

*Are you a **one-person L&D** “team”?*
Here's your survival kit



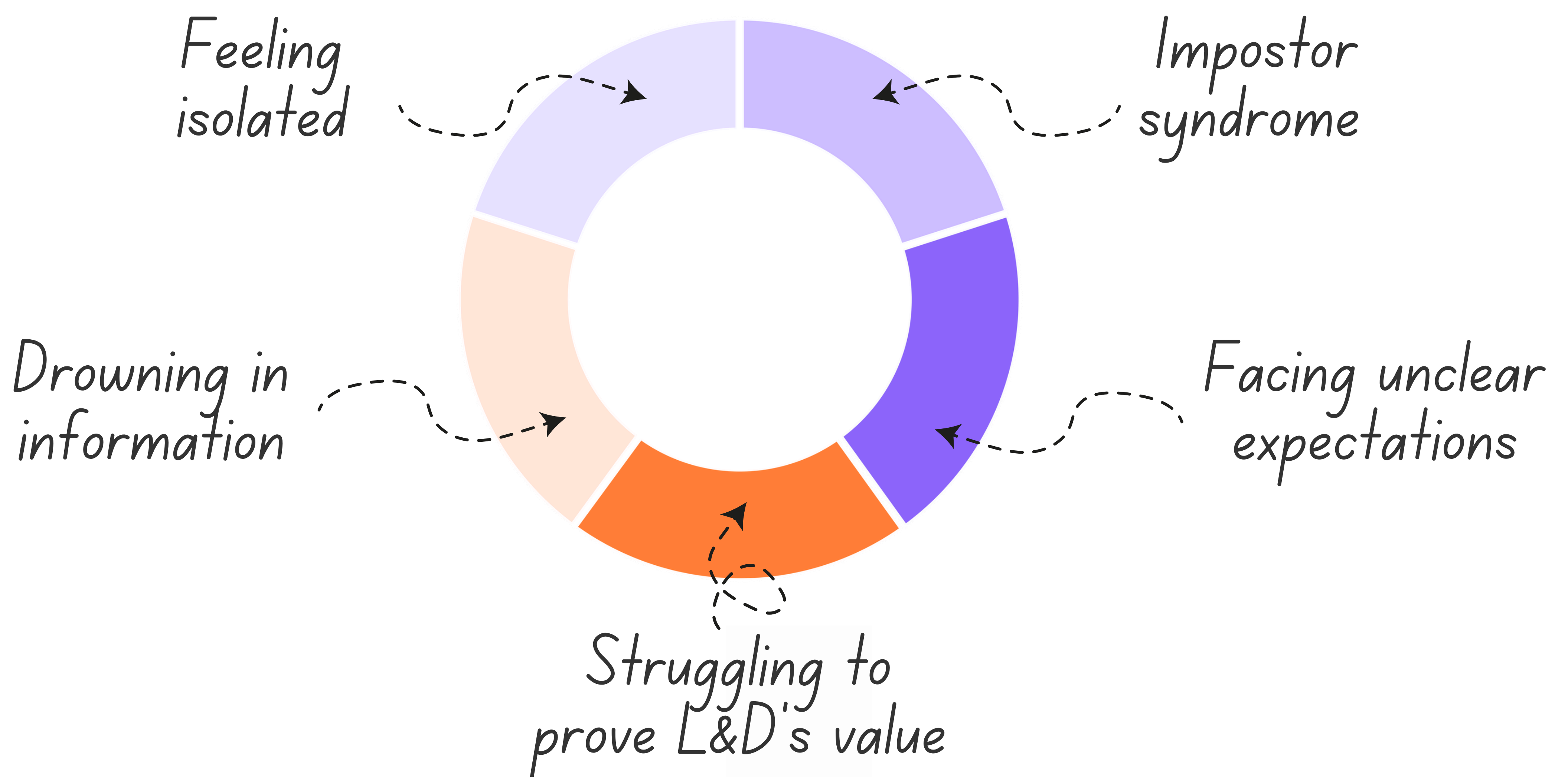
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a bit of context

You are actually not alone.

The challenges every one-person L&D “team”



