



## World Vision International and 70-20®:

### Using Social Learning to Accelerate Development of Global Leaders

**Situation:** World Vision International, a global Christian relief, development, and advocacy organization dedicated to working with children, families, and communities to overcome poverty and injustice, offers a Senior Leadership Development Program (SLDP) to its high potential leaders. Participants are nominated from a diverse pool of candidates. Each cohort of the program runs 14 months and provides an opportunity for 25 leaders to experience a wide variety of development opportunities including a week-long residential experience, a customized eLearning curriculum, and a dedicated coach to help support the application of their learning.

**Challenge:** Heidi Brandow, the Global Practice Leader for Leadership and Executive Development at WVI, had some challenges keeping the SLDP cohorts on track and connected between the residential and virtual sessions including:

- Aligning SLDP program level goals with WVI strategic objectives were important to reinforce but there was no clear way to have participants contribute and document their work on these goals;
- Strategic “Mission Impossible” projects participants worked on individually were hard to track over extended months to assess progress and results, and participants didn’t have an easy way to stay connected on shared learning and insights;
- Individual development plans were created by the participants with their coaches but they were hard to track with occasional email messages on progress and separate spreadsheets used to capture developmental actions.

Although the program was very well rated by the participants and their managers, the L&ED team had a difficult time tracking the participants’ individual and team goals, progress and results. Participants also voiced strong interest in staying more connected with each other virtually throughout the duration of the program.

**Solution:** Heidi decided to implement 70-20 with the 2016 SLDP Cohort to support all elements of the program including the strategic objectives, the “Mission Impossible” projects and the individual development plans. 70-20 was launched with two full group challenges that got the participants familiar with the web application and comfortable posting evidence of their progress – in the form of photos, videos and web links – on a shared “challenge feed” visible to the entire group. Additional program-level challenges will be launched twice monthly during the year-long program. Individual participants can also create their own personal challenges reflecting development priorities identified with their coach after their 360 assessment.

**Early Results:** The SLDP participants are finding 70-20 adds great value to the program. *“I enjoy using 70-20 as it is purposeful and focused on my learning. This makes it worth my time to engage with it and with others in the program.”*

As the Program Leader and challenge sponsor, Heidi thinks: *“70-20 is a really strong tool. It is easy to use and very engaging for our participants. This application works better than anything we have used before and the group really enjoys the virtual interaction with each other, so their engagement in the development process is quite high. We are excited to see the results as they are tracked over the 14 months of the SLDP.”*