



Note to facilitators: Throughout this document, you'll see **{ variables_in_brackets }** that you should replace with your event details before sharing with participants. There is also a **Frequently Asked Questions** section with questions like "Is this required?" that you'll want to tailor very specifically to your event.

Gen-AI Assisted Coding **Learnathon**

{ event_dates }

Come join us for our multi-day **Learnathon**, where we will come together to upskill around Generative-AI Assisted Coding technologies and processes! This upskilling will be focused on building skills and knowledge around Gen-AI tools, technologies and processes that enable us to better contribute to achieving our strategic objectives here at **{ company_name }**.

Who is invited?

This **Learnathon** is intended specifically for members of the **{ team_or_org_name }**. If you fall outside of this team, please check with both the facilitator and your direct leader around your participation.

Why are we doing this?

Much like the traditional tech hackathon, **Learnathons** are a great way to recharge, upskill, and get excited about new tools and technologies. This is an opportunity for all of us to build new skills that we might not have the dedicated time and focus to build through our day-to-day work. **Learnathons** are also great opportunities to work with and get to know colleagues beyond

our immediate teams, and to better understand the skills, knowledge, and interests around Gen-AI that our teammates have both before and after the event!

How do I participate?

1. Open up the { **link_to_signup_sheet** }.

Review learning topics & objectives, and either sign up for a group, or add your own topic and set of objectives.

2. Keep an eye on { **communication_channel** } for updates, as well as on your calendar for an invitation to a kick-off session.

3. Attend the kick-off session { **kick_off_session_date** }

In this meeting we'll go over just exactly why we're holding this **Learnathon**, participation requirements and outcomes, tips for how to successfully meet your learning objectives, and remaining participant questions about the event.

4. Fill out the { **link_to_learning_plan_template** } template before the event.

This will help you get organized and thinking about your specific learning objectives and focus so that you can jump straight into learning once the **Learnathon** begins.

5. Learn for { **learnathon_duration** } solid days

Okay, for real: Can you believe that you're getting paid to *learn*?

6. At the end of the event, record a video of yourself that summarizes your learning, and post it in { **communication_channel** }.

This is a great way to reinforce your learning, as well as to help your teammates understand your burgeoning skills and expertise.

7. Watch and comment on your teammates' videos.

This is a great way to learn where skills, knowledge, and shared interest exist on your team, as well as to celebrate and congratulate your teammates for everything they accomplished over the event!

8. Beyond the **Learnathon**, look for ways to utilize your new skills & knowledge!

Frequently Asked Questions

Is this required?

The intent of this **Learnathon** is to allow you to take a break from your daily work and to upskill in an area both interesting to you, and strategic for the company. So, yeah: This event is mandatory for developers (and optional for designers and product managers), but we hope that you don't see it as something you have to do and rather something you get to do.

I've got a great learning topic. How do I get it included?

You can feel free to add a row to the { **link_to_signup_sheet** } sheet. Just please make sure you don't delete someone else's topic, or duplicate a topic that already exists.

Do I have to join a learning group?

We're really convinced of the value of learning communities, and so we'd love other team members to join you on your learning endeavor. That said, if you end up being a group of one, that's ok!

Do my learning topic and objectives have to be tied to my team I currently work on?

Not at all. You're welcome to select topics, technologies and goals that aren't related to your current daily work. We do ask that you pursue topics and goals

that you believe will help us all work toward the company's strategic objectives, though.

I can't think of a learning topic or objectives. Can I still participate?

Absolutely! In fact, we (literally) insist that you participate 😊. Just find an existing topic on the { **link_to_signup_sheet** } and add your name to it.

Will this be a competition?

Heck, no. We want to focus on upskilling and community here! That said, there may be prizes for outstanding learning behavior throughout the week...

Are there any rules?

Just make sure to keep learning goals, toy projects, and your interactions with teammates in alignment with { **company_name** } values, and a safe working environment for all. Don't do anything illegal or offensive.

What's the time commitment?

We only expect that you participate during your normal working hours. Nobody should put pressure on anybody to work early or late, and you are not expected to engage in work unrelated to the **Learnathon** during the event.

That said, if you are on-call or have other emergencies, these should take priority. Please just discuss any time constraints with your leader before the event 😊

What if I can't commit to the full { **event_duration** } days?

Although we encourage everyone to clear their schedules during this time, we understand that you may have commitments that are hard to reschedule.

How much of an "expert" do I need to be to sign up as a Subject Matter Expert?

The line between SME and not-SME is admittedly fuzzy, and to some extent subjective (and, we would argue, we're less likely to label ourselves an SME than others are to give us that label).

That said, if you feel that you're knowledgeable enough about a topic (or a set of learning objectives listed for that topic) to serve as a mentor and coach to your peers, then you can consider yourself an SME. The expectation is not that you know everything and will be able to answer every question, but enough to be able to help and guide others.

What is expected of me if I am the Subject Matter Expert for a group?

As an SME, you are expected to be available to answer questions for the learning group. Since you'll also be a learner yourself in a different group, we want to be considerate of your time.

What is the final deliverable?

After the [Learnathon](#), every person will get a chance to share what they learned, how they learned it, and what they learned about learning throughout the process (how meta is that!?). This will allow you to reinforce your learning, as well as share your new skills and expertise with your teammates!

What is expected for the presentation?

Presentations should be around **3-5 minutes total**. Presentation format is flexible. You can show us any working code you were able to produce, a couple slides, a semi-working prototype or some other means to help people "see" the skills you gained. Some questions we would love to see answered through your presentation are:

- What were your learning objectives, and what was your rationale for choosing these?
- What did you end up actually learning?
- What aha! moments did you have during your upskilling?

- How did your beliefs and perceptions of the usefulness of Gen-AI for coding change?
- What did you learn about yourself in the context of focused, on-the-job learning?

Have a question we haven't answered?

Ask us in the { **communication_channel** } 😊

Authorship: This [Toolkit](#) was created by the Developer Success Lab, a team of scientists & software developers that conducts empirical research that aims to both share developers' experiences, and provide models for human-centered software development. The research behind this Toolkit is from [The New Developer](#) project.

Our public-facing work on developer experience thrives when people share and support it!

Help to support our work by sharing our research, insights, and toolkits, available at [DevSuccessLab.com](https://devsuccesslab.com).

Have thanks or impact to share? Give us a shout-out on social media, or drop us a line at flow-research@pluralsight.com