debunkdebate	926118580156026880
@ChristyATucker	Christy Tucker	A2) 70-20-10 says most learning happens informally and on the job, so we need more resources into perf support, less training #debunkdebate	926118583926747136
@jjmcdermott	John McDermott	a2. A specific way of modelling avenues through which adults (at least) learn. #debunkdebate	926118589840740352
@timgone	Timothy Gaughan	The people who do the job know it best #debunkdebate	926118671952596992
@TriciaRansom	Tricia Ransom	RT @charlesjennings: A2) 70:20:10 A framework to support organisational performance #DebunkDebate	926118677271011328
@WillWorkLearn	Will Thalheimer	A2) That we should use many learning modalities to create performance improvement. #debunkdebate	926118695511961601
@aneaman	Adam Neaman	70% Through challenging assignments 20% Through developmental relationships 10% In formal training #DebunkDebate	926118699119140865
@IanJDBlake	Ian Blake	#debunkdebate that 70% of learning is done by experience, 20 coaching and 10 formal training	926118816429625344
@britz	mark britz	@MirjamN It's been spoken of far too often as a model first thus implying a process #debunkdebate	926118821898924032
@KateSHerzog	Kate Herzog	@WillWorkLearn A2) Learning is Doing (70%) but since Perpetual β, is change best found in 20 or 10? #DebunkDebate	926118827167047680
@CatMoore	Cathy Moore	A2) Main point of 70:20:10 for me: L&D should look beyond courses, events; see the bigger picture of performance #debunkdebate	926118852425125888
@TriciaRansom	Tricia Ransom	A2) A framework that acknowledges learning and information are distributed via many channels in an org. #debunkdebate	926118865834315776
@pseaman	pseaman	A2: You don't understand what the teacher is saying, so you turn around and ask the person behind you. #debunkdebate	926118879310397440
@AndrewJacobsLD	Andrew Jacobs	This. #debunkdebate https://t.co/6cAuhqPVu7	926118894737264640
@aneaman	Adam Neaman	Common misconception -- that the split is 70% individual practice, 20% social learning, 10% formal training: All have social #debunkdebate	926118944028725249
@SligoSherlock	Janet Benson	@pseaman I like this :) #DebunkDebate	926118951062564866
@JiveHampshire	JiveHampshire	RT @charlesjennings: A1) I'm Charles Jennings tweeting from Winchester in the UK #debunkdebate	926118967449739265
@DWBixby	Dan Bixby	A2) We learn most (70%) informally. Much of what we learn we decide to learn (20%), a small amount is forced on us #debunkdebate	926118970184359936
@WillWorkLearn	Will Thalheimer	Well said #DebunkDebate https://t.co/y2DZX8TL7d	926118971929219073
@MargDris	Margaret Driscoll	I am Margaret Driscoll from Boston, looking forward to this debate. Wish I could stay for full hour. #debunkdebate	926119011351453696
@IDRobertJordan	Robert Jordan	A2) Emphasizes the importance on non-formal learning (through the job, situated learning) in leadership development #DebunkDebate	926119017953288192

@Dan_Topf	Dan Topf, CPT	A2) A way to get learning and development sponsors to view these activities more strategically and get more involved in them. #DebunkDebate	926119092456652807
@aneaman	Adam Neaman	On the off chance that you haven't all seen it: https://t.co/MVGAaLO52Z #DebunkDebate	926119094151245825
@Gdogwise	Gary Wise	@MirjamN @britz Agree! Very much a process structure and that confuses many who see it as a design method #DebunkDebate	926119103470989313
@Quinnovator	Clark Quinn	@pseaman talking in class!?!? Seriously, sounds more like social/informal than 70:20:10, part of it but there's more #debunkdebate	926119156495220737
@RussPowell	Russ Powell	A kinda fuzzy model that suggests that 70% of what we learn comes fm experience, 20% fm others, 10% fm formal training, ed. #debunkdebate.	926119197846921217
@Dan_Topf	Dan Topf, CPT	A)1 Hi. It's Dan Topf tweeting from Iowa USA! #DebunkDebate	926119218415796224
@bmosh	Bob Mosher	A2) That we need to design for the 70 first and then backfill with the rest... #DebunkDebate	926119250753998849
@Houner	Cal Wick	#DebunkDebate A beautiful day in Delaware	926119317564985346
@WillWorkLearn	Will Thalheimer	Q3) How do you feel about the 70-20-10 Model? Like it? Hate it? Like somethings and not others? #DebunkDebate	926119348271566848
@C_More_Zebras	Christopher Allen	A2) Condemnation of poor formal learning practices. #DebunkDebate	926119376272707584
@TriciaRansom	Tricia Ransom	RT @WillWorkLearn: Q3) How do you feel about the 70-20-10 Model? Like it? Hate it? Like somethings and not others? #DebunkDebate	926119499786608641
@Christi06955735	Christian Mueller	A2) #debunkdebate - driving to 100% performance through a combination of formal, informal and collaborative methods - analog and digital	926119507965501440
@eCom_Bethany	Bethany Taylor	Hi all! ID in Scotland, a bit late for the #debunkdebate	926119541637296128
@medouneu	Michael Ball	A3) Doubt equal validity for, say, simple, repeated, psychomotor procedures as complex, variable, cognitive procedures. #DebunkDebate	926119559941066754
@britz	mark britz	@aneaman true. It's really quite interdependent. Each influence the other (and can even more so if we consciously support it) #debunkdebate	926119560222330881
@Gdogwise	Gary Wise	A3) Love the concept – Don't like the name – Implies three buckets and ratios and causes ISDs to implode #DebunkDebate	926119562847932416
@ChristyATucker	Christy Tucker	A3) I like the idea that learning is more than formal training and we can expand our role. Not sure about the actual numbers. #debunkdebate	926119574063472642
@SligoSherlock	Janet Benson	A3) I like that the model opens up discussions around the differing ways in which people learn at work but the % = misleading #DebunkDebate	926119612974030848
@CatMoore	Cathy Moore	RT @Gdogwise: A3) Love the concept – Don't like the name – Implies three buckets and ratios and causes ISDs to implode #DebunkDebate	926119630082625536
@guywwallace	guy w wallace	A3) Wish it avoided #s. Imagine a SixSigma practitioner having to correct that it didn't really mean only 3.4 errors per MM #DebunkDebate	926119639867936768
@timgone	Timothy Gaughan	A3) love the 70-20-10 #debunkdebate	926119690618982400
@Dannychavez73	Danny Chavez	RT @RussPowell: Looking fwd to the great 70-20-10 debate w/ @willworklearn and @quinnovator! Starting soon. #debunkdebate https://t.co/kLbo...	926119708759347200
@pisackson	Peter Isackson	The key is social interaction, which happens more in the 70 and 20 than in the 10. #debunkdebate	926119712341315584
@aneaman	Adam Neaman	A3: Main use is to force people to think hard about spend and reconceptualize how learning happens in organizations. #DebunkDebate	926119718410506241
@bmosh	Bob Mosher	A3) Like it as a framework. Feel that it's been overly used and that we're not "schooled" in truly designing for it. #DebunkDebate	926119735472918528
@Quinnovator	Clark Quinn	a3) I'm a fan, (disclaim: Charles is a colleague), as it provides a way to break the 'event' mentality.... https://t.co/wsWKuWKeKH	926119788786499584
@pseaman	pseaman	@Quinnovator Is it possible that most formal learning experiences are badly designed? #debunkdebate	926119802451587072
@jjmcdermott	John McDermott	a3. I see it as a (potentially useful) model. It is little more. MAYBE the ranking is correct, but I am not wedded to the %s #debunkdebate	926119842113052673
@AndrewJacobsLD	Andrew Jacobs	A2 I like it as a model but am concerned that it's become a silver bullet and the new way that learning will slavishly follow. #debunkdebate	926119873297698816
@DWBixby	Dan Bixby	A3) Generally like that it emphasizes that we learn by doing. #DebunkDebate	926119883661824001

@PaulEllisUK	Paul Ellis	A3. I think it should read 10:20:70 to better reflect the time aspect of learning #debunkdebate	926119893086429184
@MirjamN	MirjamN	@pseaman @Quinnovator Yes oh yes oh yes, this is so true. #DebunkDebate	926119916528381952
@RussPowell	Russ Powell	a3) I like the emphasis on non-training solutions to performance problems. #DebunkDebate	926119933565476864
@Quinnovator	Clark Quinn	a3) And Charles/Jos/Vivian's rigor in the book/forum work turns it into a solid performance consulting approach #debunkdebate	926119942105088000
@eCom_Bethany	Bethany Taylor	Agree with @ChristyATucker wholeheartedly #debunkdebate https://t.co/qPwxX4yR6z	926119945741709312
@charlesjennings	Charles Jennings	A3) Not so much feeling, but I've found it very helpful to move L&D thinking and action forward over the years #DebunkDebate	926119960535031808
@MirjamN	MirjamN	@Quinnovator Totally agree with this one! #DebunkDebate	926120024191963136
@Quinnovator	Clark Quinn	@pseaman sadly, that seems to be the case #debunkdebate	926120053224779776
@KateSHerzog	Kate Herzog	A3) Promotes engagement, requires reflection, we're all partners in an ongoing process #DebunkDebate	926120061273821184
@Christi06955735	Christian Mueller	@WillWorkLearn using the #DebunkDebate - but can not see my tweets?	926120083692367876
@AretsJos	Jos Arets	A3) I feel this is a great opportunity for L&D to reconnect and align with the business. #debunkdebate	926120092965928960
@jjmcdermott	John McDermott	Ditto @AndrewJacobsLD #debunkdebate	926120145868722176
@britz	mark britz	A3. What's not to like? Org leaders should be demanding more focus in each. It's pragmatic. It respects the workflow #debunkdebate	926120182271168520
@CatMoore	Cathy Moore	A3) Like the idea of 70:20:10, don't like the numbers. People over-focus on #s and view it as prescription. #debunkdebate	926120218279235589
@aneaman	Adam Neaman	If most is on-the-job, invest most in on-the-job and informal (unless you think you can't make a diff there). You CAN.#DebunkDebate	926120228467236864
@WillWorkLearn	Will Thalheimer	You've got to be searching for #debunkdebate. I saw your tweet... https://t.co/YS1pHbxHLi	926120242711089152
@MirjamN	MirjamN	Don't like: the numbers (irrelevant, were only relevant to 'shake things up' and idea that you should start w the 70! #DebunkDebate	926120261639958533
@Gdogwise	Gary Wise	Maybe it could be 95:5:0 then what happens...ISDs start to die! #DebunkDebate	926120271135805440
@SligoSherlock	Janet Benson	A3) If you need to spend time explaining that the numbers are not set in stone it can be counter-productive #DebunkDebate	926120307219410944
@AndrewJacobsLD	Andrew Jacobs	A3 Hearing someone talk about it as budget - wanting to cut 90% of learning budget because only 10% is formal for example. #debunkdebate	926120334817931264
@ChristyATucker	Christy Tucker	RT @CatMoore A3) Like the idea of 70:20:10, don't like the numbers. People over-focus on #s and view it as prescription. #debunkdebate	926120354141130752
@C_More_Zebras	Christopher Allen	A3) Oversimplification of important factors to be considered. #DebunkDebate	926120360004734976
@IanJDBlake	Ian Blake	A3) like it, but needs using in the tight way. Seen it too often as THE reason for cutting formal and saving money #debunkdebate	926120363855147008
@tamarajlewis	Tamara Lewis	A3) I love the concept - too many clients still thinking training is one event. #DebunkDebate	926120369077063681
@Christi06955735	Christian Mueller	A3) #DebunkDebate - love the concept, belive in it - BUT - also believe digital interaction and 70% support is key to success	926120374340915200
@MirjamN	MirjamN	@AretsJos This is what it's all about, isn't it? #DebunkDebate	926120416581701633
@pisackson	Peter Isackson	One important thing is to realize that professional skills belong not just to individuals but to a work culture #debunkdebate	926120431836332032
@IDRobertJordan	Robert Jordan	A3) Like the concept in theory. May not be readily applied in all learning contexts #debunkdebate	926120448676519937
@WillWorkLearn	Will Thalheimer	The scientific patina on the numbers irks me, but I see that it resonates with the field. I wish there was a third... https://t.co/rUdGSL9uQD	926120516410400769
@aneaman	Adam Neaman	A3: Helps a lot to get people to understand that learning happens over long time periods, not isolated events. #DebunkDebate	926120546051481600

