

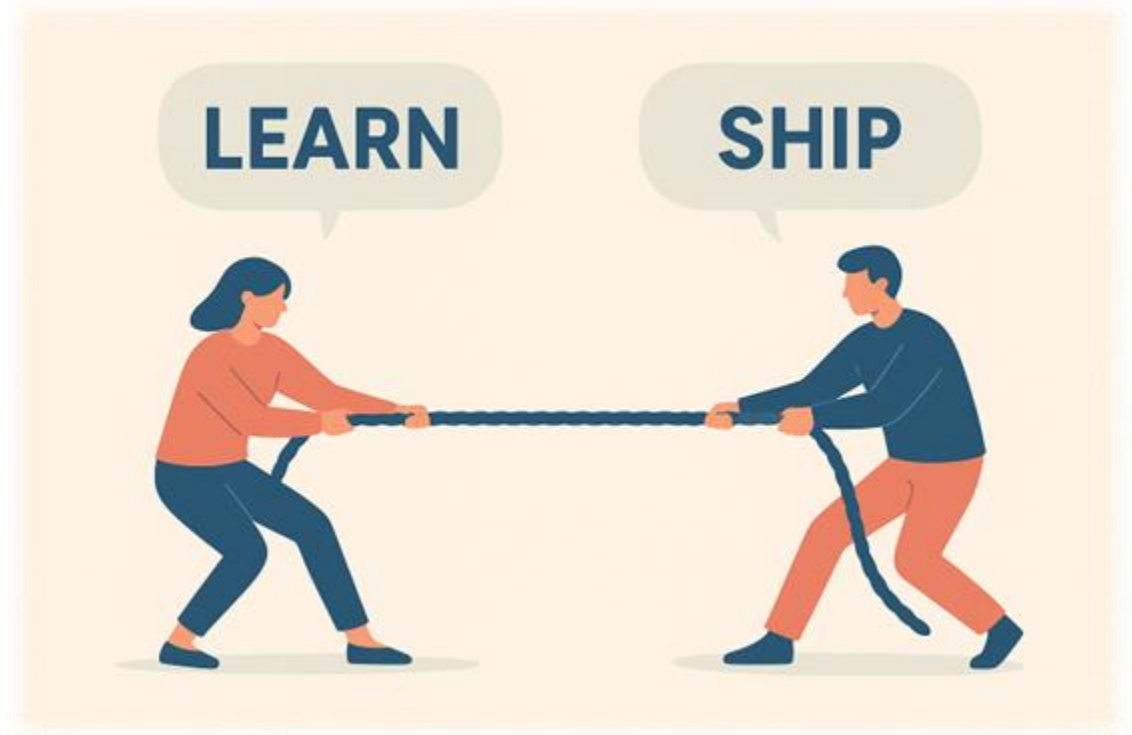
Building a Learning Culture in Development Teams

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s2G.at



The Challenge



Why It Matters Business



TECHNOLOGY
EVOLVES RAPIDLY



RETENTION



BUS FACTOR

Why It Matters Developers



MOTIVATION AND
ENGAGEMENT



MASTERY



ENERGIZED

What do you think

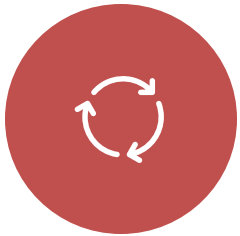
**What do we need for
a learning culture?**



What do we need(answers from audience)

- engaging leadership
- motivation
- communication
- accountability
- acknowledge to growth
- exit survival mode (fire fighting)
- playground/honesty
- sensible productmanagement
- time

Foundations of a Learning Culture



RESERVE TIME



PSYCHOLOGICAL
SAFETY



LEAD BY EXAMPLE



KNOWLEDGE
SHARING AS THE
NORM

Practical Formats(filled by audience)

- Developers Coffee
- open space
- Learning Hour
- Lunch & Learn
- Collaboration
- Company Collaboration for similar topics
- Multit-Team Product Refinement

Practical Formats

Learning
Hour

Mob
Exploration

Book/Video
Club

Mentorship
& Pairing

Mini Side
Projects

Lunch &
Learn

Lightning
Talks

Coding Dojo
& Katas

Learning Hour



[Home](#) [Book](#) [Katas](#) [Learning Hours](#) [Training](#) [Activities](#) [Reference](#) [Society](#) [Contact](#)

Learning Hours

A [learning hour](#) is a short training session for a group of software developers.

