



# The Five Major Forms of Non-Formal Learning

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

## 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.