@Quinnovator	Clark Quinn	repeat after me: "It's not about the numbers!" :) #debunkdebate (yes, the numbers do seem to be a barrier for many)	926120571552669698
@britz	mark britz	RT @AretsJos A3) I feel this is a great opportunity for L&D to reconnect and align with the business. #debunkdebate	926120594613170177
@timgone	Timothy Gaughan	RT @tamarajlewis: A3) I love the concept - too many clients still thinking training is one event. #DebunkDebate	926120624665300992
@ChristyATucker	Christy Tucker	@Christi06955735 @WillWorkLearn Try using Tweetchat to follow the debate. Makes it easier to follow the hashtag #DebunkDebate	926120634048008192
@PaulEllisUK	Paul Ellis	A3. The model also supports and calls for more mentoring in the #learning process #debunkdebate #mentors #business	926120637478985728
@CatMoore	Cathy Moore	RT @pisackson: One important thing is to realize that professional skills belong not just to individuals but to a work culture #debunkdebate	926120690729865217
@pseaman	pseaman	A3: It reminds me of other unproven models, like Dale's cone of experience. https://t.co/J6p9ztDOLN #debunkdebate	926120718529523712
@KateSHerzog	Kate Herzog	RT @Quinnovator: repeat after me: "It's not about the numbers!" :) #debunkdebate (yes, the numbers do seem to be a barrier for many)	926120753950584834
@bmosh	Bob Mosher	A3) I think it helps us start a very important dialogue with the business around what we should truly be designing for. #DebunkDebate	926120785483304960
@MirjamN	MirjamN	@WillWorkLearn What I find concerning is that I've seen ppl take the %s seriously and then move on talk about all t... https://t.co/xuaaXFPelz	926120786112532480
@jjmcdermott	John McDermott	a) If it is not about the numbers, why have them? #debunkdebate	926120821608894465
@SligoSherlock	Janet Benson	@pseaman For the next debunk debate perhaps? :) #DebunkDebate	926120831213817856
@timgone	Timothy Gaughan	RT @Quinnovator: repeat after me: "It's not about the numbers!" :) #debunkdebate (yes, the numbers do seem to be a barrier for many)	926120831784235013
@ChristyATucker	Christy Tucker	RT @jjmcdermott: a) If it is not about the numbers, why have them? #debunkdebate	926120845264736257
@bmosh	Bob Mosher	A3) I think we all agree that "its not about the numbers! ;) - #DebunkDebate	926120957223276544
@702010Institute	70:20:10 Institute	RT @AretsJos: A3) I feel this is a great opportunity for L&D to reconnect and align with the business. #debunkdebate	926120957277888512
@Christi06955735	Christian Mueller	@MirjamN #DebunkDebate - agreed - 70% is key and driving performance "bottom up"	926120967297957889
@WillWorkLearn	Will Thalheimer	Ethical quandary: Does the ends justify the means? #debunkdebate https://t.co/SDNRjFW4ev	926120996217778176
@AretsJos	Jos Arets	This is not against formal learning. We support formal learning by all means. But it should be designed in a good way. #debunkdebate	926121016220422144
@mboon29	Monique Boon	RT @AretsJos: A3) I feel this is a great opportunity for L&D to reconnect and align with the business. #debunkdebate	926121029692510208
@Quinnovator	Clark Quinn	@Dan_Topf @pseaman more than that (tho' true), but it's also only a small part of the path to expertise #debunkdebate	926121059245424640
@RussPowell	Russ Powell	RT @Quinnovator: repeat after me: "It's not about the numbers!" :) #debunkdebate (yes, the numbers do seem to be a barrier for many)	926121076949532673
@aneaman	Adam Neaman	A3: I always qualify it's just directional, idea not research based, though other research consistent w/ general direction. #DebunkDebate	926121087531921408
@mboon29	Monique Boon	RT @charlesjennings: A2) 70:20:10 A framework to support organisational performance #DebunkDebate	926121090950352897
@charlesjennings	Charles Jennings	@ChristyATucker True. The numbers are historical, Even with the originators no-one intended them to be 'exact'... https://t.co/IPIo4hDHGy	926121106951548928
@mboon29	Monique Boon	RT @AretsJos: #debunkdebate A1 I am 70:20:10 Expert and author of the 70:20:10 Towards 100% Performance book. Jos @AretsJos tweeting from...	926121135045074945
@Houner	Cal Wick	A3) Model reflects how people actually learn at work. For example Wil did not choose to teach us via a formal lecture. #DebunkDebate	926121161569787904
@mboon29	Monique Boon	RT @charlesjennings: A1) I'm Charles Jennings tweeting from Winchester in the UK #debunkdebate	926121194990030848
@WillWorkLearn	Will Thalheimer	There are other ways to get the conversation started. Like moments of need... you might have heard of that... https://t.co/QvvJAbbwks	926121231232970752

@Quinnovator	Clark Quinn	@jjmcdermott helps emphasize the relative role in expertise of formal learning #debunkdebate	926121254721011712
@MirjamN	MirjamN	@Quinnovator The numbers are distracting I think. Formal can be experiential & social & all other combo's are possi... https://t.co/hgZPiz23VI	926121260203020288
@Christi06955735	Christian Mueller	@pseaman @Quinnovator #DebunkDebate - yes - most of 10% are sadly designed, as top-down and not bottom up // 20% sharing from 70% experience	926121262052716545
@mboon29	Monique Boon	RT @WillWorkLearn: Well said #DebunkDebate https://t.co/y2DZX8TL7d	926121283909234689
@snapsynapse	Sam Rogers	A3) I love that it is a simple and clearly defined set of numbers. I don't like that it is unclear how to use them for science #DebunkDebate	926121306642194432
@SligoSherlock	Janet Benson	@charlesjennings @ChristyATucker Weren't the numbers based on a specific context of dev. people for senior leadersh... https://t.co/DkZSscDN05	926121330751176704
@timgone	Timothy Gaughan	RT @WillWorkLearn: Ethical quandary: Does the ends justify the means? #debunkdebate https://t.co/SDNRjFW4ev	926121340029022209
@702010Institute	70:20:10 Institute	RT @Quinnovator: repeat after me: "It's not about the numbers!" :) #debunkdebate (yes, the numbers do seem to be a barrier for many)	926121376381063168
@britz	mark britz	@bmosh tragic that the training-industrial complex + learned helplessness has controlled attitudes for so long. #debunkdebate	926121381338800128
@WillWorkLearn	Will Thalheimer	Cal, great you are here! #DebunkDebate https://t.co/5l3WWvc2vU	926121401903435776
@ChristyATucker	Christy Tucker	@charlesjennings I see it sort of like the Pareto principle--not exactly those percentages, but the underlying concept is good #debunkdebate	926121419313991680
@jjmcdermott	John McDermott	Yes, @quinnovator, but they are clearly an obstacle to many. #debunkdebate	926121449185738754
@timgone	Timothy Gaughan	RT @Quinnovator: @Dan_Topf @pseaman more than that (tho' true), but it's also only a small part of the path to expertise #debunkdebate	926121449257078784
@MirjamN	MirjamN	@bmosh Yet the numbers confuzzle things! #DebunkDebate	926121459570937856
@bmosh	Bob Mosher	A3) The 5 Moments of Need have helped me take 70:20:10 to the next level and begin designing around meeting those needs #DebunkDebate	926121483704860672
@WillWorkLearn	Will Thalheimer	Q4) Models should send correct messages!!! What good messages does the 70-20-10 Model send? JUST GOOD MESSAGES NOW! #DebunkDebate	926121496514318343
@RussPowell	Russ Powell	Yes, but how many of us are actually learning via this medium? =) #DebunkDebate https://t.co/TjHbKgZq7w	926121530223878145
@CatMoore	Cathy Moore	A3) Most of the 10% (formal) horrifically designed - no idea of workplace context, business need, or even what people DO. #debunkdebate	926121641670823941
@aneaman	Adam Neaman	@WillWorkLearn I'm not sure of the cost of the inaccuracy in this case. How does it lead people to really make bad decisions? #DebunkDebate	926121645525389312
@timgone	Timothy Gaughan	RT @Quinnovator: @jjmcdermott helps emphasize the relative role in expertise of formal learning #debunkdebate	926121646628458496
@KateSHerzog	Kate Herzog	A3) If 20% is sharing 'show your work' or 'work out loud' - should perhaps be of increasing importance? #DebunkDebate	926121647148617731
@guywwallace	guy w wallace	A4) A Blend in formality is realistic/ Formal can only take someone so far and can't (necessarily) be expected to do it all. #DebunkDebate	926121662914973697
@Gdogwise	Gary Wise	Agree...it gets us to the Point-of-Work to identify what breaksdown and why to inform the right solution build rega... https://t.co/411DdACeJK	926121691092258816
@timgone	Timothy Gaughan	RT @Christi06955735: @pseaman @Quinnovator #DebunkDebate - yes - most of 10% are sadly designed, as top-down and not bottom up // 20% shari...	926121706351136768
@bmosh	Bob Mosher	A4) That we need to change the dialogue to one that starts with supporting performance #DebunkDebate	926121734562045952
@Quinnovator	Clark Quinn	that's indeed the origin. Further research found shifts in other areas (e.g. nursing), but still roughly similar pa... https://t.co/42YfsnRcNn	926121737732767744
@jjmcdermott	John McDermott	a4) That practice makes perfect. Or at least makes learning. #debunkdebate	926121743374315520
@WillWorkLearn	Will Thalheimer	A4) Good message: That not all learning is training. That workplace learning should be leveraged. #debunkdebate	926121803558342658
@AretsJos	Jos Arets	The numbers are used as a label. It's like the Pareto principle. If the percentage are not exact 80/20 the principle stays... #debunkdebate	926121806943211520

@SligoSherlock	Janet Benson	A4) The main positive message is that learning occurs through a variety of means which encourages focus on various approaches #DebunkDebate	926121814987853824
@pseaman	pseaman	@Christi06955735 @Quinnovator What if we say 10% are well-designed, 20% are mediocre, and 70% are badly designed? 😁 #debunkdebate	926121836605091840
@Quinnovator	Clark Quinn	@jjmcdermott agreed, but that horse may have already bolted, as the proverb has it #debunkdebate	926121923402022912
@IanJDBlake	Ian Blake	A4) that there is more to learning and performance than single isolated classroom events #debunkdebate	926121960224026624
@snapsynapse	Sam Rogers	A4) "Your perspective on Training may not be the best one, and it's certainly not the only one" #DebunkDebate	926121999113396224
@ChristyATucker	Christy Tucker	A4) Good message: That we shouldn't be narrowly focused on formal training to the exclusion of other learning #debunkdebate	926122000459927553
@Gdogwise	Gary Wise	Amen, Bob! #DebunkDebate https://t.co/SXCypJHG57	926122000862638081
@CatMoore	Cathy Moore	A4) Good msg from 70:20:10: Look at what ppl do on the job, what makes it hard, what will help -- don't just throw courses #debunkdebate	926122001210789889
@b_polakowski	Bartek Polakowski	#DebunkDebate A4) we can learn everywhere	926122012153696256
@PaulEllisUK	Paul Ellis	A4. If you want to become proficient at something you need to put #learning into #practice - repeatedly #debunkdebate #performance #702010	926122046412730369
@KateSHerzog	Kate Herzog	A4) Learning is a social endeavor! #DebunkDebate	926122048564465665
@karunasanghvi	karuna sanghvi	RT @pisackson: One important thing is to realize that professional skills belong not just to individuals but to a work culture #debunkdebate	926122049621204992
@DWBixby	Dan Bixby	It sends that message that we are always learning. Every time we DO something, we solidify learning. #debunkdebate	926122052368642049
@MirjamN	MirjamN	@Houner It depends on who the people are and what they need to achieve though! That's a problem with how ppl interp... https://t.co/Yc40X3g5LN	926122077958148098
@bmosh	Bob Mosher	A4) It's a framework EVERY learner and line of business owner can understand. Gets us away from "training speak" #DebunkDebate	926122088909426689
@medouneu	Michael Ball	A4) I share proponents' skepticism of the efficacy of learning that's formal, academic, non-participatory, or inauthentic. #DebunkDebate	926122094550695936
@Quinnovator	Clark Quinn	@pseaman @Christi06955735 not same thing at all, unless you're going to say social, stretch goals are part of 'formal' #debunkdebate	926122097385943041
@IDRobertJordan	Robert Jordan	A4) Instructional designers should add non-formal learning interventions to their toolkits #debunkdebate	926122098212433922
@britz	mark britz	A4. #702010 reawakened the understanding/interest in social and informal learning. Web2.0 accelerated the impact #debunkdebate	926122150628593664
@Gdogwise	Gary Wise	A4) Emphasis and weight on work experience – for me, that means Point-of-Work #DebunkDebate	926122166676066305
@C_Randieri	Cristian Randieri	RT @PaulEllisUK: A4. If you want to become proficient at something you need to put #learning into #practice - repeatedly #debunkdebate #per...	926122168693547008
@SligoSherlock	Janet Benson	@MirjamN @Houner YES! Not everyone is the same! #DebunkDebate	926122172321382400
@AretsJos	Jos Arets	It's about workplace learning and performance. That's the interesting part to strengthen the profile of L&D in organizations #debunkdebate	926122184812171265
@timgone	Timothy Gaughan	A4) Forces us to rethink our priorities; don't forget what happens after the learning event - make it a campaign #debunkdebate	926122187706257408
@MiPS1608	Michelle ParrySlater	Late to the #DebunkDebate party due to traffic, I'm Michelle Parry-Slater tweeting from Hertfordshire, UK... https://t.co/2vn85LNmF7	926122189493030914
@Christi06955735	Christian Mueller	@MirjamN #DebunkDebate - you are partially right. A well designed one will know, if advanced or novice - bottom up does that automatically	926122196807843842
@MirjamN	MirjamN	@Christi06955735 @pseaman @Quinnovator When ppl don't know how to properly design formal, question is to what exten... https://t.co/Zx3kn1kZFN	926122299438362625
@DawnMSnyder	Dawn Snyder	The perspective of improving performance in a way that goes beyond formal training events can be powerful. #DebunkDebate	926122325208195073
@WillWorkLearn	Will Thalheimer	Very interesting and provocative comment. Let's reflect on this later... I think it's about leverageability, not de... https://t.co/dBWz7oU8Qh	926122372100435968

