

Learn Easier, Learn Smarter

Learning is more important than ever, let's talk about it

The Learning Opportunity

Learning new domains can feel daunting at first

- However, learning has never been easier!
- You have a secret weapon: AI as a personal 1:1 learning coach
- There are new and interesting topics to explore:
 - e.g. prompt engineering and multi-agent orchestration
 - e.g. managing security across agentic systems

Your Personal Learning Coach

AI is incredibly effective as a 1:1 personal learning coach:

- Available 24/7 - learn on your schedule, at any time, for any duration
- Learn at your own pace - go as deep or broad as you need
- Zero judgment - ask "basic" questions freely
- Infinite patience - explain the same thing 10 different ways

*Whose responsibility is it to
plan my learning time?*

The Learning Mindset

- Learning isn't only about scheduled learning events
- Learn to learn continuously, make it a habit
 - this requires intentional personal time management
 - plan learning into your ongoing work
- Think of it as an investment in yourself
 - small daily investments yield massive returns over time
 - if done well, the payoff comes quickly (especially with AI)

Make It a Habit - Examples

- Writing prompts or instructions?
 - Ask AI: "How can I structure this better?"
- Reviewing unfamiliar code?
 - Ask AI: "Explain this pattern and why it's used"
- Debugging an issue?
 - Ask AI: "Coach me through the diagnostic process"
- Reading documentation?
 - Ask AI: "Explain the 'why' behind this approach"

Learning Strategies

Learning Strategies

Start broad, then drill down

- "Explain the microservices architecture and when it's preferable to a monolithic approach"
- "What are the main challenges that teams face when adopting or implementing microservices?"
- "Show me how service-to-service communication works"
- "Give me a code example of implementing a circuit breaker pattern for resilient service communication"

Learning Strategies

Learn through critique

- "I think dependency injection is mainly about making testing easier. Is that accurate, or am I missing something?"
- "Here's my understanding of how OAuth authentication works: { your explanation }. What am I getting wrong or oversimplifying?"
- "I wrote this implementation of the Observer pattern. Is this correct? What could be improved?"

Learning Strategies

Learn by example

- "Create the project structure for a simple React.js app, and explain how components and hooks work together"
- "Build a minimal app with an OAuth 2.0 authorisation code flow"
- "Build a simple app using HTML, CSS & JavaScript to demonstrate how a neural network works"

Learning Strategies

Progressive learning

- "Don't tell me the answer yet, but guide me through figuring out why this async function isn't working as expected"
- "Help me reason through whether I should use a message queue here by asking me questions about my requirements"
- "I'm trying to decide between a relational database or a document database for this use case. Ask me questions that will help me make the right choice"

Critical Caveat

“Outsource the doing, not the thinking”

Building a High Agency Mindset

High Agency = believing you can influence outcomes and taking action

- Stuck on something? Try solving it with AI's help before asking others for help
- Notice a problem? Propose and/or implement a solution
- See a gap in documentation? Fill it
- Curious about a new topic? Spend 10-15 minutes exploring it
- If you learn something useful? Share it with your team

Building a High Agency Mindset

Each small action builds the habit.

- "I don't have time" = low agency thinking
- "I'll make time for what matters" = high agency thinking

Is your career important to you?

It's up to you to make time for learning and career progression

Where do I start?

- Identify your own knowledge gaps
 - Where are you strong? Where are you weak?
- Start with fundamental principles
 - Learn patterns and concepts first
 - Specific frameworks and implementation later
- Actively share your prompts and instruction files with colleagues
- Review and learn about code outside your comfort zone

Set Personal Goals

- This Week:
 - Have a 15-minute conversation with AI about something unfamiliar
- This Month:
 - Pick one adjacent domain to explore
 - Review code outside your comfort zone, with AI as your guide
- This Quarter:
 - Build a small project that spans multiple domains
 - Help someone else on their learning journey

“Your personal learning coach is waiting...”

Still Skeptical?

- Skepticism can be healthy, but here's the ask:
 - Approach with an open mind
 - Examine your own time management, are you making space for learning?
 - Start small but make it a habit
 - Discuss openly, what's working and what isn't working for you

I don't have time!

- If you're still thinking "I don't have time for this"
 - This is too important to ignore
 - It's the most important investment you can make in yourself
- We want you to build learning time into sprint planning

“As a company, we're committed to supporting this journey”

We've Navigated Change Before

e.g. dot-com boom • Web 2.0 • Mobile • Cloud • Microservices

- Each time, those who struggled:
 - Resisted change or blindly followed trends
- Those who thrived:
 - Stayed curious and kept learning
 - Helped each other grow

Resources

More information and examples:

- [AI Agent as a Software Engineering Learning Coach](#)
- [Career Planning in the AI Era](#)
- [Fullstack Software Engineers Are Well Positioned In the AI Era](#)

What high-agency action will I take this week?

What will I learn next?