



Reuters Institute for
the Study of Journalism

Leadership Development Programmes

Our Leadership Development programmes ensure that newsroom leaders face challenges and opportunities from a position of strength.

Our programmes offer participants a confidential and constructive setting to exchange actionable ideas and practical insights with colleagues and leadership experts from news organisations around the world.

2024 - 2025

Leading Newsroom Change

Programme at a glance

Leading Newsroom Change is our **two-day course** for senior media professionals focused on **organisational and strategic challenges** faced by news organisations.

Programme description

The course focuses on discussions and presentations by industry experts specialising in organisational transformation, audience development, and business models. It's an opportunity for participants to step back from day-to-day operations, share experiences off-the-record with colleagues from other news organisations, expand their professional networks, and develop strategies for their own organisations.

We cover topics including:

- Key digital transformation considerations for news media
- Digital news consumption trends, including our [Digital News Report](#)
- Innovations in audience engagement and product development
- Culture change in news organisations
- Diversity, inclusion and representation
- Generative AI and its implications for journalism
- How to motivate your teams and guide them through change
- Business sustainability

Participants benefit from the input and expertise of their fellow attendees through structured group discussions and interactive sessions. The collaborative and interactive nature of the programme helps participants build a network of peers they can turn to for advice long after the course ends.



Leading Newsroom Change

Who is the course for?

The course is for editors and senior managers with 10+ years of newsroom management experience interested in developing strategies for how to lead their teams through change.

Previous participants have come from organisations including AFP, the BBC, El Pais, Süddeutsche Zeitung, Mediahuis, the Financial Times, Rest of World, Dagens Nyheter, DPG Media, The Straits Times, Politiken, The Bureau of Investigative Journalism, and many others.

Cost and registration

In-person course: £2,500 per participant. This includes two evening dinners in Oxford University colleges and two lunches. Accommodation and travel are not included.

Location: The Reuters Institute for the Study of Journalism, University of Oxford, 13 Norham Gardens, Oxford, OX2 6PS

Registration: For more information and to register please email priscille.biehlmann@politics.ox.ac.uk with a short bio detailing your experience.

“ What previous participants say:

“The course cultivated such a vibrant 'community of practice'. It not only nourished our professional souls and growth in the moment but also laid a lasting foundation for all attendees.” - *Karlijn Goossen, Deputy Editor in-Chief, EO (Dutch public broadcaster)*

“An inspiring few days that generated a huge number of ideas for me to concentrate on.” - *Jennie Matthew, Head of the English Europe/Africa Desk, AFP*



Essentials Skills for Newsroom Managers

Programme at a glance

Essentials Skills for Newsroom Managers is our **one-and-a-half-day course** on the fundamentals of newsroom leadership, with a specific focus on **people management**.

Programme description

This course will help participants to develop their people management skills, both in terms of managing direct reports and managing up, create strategies to navigate change and promote effective communication within their teams, and build their professional network.

Participants will learn practical insights on:

- The market forces shaping the news industry and how this affects changes in the newsroom
- Fostering healthy team dynamics and wellbeing
- Having difficult conversations and providing effective feedback
- Defining your leadership style

Participants also benefit from the input and expertise of their fellow attendees through structured group discussions and interactive sessions. The collaborative and interactive nature of the programme helps participants build a network of peers they can turn to for advice long after the course ends.



Essentials Skills for Newsroom Managers

Who is the course for?

- New and junior newsroom leaders who are looking to develop their management skills
- Aspiring leaders about to step into a role where they will manage a team
- Established leaders who want to refresh and solidify their approaches to team management

Previous participants have come from organisations including AFP, the Wall Street Journal, Mediahuis, The Financial Times, ZEIT, the BBC, DPG, Reuters, OCCRP, and many others.

Cost and registration

In-person course: £1500 including lunch and a dinner at an Oxford University college (travel and accommodation not included)

Location: Reuters Institute for the Study of Journalism, University of Oxford, 13 Norham Gardens, Oxford, OX2 6PS

Registration: For more information and to register please email priscille.biehlmann@politics.ox.ac.uk

“ What previous participants say:

"It has been so useful to take a step back and have time to think about how my team works and how I can better manage them."

- *George Lindsay-Watson, Deputy Engagement and Innovation Editor, The Times and Sunday Times, UK*

"I really enjoyed the “leading with your legacy” part of the course. I hope it helps me find my purpose in the future. I also learned a lot about feedback culture, and I hope that helps me become a better leader.” - *Hannes Sude, Senior Manager, Sky Sports Planning, Germany*