@MiPS1608	Michelle ParrySlater	@bmosh Fall photos please Bob! #DebunkDebate	926122372784156672
@DWBixby	Dan Bixby	A4) It sends that message that we are always learning. Every time we DO something, we solidify learning. #debunkdebate	926122406778941440
@aneaman	Adam Neaman	A6: only part I personally care about is the direction - we know people learn best by doing where doing =authentic practice. #DebunkDebate	926122447216267270
@charlesjennings	Charles Jennings	A4) Good message 702010 sends is a huge amount of learning occurs outside formal situations, and we can exploit that #DebunkDebate	926122461871165440
@AretsJos	Jos Arets	Formal learning is important but not the only one solutions to support performance in the corporate world. #debunkdebate	926122467554463744
@Christi06955735	Christian Mueller	@Quinnovator @pseaman #DebunkDebate - I believe there is a way to link 10% and 20% digitally and guide and support… https://t.co/BYKreNUHtp	926122473338400773
@tamarajlewis	Tamara Lewis	Q4) It forces us to see that learning is social and active #DebunkDebate	926122533568557057
@Quinnovator	Clark Quinn	a4) that we need to consider social/stretch/informal in our design solutions. #debunkdebate https://t.co/HTp02YxWJz	926122617156677632
@Dan_Topf	Dan Topf, CPT	A4) model shows Mgmt,colleagues, and learners themselves have a responsibility to attain the learning for their performance. #debunkdebate	926122631144853509
@WillWorkLearn	Will Thalheimer	Q5) What bad or incomplete messages does the 70-20-10 Model send? JUST BAD MESSAGES NOW! #DebunkDebate	926122642826031105
@KateSHerzog	Kate Herzog	A4) L&D should become 'learning facilitation' #DebunkDebate	926122654322569216
@jjmcdermott	John McDermott	@wesharescience No, I am really not much of a script guy. I try to discuss it and let each person in a group decide % #debunkdebate	926122656440692739
@MirjamN	MirjamN	@Quinnovator It's based on what ppl SAID though! #DebunkDebate	926122665643003909
@MiPS1608	Michelle ParrySlater	70-20-10 is a framework for learning. The numbers are unique to your organisation #DebunkDebate https://t.co/M0l0rGNOwl	926122694109814784
@Christi06955735	Christian Mueller	@Quinnovator @pseaman #DebunkDebate - I agree there is more - also different from workplace to workplace and digita… https://t.co/HsFNW8vPTZ	926122723125923841
@Gdogwise	Gary Wise	A5) Three numbers imply three different buckets of training types. Totally missing the mark and promotes misunderstanding #DebunkDebate	926122750732840961
@SligoSherlock	Janet Benson	A5) Bad messages are the ones that are incorrectly interpreted such as the percentages #DebunkDebate	926122780663386113
@pseaman	pseaman	@MirjamN @Christi06955735 @Quinnovator If 70% of learning is informal, why aren't we more intentional about it? (Wi… https://t.co/zpHmC1fRNu	926122801223757824
@guywwallace	guy w wallace	A5) As a Ref Model #s simply get in the way as they suggest a "future state" goal vs reflecting the "as is state" for some. #DebunkDebate	926122828969234434
@702010Institute	70:20:10 Institute	RT @AretsJos: Formal learning is important but not the only one solutions to support performance in the corporate world. #debunkdebate	926122860359413762
@WeShareScience	We Share Science	@Quinnovator This reminds me, a little, of the debates going on around p-values and how they are misinterpreted, any links? #debunkdebate	926122865145106434
@charlesjennings	Charles Jennings	@MirjamN @Christi06955735 @pseaman @Quinnovator Good point, Mirjam. One of the major problems is that the '10' is… https://t.co/oiysZYGKrF	926122890487058434
@eCom_Bethany	Bethany Taylor	Q5) I think it sends the message to learners that they don't need the formal learning, better if they go at it alon… https://t.co/TxZVGjOsXw	926122893125308416
@bmosh	Bob Mosher	Q5) That L&D is ready to make the shift to creating a solutions that matches the framework. Many struggle with the shift #DebunkDebate	926122921243889664
@C_More_Zebras	Christopher Allen	@WillWorkLearn A5) too many people take the numbers literally. It's an unfortunate 'model' #DebunkDebate	926122926730039296
@SligoSherlock	Janet Benson	A5) There are only 3 buckets for how people learn at work and that's that #DebunkDebate	926122952067899393
@ChristyATucker	Christy Tucker	A5) Bad message: The numbers shift the focus to those percentages as buckets--they are often a distraction. #debunkdebate	926122992416980995
@PaulEllisUK	Paul Ellis	There is a technology role in the '70' with realistic simulations and #gamification driven #performance #debunkdebate #learning	926123015427035136
@Quinnovator	Clark Quinn	@pseaman @MirjamN @Christi06955735 because it doesn't fit within (most) ADDIE, can't be done with an authoring tool… https://t.co/KkLvnz4Qgz	926123030153125888

@PaulEllisUK	Paul Ellis	RT @tamarajlewis: Q4) It forces us to see that learning is social and active #DebunkDebate	926123057227411456
@WillWorkLearn	Will Thalheimer	A5) Bad messages, maybe unintended, but many interpret it that training is ineffective, not useful, etc. That's wrong-headed #DebunkDebate	926123066224234496
@ChristyATucker	Christy Tucker	A5) I wish the model was called something else because the numbers become the focus rather than the learning #debunkdebate	926123091410980864
@medouneu	Michael Ball	A5) Assumes self-reported BELIEFS about PAST learning of "successful" men translate into effective learning practices for all. #DebunkDebate	926123118732591104
@mboon29	Monique Boon	RT @WillWorkLearn: A4) Good message: That not all learning is training. That workplace learning should be leveraged. #debunkdebate	926123140673163264
@b_polakowski	Bartek Polakowski	#DebunkDebate A5) Learners should be left alone with their development	926123156653428736
@bmosh	Bob Mosher	A5) TOTALLY Agree on the "bucket" front... It appears to go against a blended mentality #DebunkDebate	926123185640271872
@IanJDBlake	Ian Blake	A5) that we can learn each people on their own and unsupported for 70% of their learning #debunkdebate	926123200559316993
@mboon29	Monique Boon	RT @bmosh: A4) It's a framework EVERY learner and line of business owner can understand. Gets us away from "training speak" #DebunkDebate	926123207744245761
@ChristyATucker	Christy Tucker	A5) Bad message is orgs deciding to cut the training budget b/c it's "only 10%" #debunkdebate	926123254212853761
@medouneu	Michael Ball	A5) What if research subjects' success is attributable to their ability to outperform others when learning is poorly designed? #DebunkDebate	926123268209229824
@Dan_Topf	Dan Topf, CPT	@charlesjennings @MirjamN @Christi06955735 @pseaman @Quinnovator Agreed. #debunkdebate	926123272885940225
@C_More_Zebras	Christopher Allen	@WillWorkLearn exactly #DebunkDebate	926123286857216000
@MirjamN	MirjamN	@Gdogwise This! Couldn't agree more. #DebunkDebate	926123294763438080
@charlesjennings	Charles Jennings	@DawnMSnyder I think that's one of the key aspects of 702010, Dawn #DebunkDebate	926123328313724929
@WillWorkLearn	Will Thalheimer	Agreed. and people don't even reflect that the numbers are people's opinions... and may be wrong! #DebunkDebate https://t.co/GhoXh6oBzo	926123329962086400
@LightbulbJo	Jo Cook	I'm missing the #debunkdebate twitter chat going on - but it looks good!	926123333145583616
@pseaman	pseaman	A5: Let's get rid of the training dep't and save some $$! - since formal training is pretty useless. See y'all in break room! #debunkdebate	926123353311657991
@snapsynapse	Sam Rogers	A5) That you can "do" 70:20:10, that the numbers themselves are measures of value. #DebunkDebate	926123359368200193
@IDRobertJordan	Robert Jordan	A5) That there exists a one-size fits all approach to learning and development (a problem with models in general) #debunkdebate	926123371468873729
@MiPS1608	Michelle ParrySlater	RT @AndrewJacobsLD: This. #debunkdebate https://t.co/6cAuhqPVu7	926123381602349057
@Christi06955735	Christian Mueller	@MirjamN @pseaman @Quinnovator #DebunkDebate - Support can also come from collective knowledge - again - bottom up... https://t.co/5tchnmpVzf	926123408663957504
@SligoSherlock	Janet Benson	@IDRobertJordan Could not agree more! #DebunkDebate	926123480252403714
@jjmcdermott	John McDermott	@IDRobertJordan Ditto #debunkdebate	926123502398312448
@DWBixby	Dan Bixby	A5) It implies that the numbers are equal. It should probably be 10-20-70. The ten may be foundational and affect the rest. #debunkdebate	926123546644045825
@Quinnovator	Clark Quinn	a5) that it *has* to be 7:2:1. #debunkdebate https://t.co/bY8P1hCAG3	926123547210129408
@MirjamN	MirjamN	@charlesjennings @Christi06955735 @pseaman @Quinnovator This is 1 of my main concerns: that the framework is 'overl... https://t.co/kgcTEqGwWC	926123579447676928
@WillWorkLearn	Will Thalheimer	Hey everybody #debunkdebate Sorry, if I can't follow everyone's thoughts now, but I'll check them out later...	926123586737369088
@SligoSherlock	Janet Benson	RT @WillWorkLearn: Awesome to see so many familiar faces!! #DebunkDebate Specially glad that Charles Jennings and Jos Arets are joining, pr...	926123597369888769
@bmosh	Bob Mosher	A5) It implies that the "70" wins!! Due to the size of the pie. All three are critical to enabling ongoing performance #DebunkDebate	926123621935874048

@Houner	Cal Wick	Sends message that there are ways to learn beyond formal. #DebunkDebate	926123649526128640
@JeanineDraut	Jeanine Limone Draut	A5: Jeanine from Denver joining in! Not just numbers but categories themselves unhelpful. Feedback & repetition are key #debunkdebate	926123649836335105
@PaulEllisUK	Paul Ellis	A5. The model infers clear demarcation where none exists. The best #learning is blended and ongoing #debunkdebate	926123662469713920
@timgone	Timothy Gaughan	A5) developers still need a job! (need money for food) #debunkdebate	926123739594543104
@jjmcdermott	John McDermott	@bmosh Yep! #debunkdebate	926123748587077638
@Gdogwise	Gary Wise	Big yes! Not a performance consultant among the gang! #DebunkDebate https://t.co/gQxvCKjPyt	926123787250294784
@MirjamN	MirjamN	A5) That the framework is ignoring a HUGE problem in L&D: many working in the space don't know much about learning! #DebunkDebate	926123789422907392
@WillWorkLearn	Will Thalheimer	And, especially underskilled in facilitating learning in the workplace #DebunkDebate https://t.co/ERM2maJMSZ	926123798394560513
@SligoSherlock	Janet Benson	@timgone Will create learning material for biscuits! #DebunkDebate	926123817080107010
@AretsJos	Jos Arets	A5) People use it as a learning model. Adding formal learning to the 20 and the 70. Staying in the same learning world. #debunkdebate	926123852438147073
@CatMoore	Cathy Moore	@MirjamN Agreed: 70:20:10 tempts us to ignore the fact that the design of the 10 is often very weak. #debunkdebate	926123934067625985
@WillWorkLearn	Will Thalheimer	Q6) What about the percentages (70% experiential, 20% social, 10% formal) Research support? Distinctions meaningful, relevant? #DebunkDebate	926123960722513921
@JeanineDraut	Jeanine Limone Draut	A5: Need to blend them b/c downside of formal events is no repetition, context, practice. Downside of informal is no feedback. #debunkdebate	926124002623361024
@JiveHampshire	JiveHampshire	RT @PaulEllisUK: A1. Paul, UK o train 'twixt winchester and London #debunkdebate	926124005534334978
@charlesjennings	Charles Jennings	A5) Opens up opportunity to be seen as just 'anti-training' #DebunkDebate	926124022609346560
@ChristyATucker	Christy Tucker	RT @CatMoore: @MirjamN Agreed: 70:20:10 tempts us to ignore the fact that the design of the 10 is often very weak. #debunkdebate	926124043249618946
@MiPS1608	Michelle ParrySlater	I feel the numbers are huge distraction. Needs less controversial name as a framework. The principles of in/formal… https://t.co/QyGcbqQ9DL	926124046047211527
@RussPowell	Russ Powell	a5) Summarizing a bit: it makes it easy to discount the design of the 10 and 20% and/or accept bad design. Just skip over it. #DebunkDebate	926124072122990593
@snapsynapse	Sam Rogers	@Quinnovator Tsk, tsk Clark! We're not talking about 7:2:1 here, this is 70:20:10! :D #DebunkDebate	926124091605581824
@Quinnovator	Clark Quinn	@Gdogwise What? Have you seen the book? Serious performance consulting basis! #debunkdebate	926124094109630464
@Gdogwise	Gary Wise	And underskilled at doing discovery to assess performance needs #DebunkDebate https://t.co/MFByn79t36	926124102263492608
@MirjamN	MirjamN	@WillWorkLearn Yes, @WillWorkLearn, this is a BIG concern that I have. #DebunkDebate	926124144730787840
@guywwallace	guy w wallace	A6) Research seems to suggest that there is wide variance in the numbers with groups other than the original study #DebunkDebate	926124182563323905
@medouneu	Michael Ball	A6) If sample said they learn 10% by telling, 20% by showing, and 70% by doing, would we now be discussing Learning Styles? #DebunkDebate	926124200858853377
@Christi06955735	Christian Mueller	@PaulEllisUK #DebunkDebate - agreed, but people should be aware what "blended" means - a lot just look at different… https://t.co/LBhvfBKZpT	926124228633653248
@702010Institute	70:20:10 Institute	RT @charlesjennings: A5) Opens up opportunity to be seen as just 'anti-training' #DebunkDebate	926124231863259136
@Quinnovator	Clark Quinn	@Gdogwise oh, wait, realize you mean most L&D professionals. Never mind… #debunkdebate	926124235155652608
@ChristyATucker	Christy Tucker	A6) The percentages are rough estimates and not exact. We shouldn't get hung up on the exact numbers #debunkdebate	926124264570474502
@AretsJos	Jos Arets	@MirjamN We developed a 70:20:10 methodology and you are right. L&D pro should acquire new roles and critical tasks #debunkdebate	926124268194320385
@pseaman	pseaman	A6: I can't really answer b/c I didn't do my homework - which is fine b/c 70% of learning is informal. 😄 #debunkdebate	926124376537174016

