








The Five Major Forms of Non-Formal Learning

KIND OF LEARNING	NATURE	EXAMPLES
 Individual learning	<ul style="list-style-type: none">• This could be short-term or continue indefinitely.• It could involve learning in one area or many.	<ul style="list-style-type: none">• Self-study• Online learning
 Foundational learning community	<ul style="list-style-type: none">• The purpose is to build a specific group of people in particular “foundational” areas through a single, time-limited program.	<ul style="list-style-type: none">• A one-year full-time training program for emerging leaders.• A two-month part-time orientation program for new staff.
 Ongoing learning community	<ul style="list-style-type: none">• A group of people that remains relatively the same for a long period of time.	<ul style="list-style-type: none">• An ongoing cohort of existing leaders who meet once a month as a group.• Two people who get together weekly for learning. E.g., a discipleship relationship.
 Short-term Training	<ul style="list-style-type: none">• An ad hoc group of people who come together for a short time for specific learning.	<ul style="list-style-type: none">• A three-day training on marriage.
 Lifestyle Leader Development	<ul style="list-style-type: none">• Most life transformation occurs informally. “Build leaders at all times; if necessary, use a course.”• This can be either designed in advance or spontaneous and responsive to circumstances and opportunities. In both cases it should be intentional.	<ul style="list-style-type: none">• An older leader makes a pastoral call and takes a young leader with him. They talk on the way there, share the ministry work, and reflect together on the way back.• An experienced church planter gives “on-the-job” training to a young church planter.

Important observations:

- The first four must nurture lifestyle leader development. The research shows that as much as 70 percent of the acquisition of new knowledge and skills in the workplace occurs informally.
- A movement of healthy leader development will use all five.
- All five forms of learning will be powerfully effective if they use the 5C/4D Model.
The same principles will work in every context.