




# STARTING SMALL TO **THINK BIG** WITH LEARNING SABBATICALS

# CONSIDER WAYS TO BREAK FOR LEARNING



When you hear sabbatical, you might be thinking of a month-long retreat. That's one option, but take a minute to think about other ways you could promote learning breaks:



- 2-3 Hours: Deep dive on a topic
- 2-3 Days: Weekend retreat
- 7 Days: Dedicated project week
- One Month: Extended project focus

Providing people growth pathways beyond their day-to-day work leads to 94% higher retention rates. (LinkedIn)



# START SMALL

Begin incorporating learning sabbaticals in small ways.

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- Block off 3 hours of uninterrupted learning time for a “Think Friday.”
  - Create no meeting days each week for deep work.
  - Implement monthly learning lunches
  - Designate quarterly personal development days that aren’t lumped in with vacation time.
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# LEVEL UP YOUR LEARNING



Build your sabbaticals into mini 2-3 day experiences. This could look like:

- Weekend retreats with specific learning objectives.
- Industry conference attendance.
- A 72-hour innovation challenge.
- Taking 2-3 days quarterly to synthesize your team's ideas and develop a new strategic direction.




# TEAM SABBATICALS

What would it look like to expand sabbaticals to a one-week learning break for your team?

- Follow Nike's lead with a "Well Being Week" to allow your team time to break away from their day-to-day without using vacation time.
- Identify internal challenges and dedicate a week to a learning sprint to bring new ideas.
- Hold an organizational retreat with a focused theme.

# FULL-SCALE INITIATIVES



To signal that learning is truly valued in your organization, consider a full-scale learning sabbatical program, such as:

- Month-long sabbaticals for long-tenured employees, similar to what Intel, Adobe, and Dropbox offer.
- Dedicated innovation quarters to solve strategic challenges.
- Rotational programs between departments.



# GETTING STARTED

Sabbaticals can help you start to take learning from a one-time event to a strategic part of your offerings. To get started:

- Get your first micro-sabbatical on the calendar.
- Identify one way you might promote one-day sabbaticals for your team.
- Create a system for your team to share knowledge and learning.

Visit [desklightlearning.com](https://desklightlearning.com) to see other ways you can unlock learning as a benefit at your organization.