

Get leadership support for newsroom learning.
Everything is easier when the boss is on board.

Form a training committee.
Make it diverse, inclusive and multidisciplinary.

Pursue big ideas through small experiments.
You can learn a lot from a short experiment.

Make bite-sized lessons that fit on one page.
Journalists are busy. Make learning simple.

Ditch the deck.
Might a discussion or exercise work better?

Share lessons and ideas in memo form.
Memos force you to clearly organize thoughts.

Make knowledge accessible.
Keep docs and Slack channels open to all.

Start an internal newsletter.
Best to be short, actionable and conversational.

Steal resources from other training efforts.
No need recreate the wheel.

Provide lessons people can physically hold.
Handouts on a desk are a permanent reminder.

Make lessons actionable.
Ask: Could anyone try this right now?

Start a buddy system.
Pair people with complementary skills.

Guide people with simple prompts.
Make a list of questions people should ask.

Take a “hydra” approach.
Share lessons in many different forms.

Hold retrospectives at the end of projects.
What worked/didn't/differently next time.

Talk about what competitors are doing.
And learn from what you're seeing.

Learn from numbers.

Demonstrate a lesson through data.

Make a feedback tip sheet.

Offer some ways people can provide input.

Change the way news meetings are run.

Make them more audience-centric.

Use stories as learning opportunities.

Explain concepts using real examples.

Test ideas on planned news.

Experiment with coverage you know is coming.

Make a list of common vocabulary.

A glossary of terms to get on the same page.

Always be improving on-boarding.

Set new employees on the right path.

Connect training to audience needs.

Lessons should always relate to the audience.

Celebrate small, repeatable wins.

The less shiny examples can be most useful.

Be comfortable with messiness.

Change is constant and unpredictable.

Build a training website.

Doesn't have to be anything fancy.

Hold a mixer and encourage conversation.

Good relationships lead to collaboration.

Find ways to give people permission (and fail.)

Tell someone they're allowed to do something.

Behold the power of sticky note brainstorm.

For collaborative and creative planning.

Never assume someone can't learn.

Also, avoid "digital" and "non-digital" labels.

Be patient.

Change is hard and takes time.