Level Up Your Dev Team
A Practical Guide to Building a Learning Culture

Why Learning Culture Matters

Tech moves fast – new frameworks, versions, and tools appear constantly. If we don't keep learning, we fall behind. Developers crave growth, businesses need delivery – a strong learning culture bridges that gap

Foundations of a Learning Culture

- Time Allocation
  Reserve ~5% for learning (e.g., 2h/week).
  If it depends on free time, it won't happen.
- Psychological Safety
  Failure must be safe. Celebrate experiments and allow unfinished results.
- Leadership Role
  Lead by example. Join sessions, attend conferences, and show curiosity.
- Knowledge Sharing
  If you learn, you teach. Make sharing part of your process.

Practical Learning Formats

Learning Hour

Short, focused training sessions (~1h).

- Pick a topic (e.g., testing, clean code).
- Use the 4Cs model: Connect, Concept, Concrete Practice, Conclusion.
- No heavy prep needed – start with Samman coaching material
  Samman-Coaching

Mob Exploration

Explore new tools or legacy code as a team.

- Sit at one PC, one types, others guide
- Rotate driver every 5 min
- Pick a real topic (e.g., unknown module) and explore together

Book/Video Club

Discuss short chapters or videos as a group.

- Choose short content (5–60 min)
- Watch/read, then discuss insights
- Connect takeaways to real projects

Mentorship & Pairing

Pair seniors with juniors or tackle hard tasks together.

- Pair regularly (e.g., 1 day/week).
- Swap pairs often to spread knowledge
- The senior must watch from the back and only guide the junior
  no "give me the keyboard I show you"
  ask the junior "why you choose this approach", "can we do it better", "your test is now 30minutes red, maybe make a smaller test"

Mini Side Projects

Low-risk projects to try new tech.

- Pick a fun idea that fits in 1–2 days
- Build a toy app or POC
- Reflect on results
  what's worth using in production?

Lunch & Learn

Informal lunch session with short talks.

- Schedule monthly over lunch.
- Anyone can present a topic (~30 min).
- Keep it casual and curiosity-driven.
- Pick a fitting lunch (pizza is very common, but don't forget after pizza people get tired)

Lightning Talks

Quick 10–15 min presentations.

- Pick a topic and prepare a few slides.
- Host sessions monthly or quarterly.
- Collect and share all talks for future reference.

Coding Dojos & Katas

Collaborative coding practice.

- Pick a kata or challenge.
- Code together, focusing on techniques.
- Repeat regularly to build habits.

Making It Stick

- Add ‘share learnings’ to your Definition of Done.
- Rotate a ‘learning champion’ each sprint.
- Document learnings in a wiki or knowledge base.
- Start cross-team guilds or chapters (e.g., frontend guild).

Selling It to Leadership

- Faster adaptation to new tech → stay competitive
- Higher retention & easier recruitment
- Fewer mistakes → higher code quality
- Lower training costs (internal learning > external training).
- Tip: Don’t sell it as 'developer happiness' – sell it as ROI.

Call to Action

Start small. Pick one format (e.g., lightning talk or video club) and try it next week. Small, consistent rituals grow into a strong learning culture.