@JeanineDraut	Jeanine Limone Draut	@RussPowell A5: Or bad design of informal learning, too. "Informal doesn't mean "no design." At least, it shouldn't. #debunkdebate	926124468556128257
@elearningElena	Elena Elizondo	A1) I'm Elena, very curious person, eternal learner, happily working in digital learning, tweeting from Lyon, France :) FR #DebunkDebate	926124481277505536
@timgone	Timothy Gaughan	A6) the numbers are a #metaphor #debunkdebate	926124484318367744
@KateSHerzog	Kate Herzog	A6) If we reinforce learning by teaching others, the 20% should by greater. #DebunkDebate	926124530539614208
@IDRobertJordan	Robert Jordan	A6) I keep coming back to context and the actual research that 70-20-10 emerged from as being critical. #debunkdebate	926124558599512065
@Quinnovator	Clark Quinn	@snapsynapse now don't be pedantic… :D #debunkdebate save the keystrokes!	926124571685634048
@MirjamN	MirjamN	@CatMoore This! We've had this conversation multiple times, right, @AretsJos? #DebunkDebate	926124579084521472
@britz	mark britz	A6. The %s are not the point. We are stuck with them of course and it does at least lead to discussion but also debate :\ #debunkdebate	926124641525075969
@WillWorkLearn	Will Thalheimer	A6) The research on informal learning seems underwhelming. Almost all are opinions on stuff people aren't good at calibrating #DebunkDebate	926124642091323393
@RussPowell	Russ Powell	a6) What, where's the research? #DebunkDebate	926124644276436992
@Houner	Cal Wick	A6 Origional research had 25% as hardship, but dropped out as no way to cause to happen. #DebunkDebate	926124663444566016
@jjmcdermott	John McDermott	@RussPowell Indeed! #debunkdebate	926124677281480705
@charlesjennings	Charles Jennings	A5) Bad message that learning can be categorised in neat little 'packages' #debunkdebate	926124685896704006
@bmosh	Bob Mosher	AMEN! I'm often seen of the "classroom hater" because of framework. I love the classroom. Just hate what we've done… https://t.co/EBQjGbSuzT	926124749746589696
@Quinnovator	Clark Quinn	@timgone what's a meta for? #kidding #debunkdebate	926124764791390208
@DWBixby	Dan Bixby	A6) Don't like putting percentages to learning. Visual model would be better. Even numbers help (implies unresearched) but no! #debunkdebate	926124773498933248
@juandoming	juandoming	#debunkdebate El 70:20:10 es más que un MODELO, quiere ser toda una filosofía de #aprendizaje y #trabajo @juandoming #learning and #work	926124786786414592
@aneaman	Adam Neaman	Re: A5: Forces L&D pros to reconceptualize their jobs. L&D is so far behind the research. Research says: new skills needed #debunkdebate	926124794680168448
@charlesjennings	Charles Jennings	A5) Bad message: that 702010 is some type of 'learning theory' #debunkdebate	926124808747745280
@Christi06955735	Christian Mueller	A6) #debunkdebate - same as the 70% and also 20% in general - also the pure percentages are to give "guidance" and help understand model	926124811327361026
@Gdogwise	Gary Wise	A6) Don't like implication of the #s. Believe the research, but causes confusion that overshadows the performance message. #DebunkDebate	926124821330714626
@b_polakowski	Bartek Polakowski	#DebunkDebate A6) Sci-fi:) I love round numbers!	926124843564756993
@ChristyATucker	Christy Tucker	RT @charlesjennings: A5) Bad message: that 702010 is some type of 'learning theory' #debunkdebate	926124888091430912
@MirjamN	MirjamN	@Quinnovator @Gdogwise I think @Gdogwise means in the workplace itself? In L&D? Yes, in the book there is a huge pe… https://t.co/rFFhr0UwGE	926124896173920256
@WillWorkLearn	Will Thalheimer	Very good point charles! #DebunkDebate https://t.co/nJ8pcRR0Zf	926124898279452673
@SligoSherlock	Janet Benson	People like convenient categories. See Myers Briggs …. #DebunkDebate	926124928876843013
@MikeShawLD	(((Mike Shaw)))	Great debate going on right now around workplace learning #debunkdebate	926124933750710274
@aneaman	Adam Neaman	@charlesjennings Is that bad? When is training a goal? #debunkdebate	926125004642807808
@Quinnovator	Clark Quinn	@medouneu a myth mashup! #debunkdebate	926125044056465408
@snapsynapse	Sam Rogers	A6) Percentages suggest exclusivity, that there would never be something that is all three at once. How could we even tell? #DebunkDebate	926125096191770624
@KateSHerzog	Kate Herzog	A6) A learning continuum? No lines of demarcation! #DebunkDebate	926125113271029760

@JeanineDraut	Jeanine Limone Draut	@bmosh Classroom should be a key part of reflection in the action/reflection cycle. But needs to connect to what ha... https://t.co/ScjC1Ryu6E	926125115930062848
@702010Institute	70:20:10 Institute	RT @charlesjennings: A5) Bad message: that 702010 is some type of 'learning theory' #debunkdebate	926125157747392513
@702010Institute	70:20:10 Institute	RT @charlesjennings: A5) Bad message that learning can be categorised in neat little 'packages' #debunkdebate	926125176311435265
@PaulEllisUK	Paul Ellis	The key message that is 10:20:70 is a process from 0 to 100 - unskilled to proficient. The whole is greater than the parts #debunkdebate	926125187883511814
@timgone	Timothy Gaughan	RT @Quinnovator: @timgone what's a meta for? #kidding #debunkdebate	926125204123914241
@IanJDBlake	Ian Blake	A6) a broad indicator at best, but based on what? #debunkdebate	926125219353387010
@MiPS1608	Michelle ParrySlater	It seems @AndrewJacobsLD is nailing this #DebunkDebate	926125228526391296
@jjmcdermott	John McDermott	@aneaman @charlesjennings Sadly, trainng can be a goal in compliance situations... #debunkdebate	926125238072627200
@Gdogwise	Gary Wise	In L&D as a needed skill set....in the Org as a recognized part of a solution build #DebunkDebate https://t.co/ru1TwFLLQP	926125247035822081
@elearningElena	Elena Elizondo	A2) 70 doing, 20 social / peer to peer, 10 formal / top-down #DebunkDebate	926125262038863873
@AretsJos	Jos Arets	A6) There is research here from Andries De Grip about formal and informal learning in organizations. https://t.co/FFi1VNd9Du #debunkdebate	926125296817987590
@bmosh	Bob Mosher	A6) There's a lot to be learned through peer instruction/support. ALSO through failure that happens in the 70 - #DebunkDebate	926125347346755584
@MiPS1608	Michelle ParrySlater	RT @Quinnovator: repeat after me: "It's not about the numbers!" :) #debunkdebate (yes, the numbers do seem to be a barrier for many)	926125391303135236
@Quinnovator	Clark Quinn	@jjmcdermott @aneaman @charlesjennings yes, compliance training is largely broken #debunkdebate	926125470923534336
@KateSHerzog	Kate Herzog	A6) Doesn't this depend on whether we're talking about a 'Learning Organization'? #DebunkDebate	926125522207301632
@WillWorkLearn	Will Thalheimer	A6) The original research is spotty itself, and it was done focused on managers and their learning #DebunkDebate Later numbers different too	926125523650203648
@MirjamN	MirjamN	@snapsynapse And, if we can tell, does it even matter? #DebunkDebate	926125558718783489
@jjmcdermott	John McDermott	@Quinnovator @aneaman @charlesjennings It is, indeed #debunkdebate	926125587906908166
@MiPS1608	Michelle ParrySlater	This is a great point. The numbers do seem to be the biggest detractor #DebunkDebate https://t.co/r0Fm1IxBnQ	926125619297050630
@sheridan_webb	Sheridan Webb	@MikeShawLD I increasingly don't care. What matters is that people find better ways of doing things for themselves.... https://t.co/suwY4cbTv7	926125686842122242
@Dan_Topf	Dan Topf, CPT	And this is why performance must be included as the 'value' of the 70:20:10 in the first place. Often left out. Hea... https://t.co/YKfE6t3HvA	926125702625333248
@WillWorkLearn	Will Thalheimer	REPEATED Q6) What about the percentages Research support? Distinctions meaningful, relevant? #DebunkDebate	926125748464779264
@JeanineDraut	Jeanine Limone Draut	@jjmcdermott That's not working out so well for sexual harassment training these days! #debunkdebate	926125758388477952
@timgone	Timothy Gaughan	RT @Quinnovator: @jjmcdermott @aneaman @charlesjennings yes, compliance training is largely broken #debunkdebate	926125761261600769
@RussPowell	Russ Powell	Can I just say that this format is *very* hard to follow. But it's a LOT of fun! =) I'm glad we're doing this. #DebunkDebate	926125775278845952
@charlesjennings	Charles Jennings	A6) Of course there research doesn't provide neat 702010 outcomes. Like Pareto. Most understand this. #debunkdebate	926125832262832128
@MikeShawLD	(((Mike Shaw)))	@aneaman @charlesjennings Def still a place for f2f group learning - just needs to used carefully with clear u/s of... https://t.co/GR7hRPBwNM	926125850323505153
@jjmcdermott	John McDermott	@JeanineDraut No Kidding! #debunkdebate	926125868795166720
@PaulEllisUK	Paul Ellis	I also predict an increasing emergence of Intelligent Agents in supporting informal #learning with timely formal content #debunkdebate #ai	926125876676358144
@StyleLearn	Alexander Salas	A1) Instructional Designer and #edtech wizardry from Orlando, FL #debunkdebate	926125924051021824

@SligoSherlock	Janet Benson	@WillWorkLearn A6) Context in which the percentages were arrived at was specific & nuanced & not applicable across... https://t.co/3yke57XPDZ	926125931877617664
@bmosh	Bob Mosher	CORRECT Jeanine! This only works if the "10" is based on the workflow or there is a breakdown in the 20/10... https://t.co/7wdWAAZafH	926125985136889857
@MirjamN	MirjamN	@charlesjennings What most ppl don't understand is that the original numbers were only based on people's PERCEPTION... https://t.co/3eJsPUw0e6	926125995127689217
@SligoSherlock	Janet Benson	@RussPowell TweetDeck helps? #DebunkDebate	926126009409253376
@elearningElena	Elena Elizondo	A3) It's a starting point, a base to start. I feel every starting point is a good opener #DebunkDebate	926126061842255872
@jjmcdermott	John McDermott	@SligoSherlock @RussPowell YES #debunkdebate	926126071845703681
@WillWorkLearn	Will Thalheimer	We will compile the tweets and share them later on the Debunker Club website... (if someone shows me how) You are s... https://t.co/hHWY0msix3	926126094557896710
@AretsJos	Jos Arets	A6) More research on the time spent on formal and informal learning in life: https://t.co/5cB4lnHjXO #debunkdebate	926126099553226752
@Quinnovator	Clark Quinn	a6) subsequent studies find similar in other pop's. e.g. dept of labor (20% formal, 80% informal). Representative... https://t.co/UiTo44qOLl	926126200774201344
@WillWorkLearn	Will Thalheimer	Thanks, I'll take a look later... #DebunkDebate https://t.co/Di3on5ic4P	926126259385585665
@IanJDBlake	Ian Blake	A6) the exactness and % become the focus, not the performance result. #debunkdebate	926126269724549120
@MirjamN	MirjamN	A6) Message that numbers even matter? It's about deciding which learning tasks/activities are most relevant in context. #DebunkDebate	926126288775122950
@WillWorkLearn	Will Thalheimer	Q7) What would GOOD RESEARCH on workplace non-formal learning look like? #DebunkDebate	926126345536655360
@702010Institute	70:20:10 Institute	RT @charlesjennings: A6) Of course there research doesn't provide neat 702010 outcomes. Like Pareto. Most understand this. #debunkdebate	926126411307536385
@guywwallace	guy w wallace	A7) The % of the 3 modes at different stages of a "Learning Curve" per discipline/professional field #DebunkDebate	926126415564681216
@702010Institute	70:20:10 Institute	RT @AretsJos: A6) More research on the time spent on formal and informal learning in life: https://t.co/5cB4lnHjXO #debunkdebate	926126425849122817
@MiPS1608	Michelle ParrySlater	The framework reminds organisations cannot exist with any one solution. Be flexible, not determined #DebunkDebate https://t.co/FsJcGg196K	926126441204510725
@snapsynapse	Sam Rogers	@Quinnovator @jjmcdermott @aneaman @charlesjennings At the core, Compliance Training is about preventing behaviors.... https://t.co/5595dWNQvr	926126443985170432
@DawnMSnyder	Dawn Snyder	I get concerned when anyone follows a model without considering the fit to a particular context. #DebunkDebate	926126484078714880
@elearningElena	Elena Elizondo	A4) 90 % is informal, so everybody is continuously learning, growing... #DebunkDebate	926126525329625088
@pseaman	pseaman	@WillWorkLearn The original research is ... Towards Maturity's report unveiled at the Learning Technologies 2016 co... https://t.co/GN2xh85NNj	926126566773374976
@MirjamN	MirjamN	@WillWorkLearn @AretsJos Would love to know not only how much time ppl spend but also HOW EFFECTIVE it is. Most ppl... https://t.co/N8Vq6voViV	926126599371739137
@WillWorkLearn	Will Thalheimer	A7) I have no idea! Asking people to bucket these categories is ridiculous. You have to ask people questions they can answer! #DebunkDebate	926126612445302784
@timgone	Timothy Gaughan	A7) Need to get out in the field - won't happen in most corporate settings; it's all about producing widgets #debunkdebate	926126622452875265
@StyleLearn	Alexander Salas	@Quinnovator dunno I saw 33:33:33 somewhere close to Dept of Labor #DebunkDebate	926126623375622144
@SligoSherlock	Janet Benson	A7) Good research would be based in real practice across industries,contexts,roles,etc. #DebunkDebate	926126637137186817
@Houner	Cal Wick	How is this twitter page organized? Seems to be a jumble of different tweets from different times. The #DebunkDebate	926126662621847552
@PMarencoHR	Pietro Marenco	A6) meta-analysis on antecedents and outcomes of informal learning behaviors https://t.co/bxcGeroTtE https://t.co/c7YSXokfT5	926126669210976257
@MiPS1608	Michelle ParrySlater	@CatMoore Yup! Often a box ticking, borefest! #DebunkDebate	926126670179905536
@IanJDBlake	Ian Blake	A6) the holy grail - probably with John Cleese in tow. #debunkdebate	926126712798269440