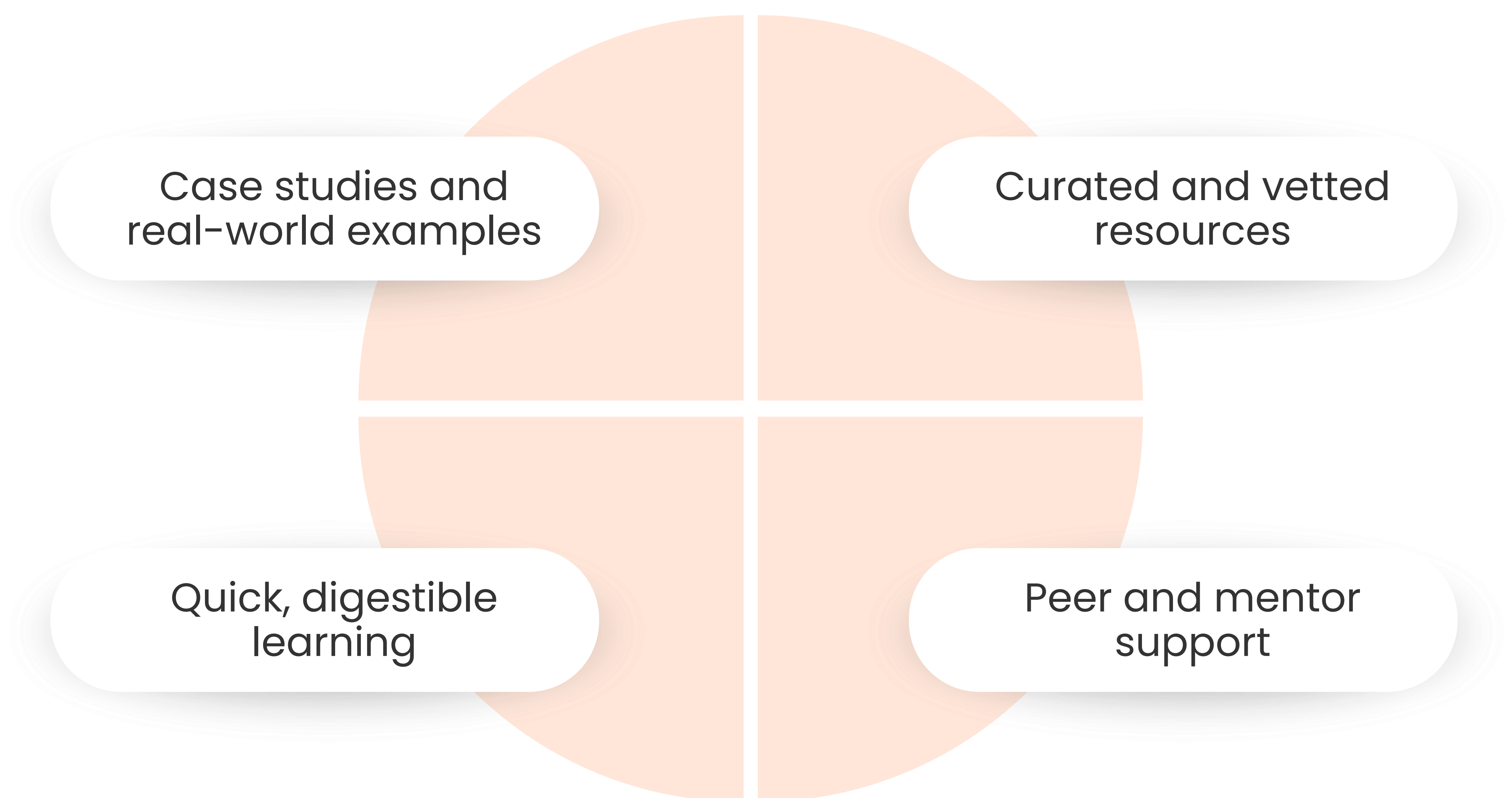
- **Feeling isolated:** Being the only one who speaks "L&D" can be lonely. Without someone to bounce ideas off, decisions take longer, and it's easy to get stuck overthinking every little detail.
- **Drowning in information:** There's a lot of content out there, but finding what's relevant can be overwhelming—especially when time is limited.
- **Impostor syndrome hits hard:** It's natural to second-guess yourself, particularly early on. Without direct support or past L&D experience, imposter syndrome tends to linger.
- **Facing unclear expectations:** As a solo L&D pro, you're often handed a role without clear boundaries. From onboarding to leadership training, figuring out where to start or what's most important can be overwhelming.
- **Struggling to prove L&D's value:** Demonstrating how learning drives business results can feel like an uphill battle—especially without a team to share the load.

The main priorities of one-person L&D “teams”?

Making managers awesome	In a growing company, managers are key to scaling culture. You’re helping them lead teams, solve real-time challenges, and create an environment where people thrive—even when resources are tight.
Nailing the onboarding experience	You’re building onboarding from scratch, ensuring new hires feel part of the team from day one, while juggling a hundred other priorities. It's about getting them up to speed fast, without the corporate playbook.
Supporting career development	In start-ups & scale-ups, career paths aren’t always clear-cut. You’re helping employees carve their own journeys, giving them the tools to grow and adapt as the company evolves.
Scaling learning like a pro (with & without tech)	With limited tools and time, you’re figuring out how to deliver impactful learning experiences to a fast-growing team, whether through tech or some good old-fashioned creativity.
Managing learning budgets & stipends	Stretching every cent to make sure the learning budget goes as far as possible. You’re managing stipends that might be the only formal learning support your employees get—and making it count.
Wearing all the hats	Whether it’s supporting performance management, driving culture initiatives, rolling out compliance training, or coordinating internal communications—you’re the go-to for anything remotely connected to learning and development. When something needs to be built or improved, it’s usually on your plate. It’s about juggling the wide range of responsibilities that come with being the one-person L&D department, all while keeping an eye on the big picture.

