

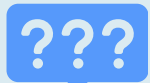
IMPROVEMENT *Burst*

Staff Development on a Budget



what is it?

A creative approach to **professional development** when funding is tight.



why it works?

Staff **want to grow**, but expensive training isn't always feasible. **Skill-sharing, microlearning, and mentorship** provide impactful learning experiences **without major costs**.

Reflection: Why this matters to you ?

Before exploring budget-friendly development options, consider:

- **What learning opportunities do my staff need most?** Are they looking for skill-building, leadership development, or cross-training?

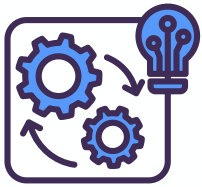
- **What has stopped me from implementing low-cost development strategies before?** Time constraints? Lack of a structured plan?

- **What will be different now?** How can I integrate small, meaningful learning opportunities into daily operations?



How to Use It Right Now ?

1. **Leverage Internal Expertise** – Pair staff for **peer learning** sessions.
2. **Use Free & Low-Cost Online Training** – Platforms like **Coursera, LinkedIn Learning, and nonprofit webinars** offer quality content.
3. **Host “Lunch & Learn” Sessions** – Have staff **rotate leading** mini-trainings.
4. **Encourage Microlearning** – Share **short videos, podcasts, and articles** that take minutes to absorb.
5. **Offer Leadership Development** – Assign **stretch projects** where staff take on new responsibilities.



Example in Action

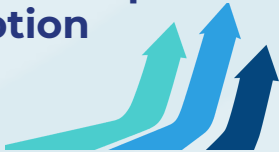
Instead of:

"We don't have training funds this year."

Try:

"We're launching a peer-learning series where staff can share expertise. What's a topic you'd love to learn or teach?"

Power-Up Option



Start a **mentorship program** where experienced staff coach newer team members.