@PaulEllisUK	Paul Ellis	@RussPowell Using the webtool tweetchat helps a lot, or search the hashtag in the twitter client or use Twitterrifi... https://t.co/rhgTAcNhFp	926126735032225792
@bschlenker	Brent Schlenker	Some seriously smart L&D people hashing out 702010 right now. Thanks @WillWorkLearn for running the #debunkdebate https://t.co/SDyuvKxZV0	926126760504127489
@jjmcdermott	John McDermott	a7) First one would have to define the terms very, very carefully. #debunkdebate	926126770356617216
@Dan_Topf	Dan Topf, CPT	A6) Anecdotally, when my learners map their most meaningful dvlpmt experiences in careers, they kind of fall into 70:20:10 #DebunkDebate	926126784428560386
@ChristyATucker	Christy Tucker	A7) Good research I'd like to see is what skills IDs need to support non-formal and how to gain them #debunkdebate	926126792825626624
@MirjamN	MirjamN	@Quinnovator @WillWorkLearn It's not only about how much time ppl spend on what. It should be about Q how EFFECTIVE... https://t.co/xNX39CEE3O	926126840342876162
@LightbulbJo	Jo Cook	RT @bschlenker: Some seriously smart L&D people hashing out 702010 right now. Thanks @WillWorkLearn for running the #debunkdebate https://t...	926126843136233480
@medouneu	Michael Ball	@Quinnovator But numbers are based on ACTUAL learning of the past...which is (clearly) not the same as EFFECTIVE learning. #DebunkDebate	926126857740627968
@britz	mark britz	@Quinnovator @jjmcdermott @aneaman @charlesjennings Compliance Training assumes motivation exists. 70:20 - it's more a given #debunkdebate	926126858629992448
@AretsJos	Jos Arets	A6) The research I provided is about the time spent on formal and informal learning. Supporting the reference model. #debunkdebate	926126873985343488
@SligoSherlock	Janet Benson	RT @bschlenker: Some seriously smart L&D people hashing out 702010 right now. Thanks @WillWorkLearn for running the #debunkdebate https://t...	926126880683675649
@Quinnovator	Clark Quinn	a7) no bias in THIS question :p. use xAPI to track activities of novice - expert longitudinal, w/ reflection artif... https://t.co/rQXM8ho8hE	926126884332625920
@JeanineDraut	Jeanine Limone Draut	A7: I don't know the answer, but the question is key. We need to unpack "informal learning." #debunkdebate	926126893723553793
@Gdogwise	Gary Wise	A7) Might be cool to know how many times performance issues resolved with ANY asset beyond formal training - #DebunkDebate	926126929203355648
@StevenForth	Steven Forth	RT @bschlenker: Some seriously smart L&D people hashing out 702010 right now. Thanks @WillWorkLearn for running the #debunkdebate https://t...	926126948111155200
@charlesjennings	Charles Jennings	@pseaman @WillWorkLearn about 30 years prior to that.... #debunkdebate	926126955531046913
@timgone	Timothy Gaughan	RT @MiPS1608: @CatMoore Yup! Often a box ticking, borefest! #DebunkDebate	926126979585335296
@bmosh	Bob Mosher	A7) Help us as L&D folks better understand how different learning deliverables best serve the 3 areas. #DebunkDebate	926127034585288704
@raellis	Rebecca Ellis, PhD	#debunkdebate #702010model A1: Rebecca Ellis, Learning & Change guru, Indianapolis #INDY	926127071587336193
@SligoSherlock	Janet Benson	A7) We need to look at the problems that organisations are facing wrt learning before jumping to solutions #DebunkDebate	926127088800862209
@WillWorkLearn	Will Thalheimer	But how would the data actually be collected? #DebunkDebate Surveys not great for this. https://t.co/wVIlcGdr7Q	926127101287305218
@MirjamN	MirjamN	@pseaman @WillWorkLearn Again, they ONLY asked how ppl perceive their own learning. Personally I don't think that's... https://t.co/5grNshRojV	926127123353538560
@bschlenker	Brent Schlenker	I love this! "Sometimes we bother others and get trained." Best quote of the day. And so true. #debunkdebate https://t.co/YRDqJzLxWk	926127135063818240
@jjmcdermott	John McDermott	@Gdogwise or when formal training actually resolved real perf issues... #debunkdebate	926127145625227264
@mboon29	Monique Boon	RT @charlesjennings: @DawnMSnyder I think that's one of the key aspects of 702010, Dawn #DebunkDebate	926127147839827968
@WillWorkLearn	Will Thalheimer	A7) Psychometricians have found that pinging people and asking what they're doing is better than a survey. #DebunkDebate	926127181578801156
@ChristyATucker	Christy Tucker	RT @WillWorkLearn A7) Psychometricians have found that pinging people and asking what they're doing is better than a survey. #DebunkDebate	926127230304088065
@Dan_Topf	Dan Topf, CPT	RT @bschlenker: Some seriously smart L&D people hashing out 702010 right now. Thanks @WillWorkLearn for running the #debunkdebate https://t...	926127235119140869
@IDRobertJordan	Robert Jordan	A7) Research "in the wild," communities-of-practice, distributed cognition, etc. Wish their was more funding for it in the US #debunkdebate	926127252911386629

@Quinnovator	Clark Quinn	@medouneu true, but unless have resources to FULLY develop expertise (including social), need useful framework to b... https://t.co/cz6rQ8ARlm	926127277162741760
@PaulEllisUK	Paul Ellis	A7. Research that compares control groups with no formal #learning against those with foundation of formal #training #debunkdebate	926127280618967040
@SligoSherlock	Janet Benson	@WillWorkLearn Agreed. Through a combo of survey/semi-structured interview/ethnographic study? Need to determine mo... https://t.co/MmCacavlA2	926127293797453825
@charlesjennings	Charles Jennings	@DawnMSnyder Any model must be flexible enough to fit different contexts - that's why at the @702010Institute we ca... https://t.co/n8bcDmuVNs	926127317348487168
@KateSHerzog	Kate Herzog	A7) Should include what tools/search strategies were used & reflection on their success. #DebunkDebate	926127327536406528
@bmosh	Bob Mosher	We'd do a HUGE service to our learners is we used this framework to debunk the myths about compliance training!!!... https://t.co/S0D8T38TQl	926127378555920384
@WillWorkLearn	Will Thalheimer	A7) But so much of learning is not intentional, and not conscious to the person doing the learning. #DebunkDebate	926127384339931141
@JeanineDraut	Jeanine Limone Draut	A7: Would be industry specific, but would love to see research on timing: when to insert formal learning into informal #debunkdebate	926127392862519296
@702010Institute	70:20:10 Institute	RT @charlesjennings: @DawnMSnyder I think that's one of the key aspects of 702010, Dawn #DebunkDebate	926127400378826752
@Quinnovator	Clark Quinn	@medouneu and even then, 70:20:10 one useful framework for design! #debunkdebate	926127452161589248
@jjmcdermott	John McDermott	a7) when is experience formal and when is it informal, or does it matter #debunkdebate	926127484910915584
@raellis	Rebecca Ellis, PhD	#debunkdebate A2: 70/20/10 reminds us of multiple ways to change and improve employee performance #702010model	926127491382693889
@elearningElena	Elena Elizondo	A5) That real life is not one-size-fits-all, so it's not an exact science. #DebunkDebate	926127507501469696
@DWBixby	Dan Bixby	A7) It would look it has for millennia: it's called apprenticeship. But we CAN combine learning by DOING into the classroom. #debunkdebate	926127576531308544
@Christi06955735	Christian Mueller	A7) #DebunkDebate - the challenge is to messure something "unmanaged", but working; if not managed, which KPI`s to set	926127586283057153
@WillWorkLearn	Will Thalheimer	Yes, it's best to use something besides twitter to view the debate... #DebunkDebate https://t.co/cKtlwm8vAf	926127586312380416
@MirjamN	MirjamN	@WillWorkLearn Starting small scale? Then observe and collect data through what people DO? E.g., using xAPI kind of... https://t.co/SwcT6ZM8zJ	926127650887913477
@PaulEllisUK	Paul Ellis	A7. As mentioned earlier the gold standard measure of #learning and #development must be ultimate #performance #debunkdebate	926127659960209408
@snapsynapse	Sam Rogers	A7) Can't be done until we have an established link between Training (objective) & Learning (subjective). ...We don't, do we? #DebunkDebate	926127668717805568
@b_polakowski	Bartek Polakowski	#DebunkDebate A7) Maybe xAPI statuses would help here	926127674413772800
@IanJDBlake	Ian Blake	A7) would need different groups following different ways on a completely new skill #debunkdebate	926127750942949376
@WillWorkLearn	Will Thalheimer	Compliance training is the biggest joke #debunkdebate https://t.co/uQLNSXJ9v5	926127753715421185
@raellis	Rebecca Ellis, PhD	#debunkdebate A3: 70/20/10 is simple to communicate and readily understood by leaders vs terms like experiential learning, HPT, etc	926127763538444288
@britz	mark britz	A7. The @702010Institute has presented solid measurable results of their efforts w/ a #702010 model #debunkdebate	926127778788970496
@702010Institute	70:20:10 Institute	RT @britz: A7. The @702010Institute has presented solid measurable results of their efforts w/ a #702010 model #debunkdebate	926127857872621568
@charlesjennings	Charles Jennings	@WillWorkLearn A7) Medical examples in this article are good examples https://t.co/GNZ2ndlQAY #DebunkDebate	926127869146910724
@DWBixby	Dan Bixby	A7) It would measure what students can DO, not what they KNOW. #debunkdebate	926127913535266816
@raellis	Rebecca Ellis, PhD	#debunkdebate A4: 70/20/10 reminds us it's more than "learning/training" and not one-size-fits-all	926127975514468352
@Quinnovator	Clark Quinn	@WillWorkLearn with the caveat that it's a) intrusive, and b) self-report has some problems too. Yes, better than survey tho. #debunkdebate	926127995361701889

@Christi06955735	Christian Mueller	A7) #DebunkDebate - best way is two have same departments, same workplace and study performance difference several month / 702010 vs. 10	926128004446769152
@SligoSherlock	Janet Benson	A7) Also analysis of workplace metrics might help solidify research #DebunkDebate	926128060520390658
@Quinnovator	Clark Quinn	@WillWorkLearn how about actually tracking what they do? #debunkdebate	926128068342591489
@britz	mark britz	@MirjamN @WillWorkLearn I'm a big proponent of a probe-sense-respond approach. Small projects that can scale or fail (fast) #debunkdebate	926128094410366979
@PaulEllisUK	Paul Ellis	RT @charlesjennings: @WillWorkLearn A7) Medical examples in this article are good examples https://t.co/GNZ2ndlQAY #DebunkDebate	926128111099531264
@AretsJos	Jos Arets	@MirjamN @WillWorkLearn Here is research about the effectiveness of learning at work by surgeons and their teams:... https://t.co/xQ74ju0VNP	926128136626073607
@StyleLearn	Alexander Salas	A7) Observations made by Industrial Psychologist Dr. Eduardo Salas (no relation ;) on team learning behavior... https://t.co/LTS732GBfq	926128146008682496
@MirjamN	MirjamN	@b_polakowski Good point. Would need to be WELL DESIGNED though ;). #DebunkDebate	926128150941257728
@BurnhamLandD	(((Rachel Burnham)))	RT @CatMoore: A2) Main point of 70:20:10 for me: L&D should look beyond courses, events; see the bigger picture of performance #debunkdebate	926128205995692038
@bschlenker	Brent Schlenker	We started talking about Apprenticeship models on #TLDChat this week with @jeroen69. We need more. #debunkdebate https://t.co/Va96DZE4sb	926128231358480390
@raellis	Rebecca Ellis, PhD	#debunkdebate A5: 70/20/10 The 20 (coaching/feedback) is the most challenging to convey. Probably because it's a weak spot for most.	926128269556174853
@WillWorkLearn	Will Thalheimer	A7) Sorry. I don't see any good methodologies on how to actually measure on-the-job learning... Or should I say good/easy #debunkdebate	926128272290865152
@MirjamN	MirjamN	@Quinnovator @WillWorkLearn Starting w correlations, then move on from there. #DebunkDebate	926128416809680897
@SligoSherlock	Janet Benson	@WillWorkLearn That's why we as learning professionals need to develop our own! #DebunkDebate	926128451622526977
@bmosh	Bob Mosher	A well embedded EPSS can help us do some powerful correlations between behaviors and outcomes... #DebunkDebate https://t.co/r6R8brLEnx	926128465153323009
@mboon29	Monique Boon	RT @britz: A7. The @702010Institute has presented solid measurable results of their efforts w/ a #702010 model #debunkdebate	926128466046660608
@raellis	Rebecca Ellis, PhD	#debunkdebate A6: 70/20/10 The research does not seem to be as solid to me. The numbers are probably right but debatable...mix is good.	926128480428969984
@MiPS1608	Michelle ParrySlater	Absolutely! It is about #TheWhole100 #DebunkDebate https://t.co/Jo8YagAqow	926128488549113856
@Dan_Topf	Dan Topf, CPT	A7) clearly link 2problem solving or performance imprvt somehow. Rather than learning as the end itself. Learning t... https://t.co/b6CxjxUt6K	926128507847172096
@pseaman	pseaman	Is self-reporting reliable? I can report I learn best with my feet up, watching TV and eating Cheetos. #debunkdebate	926128523135164416
@WillWorkLearn	Will Thalheimer	Q8) What specific activities are suggested by 70-20-10 to spur workplace non-formal learning? #DebunkDebate	926128527354851328
@MirjamN	MirjamN	@StyleLearn Salas has a TON of great research. #DebunkDebate	926128616697683968
@caranorth11	Cara North	RT @DawnMSnyder: I get concerned when anyone follows a model without considering the fit to a particular context. #DebunkDebate	926128633101594625
@PaulEllisUK	Paul Ellis	RT @bmosh: A well embedded EPSS can help us do some powerful correlations between behaviors and outcomes... #DebunkDebate https://t.co/r6R8br...	926128648427630592
@aneaman	Adam Neaman	A8: Add some structure to people's day to day work tasks & turn them into real assignments.The structure allows scaffolding.#debunkdebate	926128680707022855
@guywwallace	guy w wallace	A8) Create (or relax) policies and systems and practices that enable people to connect and learn from one another #DebunkDebate	926128685584998400
@Gdogwise	Gary Wise	Great add, Bob! Fully functional 702010 has technology implications as well #DebunkDebate https://t.co/VTmeUzDnFn	926128726357741568
@RussPowell	Russ Powell	Should be component of next model: what % of time shd we spend bothering others IOT dev mastery? I think it should... https://t.co/ODv5rBnhkY	926128741138309120
@KateSHerzog	Kate Herzog	A8) job shadowing, Work out Loud, Show Your Work #DebunkDebate	926128779885514753