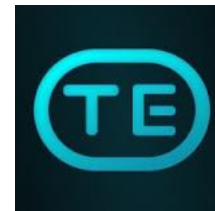
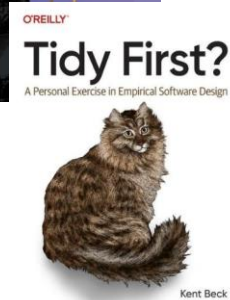
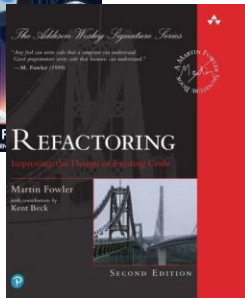
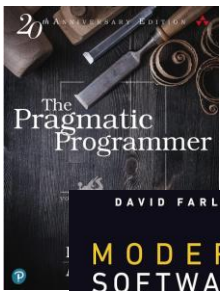
Find a Learning Hour facilitator's guide:

- By [Topic](#)
- By [Author](#)
- By [Kata](#)
- By [Tag](#)

Mob Exploration



Book/Video Club



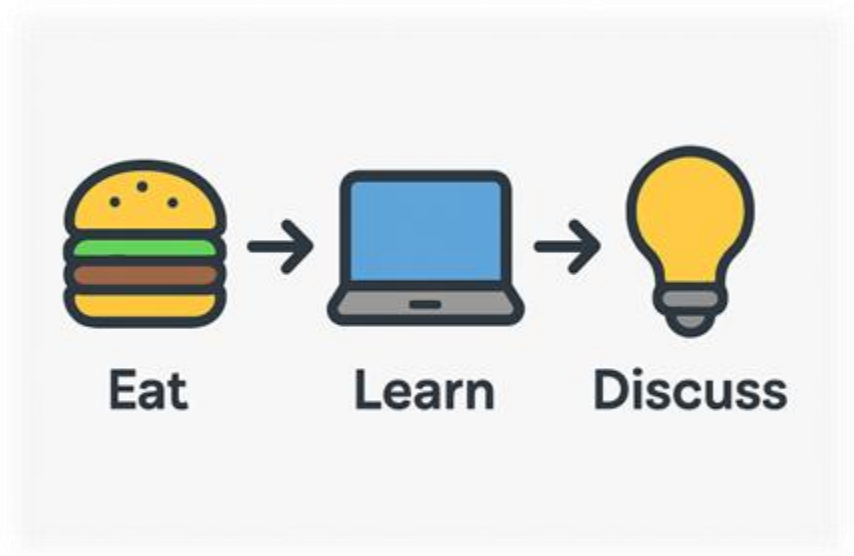
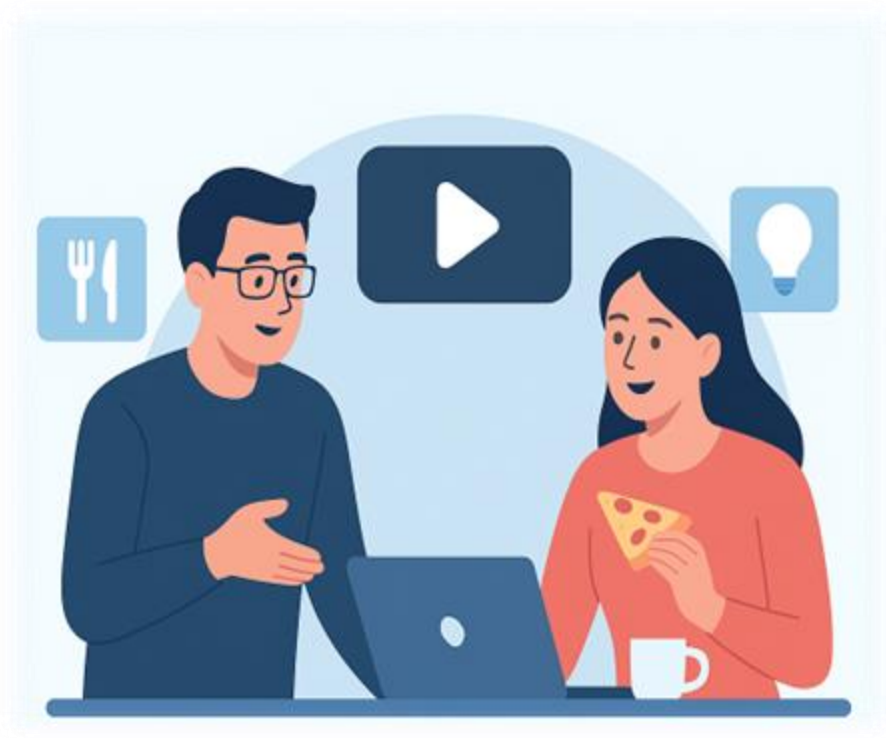
Mentorship & Pairing