@SligoSherlock	Janet Benson	A8) Shadowing others/coaching? #DebunkDebate	926128824932360192
@MiPS1608	Michelle ParrySlater	Not meaningful without organisational context. Don't let a brain surgeon near my head with only 10% formal learning... https://t.co/1Lt41nZ33Q	926128885313531904
@StyleLearn	Alexander Salas	@WillWorkLearn This may be because the L should be separate from the D and all of it ripped from HR so it can have... https://t.co/2qAGKTnrYN	926128911888601090
@ChristyATucker	Christy Tucker	A8) Encouraging people to show your work/ work out loud #debunkdebate	926128921304805378
@britz	mark britz	A8. For me - place social at the center, work to create channels to better connect ppl; social tech, reflection opportunities #debunkdebate	926128936802766848
@guywwallace	guy w wallace	A8) Augment the 70 and 20 w/ Formal "10 " Application Exercises w/ reinforcing and/or corrective Feedback in a timely manner. #DebunkDebate	926128945342316544
@medouneu	Michael Ball	A8) 702010 suggests all "formal" learning is in fact "formal." What about role-plays, simulations, and projects? #DebunkDebate	926128974354198528
@SligoSherlock	Janet Benson	@StyleLearn @WillWorkLearn HEAR HEAR! #DebunkDebate	926128986815647745
@Quinnovator	Clark Quinn	a8) coaching, social network, reflection prompts, stretch assignments, work out loud/show your work (debate whether... https://t.co/tLIu4y2eHk	926128992670793728
@702010Institute	70:20:10 Institute	RT @WillWorkLearn: Q8) What specific activities are suggested by 70-20-10 to spur workplace non-formal learning? #DebunkDebate	926128997070786560
@ChristyATucker	Christy Tucker	A8) Create cultures where it's safe to make mistakes and talk about what you learned from failure #debunkdebate	926129011939577856
@PaulEllisUK	Paul Ellis	A8. My 1st boss told me he'd fire me if I made no mistakes and he'd fire me if I mad the same mistake twice #debunkdebate	926129016771416065
@jjmcdermott	John McDermott	a8) Storytelling can be a good ingredient in the 20. #debunkdebate	926129048228712448
@timgone	Timothy Gaughan	Q8) loosen the processes; encourage experimentation, coaching; share what works best #debunkdebate	926129049822515201
@MirjamN	MirjamN	@MiPS1608 Equally don't let a brain surgeon near your head with only experiential learning and no knowledge! #DebunkDebate	926129061180727298
@IanJDBlake	Ian Blake	A8) at best, provide some support at the moment of need #debunkdebate	926129081057447937
@IDRobertJordan	Robert Jordan	A8) (Effective) Communities-of-Practice #debunkdebate	926129100992983042
@StyleLearn	Alexander Salas	@MirjamN Thank I try hard LOL #DebunkDebate	926129129736605697
@SligoSherlock	Janet Benson	@MirjamN @MiPS1608 Or a pilot!!! #DebunkDebate	926129137974218752
@WillWorkLearn	Will Thalheimer	A8) Maybe HERESY: Design training to specifically support after-training application, remembering, further learning #DebunkDebate	926129146601922560
@Dave_Ferguson	Dave Ferguson	@MirjamN @pseaman @WillWorkLearn Poss. interesting to individ or manager; usefulness can be like Yelp reviews: "no... https://t.co/JfDftZshhA	926129203879145472
@ChristyATucker	Christy Tucker	A8) Look at the moments of need--when can support be provided to help if people are stuck? #debunkdebate	926129220891357190
@SligoSherlock	Janet Benson	@WillWorkLearn Curation of information can be a useful tool? #DebunkDebate	926129235097505792
@bmosh	Bob Mosher	A8) We can design support structures that enable the 70/20. Teach THOSE in the 10 & see what you get!! #DebunkDebate	926129258950545408
@JeanineDraut	Jeanine Limone Draut	@WillWorkLearn A7: Test knowledge? I would've failed a test on who qualifies for Medicaid at month 8 of working the... https://t.co/h97lonXjR6	926129272367980544
@snapsynapse	Sam Rogers	A8) I don't think 70:20:10 says this specifically, but "track everything, not just the formal" comes to mind. We can now #xAPI #DebunkDebate	926129276293758976
@bschlenker	Brent Schlenker	@bmosh Bob let's get you back on #TLDChat and talk about compliance training. You in? #debunkdebate	926129295411392512
@CatMoore	Cathy Moore	RT @ChristyATucker: A8) Create cultures where it's safe to make mistakes and talk about what you learned from failure #debunkdebate	926129301547872256
@caranorth11	Cara North	RT @bschlenker: I love this! "Sometimes we bother others and get trained." Best quote of the day. And so true. #debunkdebate https://t.co/...	926129335928532992
@KateSHerzog	Kate Herzog	@IanJDBlake A8) Just in Time supports? #DebunkDebate	926129344338169856

@WillWorkLearn	Will Thalheimer	I LOL on your effective. Because not all COP's work. #DebunkDebate https://t.co/MDmu6T9wJH	926129356338024449
@Gdogwise	Gary Wise	A8) using performance support AS training content...using the EPSS as a training tool #DebunkDebate	926129390018277376
@charlesjennings	Charles Jennings	A8) Perf. Support (validated in Airline and Medical worlds). Practice. Work with exemplary performers. Challenging tasks etc. #DebunkDebate	926129424902344704
@MiPS1608	Michelle ParrySlater	I'd love the research to be done more widely, in multicontext, with wide diversity. It would be a really interestin... https://t.co/obec3D127O	926129454371483650
@Quinnovator	Clark Quinn	RT @IDRobertJordan: A8) (Effective) Communities-of-Practice #debunkdebate	926129482045440000
@aneaman	Adam Neaman	@WillWorkLearn Gets into the question of what is formal. If my design involves telling you do try something on the... https://t.co/lOQAFOrsvO	926129482175598592
@ChristyATucker	Christy Tucker	A8) During formal training, teach people how to use perf support, job aids, etc. #debunkdebate	926129519232155648
@DawnMSnyder	Dawn Snyder	Q8) More support for less formal structures--and the time and space to try new things out. #DebunkDebate	926129529571151872
@Quinnovator	Clark Quinn	RT @ChristyATucker: A8) During formal training, teach people how to use perf support, job aids, etc. #debunkdebate	926129558507503616
@MirjamN	MirjamN	@Dave_Ferguson @pseaman @WillWorkLearn Mwah. :) #DebunkDebate	926129599548928000
@CatMoore	Cathy Moore	RT @Gdogwise: A8) using performance support AS training content...using the EPSS as a training tool #DebunkDebate	926129613625061381
@bmosh	Bob Mosher	Q8) We have to let go of control. Designing for the 70 is about ENABLING. It brings structure to chaos. NO MORE SHAREPOINT!! #DebunkDebate	926129615650918400
@SligoSherlock	Janet Benson	@DawnMSnyder In a safe way :) #DebunkDebate	926129655354142725
@Quinnovator	Clark Quinn	RT @Gdogwise: A8) using performance support AS training content...using the EPSS as a training tool #DebunkDebate	926129689629827072
@IanJDBlake	Ian Blake	#debunkdebate 70, 20 or 10? https://t.co/BhLe8IgIqD	926129780151521281
@charlesjennings	Charles Jennings	@snapsynapse Tracking activity is not really the answer. Tracking results is more useful. #DebunkDebate	926129790809202688
@aneaman	Adam Neaman	A8: also important to look at (& design) how culture changes work behaviors like risk taking and spending time reflecting. #debunkdebate	926129795922087937
@DWBixby	Dan Bixby	A8) It SHOULD encourage us to bring some of that 70 and 20 into the classroom. #debunkdebate	926129802679148546
@britz	mark britz	A8. #702010 is more about reducing barriers and opening channels than creating content. Start with this mindset. #debunkdebate	926129851483947008
@Gdogwise	Gary Wise	Training the 70? Oh my! #DebunkDebate	926129858773684224
@MiPS1608	Michelle ParrySlater	@MirjamN Absolutely! It really is about #context & #TheWhole100 #DebunkDebate	926129862800224256
@WillWorkLearn	Will Thalheimer	A8) Coaching and teaching people how to coach. If you don't know learning, you'll likely screw up coaching!! #DebunkDebate	926129873248243712
@MirjamN	MirjamN	@charlesjennings @snapsynapse But then you also need to understand 'the path to success', no? Isn't that where the... https://t.co/TCH5LoJ8Pv	926129916940255239
@KateSHerzog	Kate Herzog	@bmosh A8) Knowledge Management is critical #DebunkDebate	926129932530528256
@elearningElena	Elena Elizondo	A8) Peer to peer learning, social learning, letting people have room to meet and grow ideas, having mentors #DebunkDebate	926129968916107265
@ChristyATucker	Christy Tucker	RT @WillWorkLearn A8) Coaching and teaching people how to coach. If you don't know learning, you'll likely screw up coaching!! #DebunkDebate	926129972330328064
@Quinnovator	Clark Quinn	@WillWorkLearn same problem as so much bad formal learning, CoP also has design imperatives that are ignored... https://t.co/x74RzdgjTR	926129998771060736
@StyleLearn	Alexander Salas	@Gdogwise That may lead to a bunch of people learning to DO without knowing what they are doing. Great for entry level jobs #DebunkDebate	926130009202397185
@britz	mark britz	RT @charlesjennings Tracking activity is not really the answer. Tracking results is more useful. #DebunkDebate	926130093545713665
@pseaman	pseaman	@aneaman @WillWorkLearn Great point! What if the best learning experiences are DESIGNED ones that seem informal? #debunkdebate	926130125363593216

@WillWorkLearn	Will Thalheimer	Not sure. We have to figure how HOW to Leverage, and thus influence learning. Otherwise, it's just as it would be w... https://t.co/sMV7CjKTHL	926130138860933120
@MirjamN	MirjamN	Can I just say that this #DebunkDebate is HARD WORK? Super interesting though! Great bunch.	926130170477629441
@702010Institute	70:20:10 Institute	RT @charlesjennings: @snapsynapse Tracking activity is not really the answer. Tracking results is more useful. #DebunkDebate	926130202022998016
@SligoSherlock	Janet Benson	@MirjamN Tiring but fun! #DebunkDebate	926130244616118273
@elearningElena	Elena Elizondo	A10) Encourage people to share their knowledge and experience with peers, value and capitalize collective intelligence #DebunkDebate	926130247879331840
@bmosh	Bob Mosher	AMEN to that.. Trying to design for this framework exposes some REALLY bad design in the 10... #DebunkDebate https://t.co/Pt3GQSBVId	926130247963201538
@Dave_Ferguson	Dave Ferguson	@ChristyATucker Yes! If job aid is for use on the job, training for task is in part "how to do task w job aid." #debunkdebate	926130261749727232
@b_polakowski	Bartek Polakowski	#DebunkDebate A8) Gamification!...joking;) I would say promoting feedback culture and enhancing performance support	926130287465123841
@malbatron	Luis Malbas	RT @bschlenker: Some seriously smart L&D people hashing out 702010 right now. Thanks @WillWorkLearn for running the #debunkdebate https://t...	926130383283896320
@charlesjennings	Charles Jennings	@WillWorkLearn Maybe not heresy, Will. Maybe we'd just call that 'good training design' @WillWorkLearn ;) #DebunkDebate	926130391580397568
@WillWorkLearn	Will Thalheimer	Well, Charles, can I point out the irony, the the numbers come from the activities not the results... #DebunkDebate https://t.co/LFhJGvlisx	926130397620113410
@Dan_Topf	Dan Topf, CPT	@bmosh Knowledge Mgmt is called "curation" nowadays. ;-) #debunkdebate	926130408244334592
@HaydenDavidhrd	David Hayden	@LightbulbJo Me too -there's a lot there #DebunkDebate	926130420344860672
@702010Institute	70:20:10 Institute	RT @britz: A8. #702010 is more about reducing barriers and opening channels than creating content. Start with this mindset. #debunkdebate	926130437189226497
@snapsynapse	Sam Rogers	@charlesjennings Not the full answer, no. But in order to show a link between results and activity, you'd need to k... https://t.co/PULJWauECT	926130457376198656
@AretsJos	Jos Arets	A8) performance support, knowledge transfer within the org, deliberate practice, challenging tasks, providing task experience #debunkdebate	926130483171295232
@aneaman	Adam Neaman	@StyleLearn @Gdogwise Opposite is 90% of problem. Lots of reseach that transfer comes from comparing cases not stud... https://t.co/GF3ZFTpvO6	926130519988932610
@bmosh	Bob Mosher	Agree... To me the "leverage" issue is a new design element! There's a cultural component AND a deliverable component... https://t.co/IUF1tVZ9eE	926130532680982530
@pseaman	pseaman	@IanJDBlake I think your swimming picture has just blown up the entire model! #debunkdebate	926130556483485697
@StyleLearn	Alexander Salas	@bmosh A8) Step away from HR and you'll have control. How about ensuring the formal piece is 100% experiential inst... https://t.co/hBnopHfg88	926130677015367680
@Quinnovator	Clark Quinn	@britz @charlesjennings yes, and: correlating activity with results would seem to provide even more insight #debunkdebate	926130731859959808
@WillWorkLearn	Will Thalheimer	So influence good, control bad. #DebunkDebate https://t.co/iY6wsR44CJ	926130756115673089
@charlesjennings	Charles Jennings	@IanJDBlake looks like all three to me - coaching (20 and possible 10 - it might be in a class), practice (70) #debunkdebate	926130804312494084
@WillWorkLearn	Will Thalheimer	Q9) Are all these practices useful? Do they get results? What is the evidence? #DebunkDebate	926130810314547200
@WillWorkLearn	Will Thalheimer	Q9) Are these practices useful? Do they get results? What is the evidence? #DebunkDebate Added: What do we know and not know?	926130917743132673
@CatMoore	Cathy Moore	Q9) Are you referring to the 70 and 20 practices? #debunkdebate	926130965730217985
@jjmcdermott	John McDermott	@StyleLearn @bmosh 100% exp is fun, but man "trainers" hate the lack of sage on stage role... #debunkdebate	926130988027187202
@SligoSherlock	Janet Benson	A9) Is learning being properly evaluated in workplaces? I would venture not always .... or even not very often? :(#DebunkDebate	926131008725975040
@AndrewJacobsLD	Andrew Jacobs	A8 Anything non-formal. This is where lrng pros need to break the course mentality, whether digital or analogue. Be creative. #debunkdebate	926131060764827648