Mini Side Projects



Lunch & Learn



Lightning Talks



Coding Dojo & Katas

Purpose of
this format



Learn



Train skills



Get safer with tools

Mindset

Safe place

Here to learn

Slow down

Focus on doing it
right

Collaborative Game

Other formats

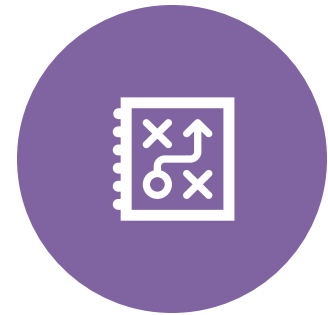
Making It Stick



INTEGRATE INTO
WORKFLOW



ROTATE 'LEARNING
CHAMPION' EACH SPRINT



CREATE CROSS-TEAM
GUILDS/CHAPTERS

Measuring Success



Measure: participation rate,
shared learnings, ramp-up speed



Avoid over-measuring: focus on
engagement over KPIs

Selling It to Leadership



FRAME AS ROI, NOT
TIME OFF WORK



FASTER ADOPTION
OF NEW TECH



RETENTION &
RECRUITMENT
ADVANTAGE

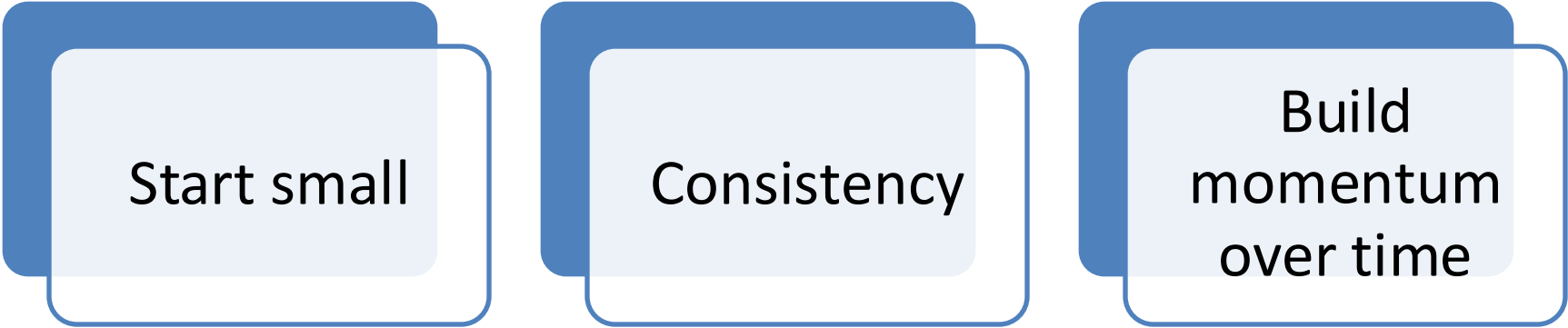


HIGHER QUALITY,
FEWER MISTAKES



LOWER TRAINING
COSTS

Closing & Call to Action



Start small

Consistency

Build
momentum
over time

THANKS

HAPPY TO ANSWER QUESTIONS



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