@StyleLearn	Alexander Salas	@bmosh A8) The point of SharePoint is to share but, not just as a share drive 😑 #DebunkDebate	926131099159420929
@MiPS1608	Michelle ParrySlater	Nails it! #DebunkDebate https://t.co/evUeHyC0qU	926131100232990721
@Quinnovator	Clark Quinn	a9) others have already pointed out that Tulser (@AretsJos et al) have gotten solid results from apply to orgs... https://t.co/mlimADIFK5	926131100363112448
@bmosh	Bob Mosher	Yep... To try and "control" in the 70 is showing you don't truly understand the 70. Designing for the workflow is ne... https://t.co/TDX3m1cT2t	926131120521076739
@MirjamN	MirjamN	@SligoSherlock Or usually not? #DebunkDebate	926131122391715842
@medouneu	Michael Ball	A9) Getting out of old teacher-as-repository-of-all-knowledge box is good, but do we need to invent numbers to do so? #DebunkDebate	926131133854523392
@MiPS1608	Michelle ParrySlater	RT @bmosh: We'd do a HUGE service to our learners is we used this framework to debunk the myths about compliance training!!! #DebunkDebate...	926131163843956737
@pseaman	pseaman	@IanJDBlake If you threw 100 kids in the pool, would 70% of them learn to swim w/ no formal instruction? #debunkdebate	926131227756597248
@guywwallace	guy w wallace	#DebunkDebate I like Ryan Tracey's graphic https://t.co/ADhgbUQWe4 https://t.co/ygcBhw3799	926131228843171846
@CatMoore	Cathy Moore	A9) Could ask the same question about whether formal is shown to be useful. Most projects aren't evaluated. #debunkdebate	926131276414947328
@Gdogwise	Gary Wise	A9) Performance assessment is foreign to some in L&D...tend to default to training needs assessments? #DebunkDebate	926131312108490752
@charlesjennings	Charles Jennings	@WillWorkLearn I think we need more research on the impact (results) of the 10, Will ;) #DebunkDebate	926131320308236288
@MirjamN	MirjamN	@bmosh What about guidance? Or would that fall under influence? @WillWorkLearn #DebunkDebate	926131357499252737
@IanJDBlake	Ian Blake	A9) all useful delivering different impacts at different times. Horses for courses #debunkdebate	926131364151382016
@AndrewJacobsLD	Andrew Jacobs	#debunkdebate A9 Useful is highly contextual and depends on success criteria of the individual and the business.	926131423374913536
@HaydenDavidhrd	David Hayden	@MiPS1608 #DebunkDebate it would be hard me thinks... all orgs are unique and have done unique challenges ... which... https://t.co/npQzyC4qHC	926131434384953344
@MiPS1608	Michelle ParrySlater	@WillWorkLearn This is why organisations need to embrace the informal, recognise it, nurture it. For many it is sti... https://t.co/DAWpy0I5RG	926131450205876225
@PaulEllisUK	Paul Ellis	The essence of successful learning embodied in 702010 is that we must structure formal learning around informal practices #debunkdebate	926131453133455360
@DWBixby	Dan Bixby	A9) We can measure performance better than knowledge and it matters more anyway. So yes, we can! #debunkdebate	926131486734147585
@eCom_Bethany	Bethany Taylor	IMO, Results depend on the culture of the org., without supporting the imp. of learning (in all forms), learning wo... https://t.co/Pd9Uov4uEa	926131504291500032
@SligoSherlock	Janet Benson	A9) Do we need to talk about Kirkpatrick? :) #DebunkDebate	926131529323024384
@MiPS1608	Michelle ParrySlater	RT @WillWorkLearn: Compliance training is the biggest joke #debunkdebate https://t.co/uQLNSXJ9v5	926131560323133442
@WillWorkLearn	Will Thalheimer	I completely agree!!!!!!!!! Lots of our training just doesn't work that well. Should we? #debunkdebate https://t.co/j8MaoORe4j	926131631823511555
@AndrewJacobsLD	Andrew Jacobs	#debunkdebate A9 Results? This is where lrng pros need to stop following lrng data and track business effectiveness.	926131654988574720
@SligoSherlock	Janet Benson	@MiPS1608 @WillWorkLearn Especially in compliance industries! #DebunkDebate	926131710777012224
@MiPS1608	Michelle ParrySlater	RT @charlesjennings: @WillWorkLearn I think we need more research on the impact (results) of the 10, Will ;) #DebunkDebate	926131723435376641
@tamarajlewis	Tamara Lewis	@CatMoore So true! #debunkdebate	926131786786197504
@charlesjennings	Charles Jennings	A9) Are these practices useful? What is the evidence? Read Syed's 'Black Box Thinking' for examples. https://t.co/V04XvYczXH #DebunkDebate	926131823553449985
@SligoSherlock	Janet Benson	@AndrewJacobsLD Proper learning analytics! Not just happy sheets! #DebunkDebate	926131828481773570

@Dave_Ferguson	Dave Ferguson	@SligoSherlock #debunkdebate My bkgrnd end/user, front line training. Often "proper eval" is 2nd level mgmt saying "they can do X now." /1	926131833523249152
@WillWorkLearn	Will Thalheimer	#debunkdebate GREAT DISCUSSION. KEEP DISCUSSING. But we're hitting the hour, so I'm going to ask you two remaining questions.	926131836035706880
@Quinnovator	Clark Quinn	@SligoSherlock been there, had that debate ;) https://t.co/osniuIC5Nq #debunkdebate	926131863961210881
@AndrewJacobsLD	Andrew Jacobs	@MiPS1608 @WillWorkLearn Counting the wrong end of the person. #debunkdebate	926131869716041728
@bmosh	Bob Mosher	A9) When done well and in a systematic way. That's why methodology is key. We've used the 5 MoN methodology and it works! #DebunkDebate	926131910761467904
@WillWorkLearn	Will Thalheimer	Q10) Thank you for contributing today. What future Twitter Discussions would you like to have? #DebunkDebate	926131921742155777
@Christi06955735	Christian Mueller	@bmosh #debunkdebate - so true - HR managers look at LMS results. leaders at how to support their people	926131959956410368
@juandoming	juandoming	@Quinnovator Universidad (educación) y empresa, proceso complejo! By @juandoming https://t.co/rO4tjJ3G0I... https://t.co/aN8OQZgKuH	926131960262651904
@charlesjennings	Charles Jennings	@AndrewJacobsLD well said, Andrew! #debunkdebate	926131969133568000
@MrMiNiKi	Nick Ribeiro	70:20:10 the new Pareto's Law for L&D? 10% Effort 20% Resources 70% Results #debunkdebate	926131978210037763
@IDRobertJordan	Robert Jordan	A9) I think so if management supports what needs to be done to "look under the rocks." Not sure this is always the case though #debunkdebate	926132003652734976
@SligoSherlock	Janet Benson	A10) LEARNING STYLES!!!! #DebunkDebate	926132005791764480
@StyleLearn	Alexander Salas	@aneaman @Gdogwise Transformational learning can be effective and the affective learning domain has to be cared for... https://t.co/gV4gMZrLFi	926132048942780416
@WillWorkLearn	Will Thalheimer	QWrap (LAST QUESTION) Again, tell us who you are. Shameless plugs are welcome too! #DebunkDebate	926132055007793153
@guywwallace	guy w wallace	A10) How to debunk; What to debunk and what viable alternatives are there; Best Resources for Practices to be Debunked #DebunkDebate	926132062956019714
@MirjamN	MirjamN	@AretsJos @MiPS1608 Oh yes of course! I wasn't referring to the research you provided, just responding to Michelle'... https://t.co/kEhDFzX2Vy	926132072015716355
@Dave_Ferguson	Dave Ferguson	@SligoSherlock #debunkdebate ...and that's not necessarily the worst possible quick and dirty. Tho over too oversimplified. /2	926132092118884352
@snapsynapse	Sam Rogers	Q9) What don't we know? Definitions. I can't even get a straight answer about the difference between training & inf... https://t.co/BAcmAs1MnJ	926132103632232448
@charlesjennings	Charles Jennings	@WillWorkLearn very well facilitated, Will #debunkdebate	926132110372626432
@CatMoore	Cathy Moore	Q10) Future discussion: skills needed for L&D and how to develop them (and why ID programs aren't providing them) #debunkdebate	926132118299860992
@Quinnovator	Clark Quinn	RT @charlesjennings: @WillWorkLearn very well facilitated, Will #debunkdebate	926132157793296386
@MiPS1608	Michelle ParrySlater	@HaydenDavidhrd Stuff that is hard is still worth doing #DebunkDebate	926132169134702592
@SligoSherlock	Janet Benson	@guywwallace Can we get a job aid on debunking? :) #DebunkDebate	926132182481035266
@pseaman	pseaman	@SligoSherlock Yes, we should talk about Kirkpatrick. 702010 seems based on level-1 data (self-reporting). Where's... https://t.co/LWISqvOCzE	926132224608440320
@jjmcdermott	John McDermott	A10) (hides) learning styles #debunkdebate	926132241734012928
@MirjamN	MirjamN	This! Well said @CatMoore! #DebunkDebate https://t.co/AlYPq046uh	926132264509067265
@HaydenDavidhrd	David Hayden	I LOVE this book #debunkdebate https://t.co/wA6hc1iFlu	926132271706529792
@WillWorkLearn	Will Thalheimer	Thanks Charles!! A bit crazy in the control room... But seemed to go well... Thanks so much for your support!... https://t.co/qZkVLMwGfH	926132305021800448
@AretsJos	Jos Arets	This is great book with new solutions for expanding the L&D roles: https://t.co/Yvq2Y0TVWm Linda Argote #debunkdebate	926132312005332992
@Quinnovator	Clark Quinn	adding my thanks to all who participated in the #debunkdebate, and to @WillWorkLearn for initiating and executing!	926132317696933889

@bmosh	Bob Mosher	I'd argue that it's still that way for MANY… They ask for the 70, BUT we've conditioned them to think about the 10…. https://t.co/SxHrDsuiob	926132343076806658
@Gdogwise	Gary Wise	A11) Skills needed for performance focused approaches like PDNA, MoN, 70:20:10 #DebunkDebate	926132376438263810
@medouneu	Michael Ball	A10) How to incorporate best learning practices of companies into our educational system. #DebunkDebate	926132379306958848
@juandoming	juandoming	#Aprender #negociando con los demás! By @juandoming #learning #elearning https://t.co/4rqlv2TcnU #debunkdebate	926132428405661702
@MiPS1608	Michelle ParrySlater	@AndrewJacobsLD @WillWorkLearn Yup! 70-20-10 can help the conversation about counting the right stuff #DebunkDebate	926132437314408448
@timgone	Timothy Gaughan	RT @CatMoore: A9) Could ask the same question about whether formal is shown to be useful. Most projects aren't evaluated. #debunkdebate	926132526283927552
@WillWorkLearn	Will Thalheimer	Thank you Clark for holding my hand throughout the process. #DebunkDebate https://t.co/64j1EzhzBh	926132527831617536
@guywwallace	guy w wallace	QWrap) Guy W. Wallace - Morganton NC.Celebrating 35 yrs of ISD/PI consulting 11/1. Focused on Perf since 1979 - ala Rummler #DebunkDebate	926132573461467136
@ChristyATucker	Christy Tucker	AWrap) Christy Tucker, learning design consultant in NC. Thanks all for a lively debate today! #debunkdebate	926132573893513216
@jjmcdermott	John McDermott	AWrap) John McDermott, CPLP Speakng at #ATD2018 on storytelling for tech trainers and others. Lessons from Cavemen. #debunkdebate	926132589018206208
@HaydenDavidhrd	David Hayden	@SligoSherlock Not as a four step… it's holistic #DebunkDebate	926132609280770048
@eCom_Bethany	Bethany Taylor	Great debate! Want to debate L&D daily? Check out @TldChat #debunkdebate https://t.co/K2sZVzJmr4	926132616243367936
@SligoSherlock	Janet Benson	@AndrewJacobsLD I think effective learning analytics can do more than just provide metrics? Can also link with perf… https://t.co/FEmF9QQKfa	926132628364910592
@Gdogwise	Gary Wise	Nice job all! #DebunkDebate	926132631745519616
@IDRobertJordan	Robert Jordan	A10) Enjoyed this format! Thank you. #debunkdebate	926132634014666752
@StyleLearn	Alexander Salas	A10) The need to avoid academic practices for workplace learning! No students No teachers No courses @C4LPT… https://t.co/pF1ZANGYC3	926132643288240128
@702010Institute	70:20:10 Institute	RT @AretsJos: This is great book with new solutions for expanding the L&D roles: https://t.co/Yvq2Y0TVWm Linda Argote #debunkdebate	926132677924794369
@DWBixby	Dan Bixby	A10) Dan Bixby, author or "Product Training for the Technical Expert" and proponent of teaching by DOING. #debunkdebate	926132696585244672
@WillWorkLearn	Will Thalheimer	#debunkdebate When we talk about measurement of learning, we have to improve that both for the formal 10 and for the on-the-job 90!!!	926132731163095040
@bmosh	Bob Mosher	Have to head out friends!! EXCELLENT Dialogues. THANKS to all who contributed. I walk away believing that there IS hope! :) #DebunkDebate	926132754869379072
@medouneu	Michael Ball	@SligoSherlock As a Learning Styles non-believer (atheist? apostate?), I agree that would be a good one for a Debunk Debate. #DebunkDebate	926132783604310016
@snapsynapse	Sam Rogers	A10) What are the smallest, cheapest, simplest, easiest ways to show undeniable value? #DebunkDebate	926132786188001280
@AndrewJacobsLD	Andrew Jacobs	#debunkdebate Qwrap Andrew Jacobs, someone who likes challenging the norms in learning. Work in local govt in London UK.	926132810787717122
@SligoSherlock	Janet Benson	@HaydenDavidhrd Absolutely agree #DebunkDebate	926132810930376704
@Dave_Ferguson	Dave Ferguson	#debunkdebate Dave Ferguson, Victoria BC, instr design, job aid proponent, sporadic long-form blog, not as bad as you'd think.	926132812226338816
@DawnMSnyder	Dawn Snyder	Thanks, all. My mental wheels are turning fast! Appreciate the facilitation Will! #DebunkDebate	926132816336838657
@AretsJos	Jos Arets	A8) We should think about providing tacit knowledge as a great resource to support workplace performance. #debunkdebate	926132848276406273
@MiPS1608	Michelle ParrySlater	@bmosh Indeed Bob. It is easier to count the 10 (superficially), so L&Ders / ODers are complicit in that conditioning. #DebunkDebate	926132869122220034
@Quinnovator	Clark Quinn	@pseaman @SligoSherlock why not level 4? That's what drives the 70:20:10 framework: what change is needed, and how… https://t.co/cz5iS3mOjt	926132881629503488

@IanJDBlake	Ian Blake	A more knowledgeable (than an hour ago) learning and performance manager. Thanks Will, thanks all #debunkdebate	926132952295247872
@guywwallace	guy w wallace	IMO Training has Practice and Feedback. Good stuff is authentic and not generic. #DebunkDebate https://t.co/ehudENcxF1	926132968292278274
@bmosh	Bob Mosher	THIS!!!! :) #DebunkDebate https://t.co/VOfhi14Kik	926132972251746304
@tamarajlewis	Tamara Lewis	Thanks @WillWorkLearn and all for the lively debate! #DebunkDebate	926132993915277312
@702010Institute	70:20:10 Institute	RT @AretsJos: A8) We should think about providing tacit knowledge as a great resource to support workplace performance. #debunkdebate	926133006200459264
@kirstenrourke	Kirsten Rourke	RT @Quinnovator: adding my thanks to all who participated in the #debunkdebate, and to @WillWorkLearn for initiating and executing!	926133028526714881
@Quinnovator	Clark Quinn	@SligoSherlock @guywwallace coming soon (he says, no foreshadowing) #debunkdebate	926133033203146752
@AndrewJacobsLD	Andrew Jacobs	@SligoSherlock #debunkdebate It can but we focus on input and output data since they're easier to measure while for... https://t.co/RgSp2BZomC	926133043148066816
@WillWorkLearn	Will Thalheimer	#debunkdebate You are invited to join the Debunker Club where we come together to defend our field against the myths https://t.co/1moZHeeH8d	926133044284678149
@b_polakowski	Bartek Polakowski	#DebunkDebate Thank you @WillWorkLearn Maybe some latest brain researches regarding learning;)	926133067596619776
@medouneu	Michael Ball	Will, by any chance, have you looked into https://t.co/3XJKphDxbV (debate platform) for future Debunk Debates? #DebunkDebate	926133070486429696
@StyleLearn	Alexander Salas	Awrap) Alex Salas #eLearning ID Udemy instructor and tech dangerous Orlando, FL #DebunkDebate https://t.co/nTqAG3MLZT	926133076203274245
@SligoSherlock	Janet Benson	@Quinnovator @pseaman Very hard to link company performance to learning - which is why so many companies never reach level 4 #DebunkDebate	926133101499121664
@juandoming	juandoming	@Quinnovator @AretsJos el borde ve cosas que no se pueden ver desde el centro." K. Vonnegut. @juandoming... https://t.co/502Yhk2IVP	926133131488489472
@AndrewJacobsLD	Andrew Jacobs	@SligoSherlock #debunkdebate was the reason the person/manager/team came to LnD in the first place.	926133172508688384
@aneaman	Adam Neaman	Thanks @WillWorkLearn ! Provocative as always. #DebunkDebate	926133190821072896
@SligoSherlock	Janet Benson	@AndrewJacobsLD Yes that's the challenge #DebunkDebate	926133227286417408
@timgone	Timothy Gaughan	RT @SligoSherlock: A9) Do we need to talk about Kirkpatrick? :) #DebunkDebate	926133295984906240
@jjmcdermott	John McDermott	Thanks @WillWorkLearn #debunkdebate	926133346840825856
@Quinnovator	Clark Quinn	@SligoSherlock @pseaman shouldn't be hard, but have to get out of L&D bubble, talk to biz units! #debunkdebate	926133392000786432
@KateSHerzog	Kate Herzog	Did we 'debunk' 70:20:10? #DebunkDebate	926133394060214272
@HaydenDavidhrd	David Hayden	hate it when we hide behind"we have to do it" comment itsnot topics that are boring.great design and context can ma... https://t.co/7UR4itXX2d	926133516286484481
@charlesjennings	Charles Jennings	A10) not wanting to advertise but the @702010Institute has a methodology for clients to use 702010 https://t.co/iBmoCac72v #debunkdebate	926133516877918210
@erikajnelsen	Erika Nelsen	RT @eCom_Bethany: Great debate! Want to debate L&D daily? Check out @TldChat #debunkdebate https://t.co/K2sZVzJmr4	926133535391481857
@erikajnelsen	Erika Nelsen	RT @WillWorkLearn: #debunkdebate You are invited to join the Debunker Club where we come together to defend our field against the myths htt...	926133566832021504
@Christi06955735	Christian Mueller	#debunkdebate A11) - the man @pokeshot_gmbh believing a blended analog-digital 70:20:10 is the future- social, interactive, guiding	926133574918660096
@guywwallace	guy w wallace	Like the Hokey Pokey - THAT'S what it's all about. #DebunkDebate https://t.co/vSS7XqpR6x	926133708540796928
@snapsynapse	Sam Rogers	Qwrap) I'm Sam Rogers, and I want our L&D Industry to step out from beyond pseudoscience to use and offer real science. #DebunkDebate	926133710604214273
@bmosh	Bob Mosher	Maybe we're trying to measure the wrong learning tools? Performance based tools align MUCH closer to the performan... https://t.co/JbrhAc0cPh	926133753914757120
@Quinnovator	Clark Quinn	aWrap) helping orgs work smarter thru https://t.co/FfFRKPWUDT, blogging/reflecting at https://t.co/Nm5yXCbV5R #debunkdebate	926133814048407552

@KateSHerzog	Kate Herzog	A12) Is AI going to obviate the need for L&D? #DebunkDebate	926133894038114304
@mboon29	Monique Boon	RT @WillWorkLearn: I completely agree!!!!!!!! Lots of our training just doesn't work that well. Should we? #debunkdebate https://t.co/j8Ma...	926134069204848641
@MiPS1608	Michelle ParrySlater	Well that was fast and furious! Thanks so much @willlworklearn for organising #DebunkDebate	926134095322779649
@CatMoore	Cathy Moore	Awrap) Blogging at https://t.co/fYw1niG2je, new analysis & design book at https://t.co/kzRwGIsVUQ #debunkdebate	926134115216363521
@mboon29	Monique Boon	RT @AretsJos: A8) We should think about providing tacit knowledge as a great resource to support workplace performance. #debunkdebate	926134139874676738
@charlesjennings	Charles Jennings	@bmosh 'Spot on', Bob @bmosh. One of the major barriers. #DebunkDebate	926134206643802112
@elearningElena	Elena Elizondo	@medouneu @SligoSherlock A12) I'm totally IN, as an ex-believer I think it would be a great debate #DebunkDebate, w... https://t.co/MIhR4NpWyS	926134315376881665
@MiPS1608	Michelle ParrySlater	I agree! L&D need to get better at science and stop taking the easy road instead - I include myself there!... https://t.co/ijsKuliIj5	926134387455995916
@bmosh	Bob Mosher	A10) I'd also humbly ask folks to better understand the 5 Moments of Need methodology as well! #DebunkDebate... https://t.co/nGOMm6MHgP	926134573897043969
@CatMoore	Cathy Moore	RT @bmosh: A10) I'd also humbly ask folks to better understand the 5 Moments of Need methodology as well! #DebunkDebate https://t.co/gxlXD...	926134677060104197
@HaydenDavidhrd	David Hayden	@guywwallace What .... not four boxes... #DebunkDebate	926134762212941824
@charlesjennings	Charles Jennings	Awrap) Charles Jennings. Focused on helping people & organisations perform better, @702010Institute #debunkdebate	926134773193506818
@702010Institute	70:20:10 Institute	RT @charlesjennings: Awrap) Charles Jennings. Focused on helping people & organisations perform better, @702010Institute #debunkdebate	926134884074229765
@WillWorkLearn	Will Thalheimer	Didn't we have that debate today. Do you really believe that instruction is bad? #debunkdebate https://t.co/p95k8y9wAc	926135039447969792
@guywwallace	guy w wallace	#DebunkDebate Another shameless plug:Free Book PDF: lean-ISD (Perf Based 1999) at: https://t.co/3aorS2JdkN https://t.co/Errvyoyd6U	926135147702964225
@AretsJos	Jos Arets	Awrap) We should connect formal learning with organizational learning. A great field to support the L&D community. #debunkdebate	926135178367524864
@DonaldClark	Donald Clark	#debunkdebate Evaluation is pathetic in L&D - mainly because of Kirkpatrick, here's why... https://t.co/1hpooJQt69 https://t.co/268UG76Z8l	926135375491411969
@GeauxLearn	Kim V Cheramie	@charlesjennings @WillWorkLearn Also known as training transfer and the cornerstone of L&D in the workplace #DebunkDebate	926135435876855808
@elearningElena	Elena Elizondo	It can start one baby step at a time. Letting people know they can express themselves and share their knowledge... https://t.co/ZiCVp2wcZq	926135445632757760
@AretsJos	Jos Arets	Awrap: we sure need evidence based approaches. So let's take also a closer look to other fields to find evidence #debunkdebate	926135455011221505
@AndrewJacobsLD	Andrew Jacobs	Field of Dreams - If we build it they will come. But they don't. #debunkdebate https://t.co/1YlxwcP2Py	926135573684936704
@charlesjennings	Charles Jennings	A10) good formal learning (10) can help, but it is never enough to support high performance. Start with the 70. #debunkdebate	926135653770956803
@WillWorkLearn	Will Thalheimer	RT @bmosh: AMEN to that.. Trying to design for this framework exposes some REALLY bad design in the 10... #DebunkDebate https://t.co/Pt3GQSBV...	926135870645784581
@jjmcdermott	John McDermott	@DonaldClark Good for the next debate? (I agree with yo, BTW) #debunkdebate	926135932029415424
@CatMoore	Cathy Moore	Agree with @AretJos. For example, well done marketing research can help identify what works to change people's behaviors. #debunkdebate	926135972504457217
@StyleLearn	Alexander Salas	@WillWorkLearn It felt to me we where discussing 70:20:10 but sorry if I was mistaken. Let's debunk pedagogical vs... https://t.co/kmxXMqzBLU	926136005970812934
@chnapa	chnapa	@bmosh @bschlenker don't agree best learning happens alone. apprenticeship model needs someone to guide learner attention #debunkdebate	926136031300214785
@charlesjennings	Charles Jennings	@DonaldClark hear hear, Donald - Kirkpatrick probably put evaluation of human performance back 50 years ;) #DebunkDebate	926136084567920641
@jjmcdermott	John McDermott	Might prediction markets tell us something about what works in L&D? Dunno #debunkdebate	926136268026769408

@Christi06955735	Christian Mueller	@bmosh #debunkdebate - I really like this - second time you are clearly exposing the challenges of "traditional le... https://t.co/JLH12a5YDc	926136863768932353
@WillWorkLearn	Will Thalheimer	Thanks Brent!! #debunkdebate https://t.co/TT0Jub1ewX	926136968962027520
@Christi06955735	Christian Mueller	@DWBixby @bmosh #debunkdebate - exactly right - they should help guide and NOT to build a build to break chain of... https://t.co/nY9YTzZZNM	926137295551557633
@arichduvet	Saurabh Chaturvedi	RT @bmosh: AMEN to that.. Trying to design for this framework exposes some REALLY bad design in the 10... #DebunkDebate https://t.co/Pt3GQSBV...	926137322864807936
@WillWorkLearn	Will Thalheimer	The methodology is still based on people's perceptions of these things -- which I will argue is probably not that a... https://t.co/muKgKG4xsa	926137338627059712
@malbatron	Luis Malbas	RT @eCom_Bethany: Great debate! Want to debate L&D daily? Check out @TldChat #debunkdebate https://t.co/K2sZVzJmr4	926137353709617152
@bschlenker	Brent Schlenker	@WillWorkLearn Let's get you back on the TLDChat schedule for an update on #debunkdebate December is open :)	926137463856173056
@HaydenDavidhrd	David Hayden	@MiPS1608 #DebunkDebate wasn't it .. and only caught the tail end....	926137490485972993
@bschlenker	Brent Schlenker	@chnapa @bmosh It's not an either/or proposition. It's yes and, and, and, and, and more ands... #debunkdebate	926137761651867648
@AndrewJacobsLD	Andrew Jacobs	Thanks @WillWorkLearn for the #debunkdebate; had to step out 1/2way but was great to see enlightened people talking about a topic sensibly.	926137824285425666
@aneaman	Adam Neaman	@SligoSherlock @AndrewJacobsLD Shameless plug for Will: https://t.co/P421xUoRc7 #DebunkDebate	926137879612526592
@guywwallace	guy w wallace	12 actually. But start w/ the Process or lack thereof. #DebunkDebate https://t.co/oE2ecfuGUG	926138091928215552
@charlesjennings	Charles Jennings	Thanks @WillWorkLearn and @Quinnovator for a fast and furious 70:20:10 #debunkdebate - lots of interesting views and information.	926138387832156160
@Christi06955735	Christian Mueller	@charlesjennings #debunkdebate - YES - start with 70%, nurture it and DONT KILL it with early reporting and "PROOF... https://t.co/gGJL2z1XUA	926138545630334976
@karenhyder	Karen Hyder	#debunkdebate Have you seen @pattishank's new research-based Instructional Design and writing book series? https://t.co/PT8ra8L8A0 #eLGuild	926139207285952512
@juandoming	juandoming	@WillWorkLearn #debunkdebate @Quinnovator Las metodologías son producto de las difernetes #culturas de las sociedades.	926139296054169600
@aneaman	Adam Neaman	@CatMoore @martinapp2 Agree! I always start w. 1.What do they need to be able to do?2. Where do they fail/underperf... https://t.co/PsHGswakF0	926139800117227521
@juandoming	juandoming	@WillWorkLearn #debunkdebate El #aprendizaje #formal se está convirtiendo en poco querido y valorado por la socied... https://t.co/XFLmagbK7K	926139888034107394
@elearningElena	Elena Elizondo	@WillWorkLearn AWrap) Elena, advice #mobileLearning app to share knowledge from peer to peer #DebunkDebate "Speeder... https://t.co/v2DfLHpkOE	926140013945695745
@aneaman	Adam Neaman	@CatMoore @MirjamN Agree, tho w/ felt need+support+practice context, I can get through w/ crappy textbook. w/out th... https://t.co/2PJTccjNDc	926142761392394240
@ActivateLearn	Helen Blunden	@IDRobertJordan @Quinnovator @WillWorkLearn @WengerTrayner Certainly no work or call for social learning or CoP in... https://t.co/L4Sc8hMxOB	926148567399522304
@WillWorkLearn	Will Thalheimer	RT @guywwallace: 12 actually. But start w/ the Process or lack thereof. #DebunkDebate https://t.co/oE2ecfuGUG	926149041011986434
@raynuma	Manuel	RT @DonaldClark: #debunkdebate Evaluation is pathetic in L&D - mainly because of Kirkpatrick, here's why... https://t.co/1hpooJQt69 https:...	926150409693089792
@ActivateLearn	Helen Blunden	RT @Gdogwise: A9) Performance assessment is foreign to some in L&D...tend to default to training needs assessments? #DebunkDebate	926150425979453441
@Organicwal	David Wallace	It is becoming a new liferaft for model slaves to cling onto. #debunkdebate https://t.co/oVyAAXh42n	926153677949358080
@robertmburnside	Robert M. Burnside	#debunkdebate 70-20-10 good model main problem world has changed need new framework for web learning: online/offline alone/with others	926163754806599681
@aureamemotech	RutH Martínez López	RT @DonaldClark: #debunkdebate Evaluation is pathetic in L&D - mainly because of Kirkpatrick, here's why... https://t.co/1hpooJQt69 https:...	926164863981891585
@guywwallace	guy w wallace	#DebunkDebate Re: 70-20-10 If the numbers get in the way ... consider Ryan Tracey's 3E graphic and post:... https://t.co/HFZFvy3ebH	926167051223355392
@juandoming	juandoming	RT @guywwallace: #DebunkDebate Re: 70-20-10 If the numbers get in the way ... consider Ryan Tracey's 3E graphic and post: https://t.co/bD0A...	926167322083168257

| @juandoming | juandoming | @guywwallace https://t.co/dFfN3wXKJU LOS LUGARES DE TRABAJO Y DE APRENDIZAJE DE HOY SON UNA UBICACION "AGNOSTICA"… https://t.co/YJhusx2TJi | 926168770854473729 |