What are one-person L&D “teams” looking for?

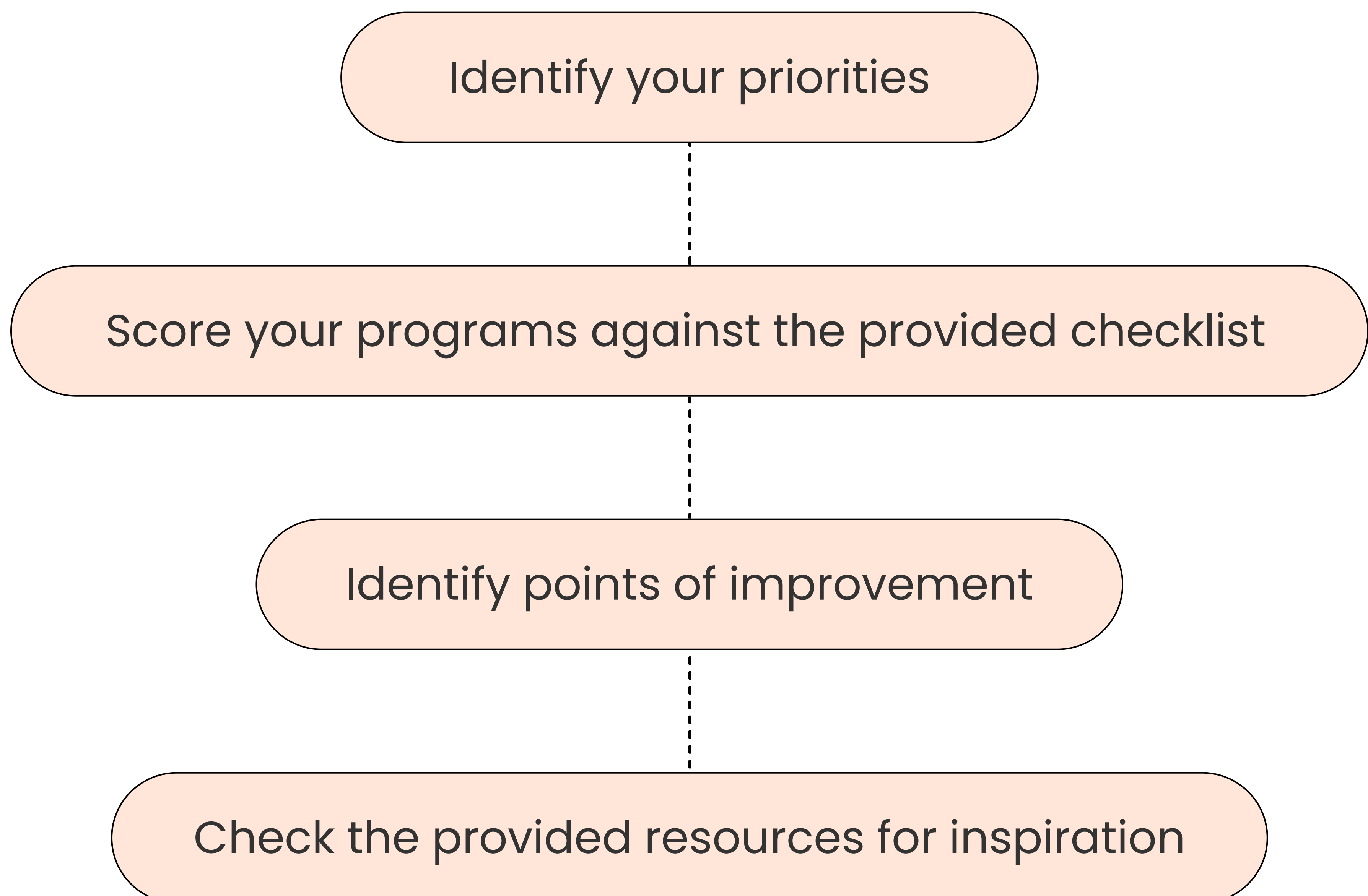
With limited time to explore the theory and a constant stream of competing priorities, one-person L&D teams are searching for practical, time-saving solutions. They need real-world examples, vetted resources they can trust, and quick, digestible learning that helps them make an impact fast—along with peer support to fill the gap of having no internal team to brainstorm with.





your survival kit

How to navigate this survival kit



Making managers awesome

In a growing company, managers are key to scaling culture. You’re helping them lead teams, solve real-time challenges, and create an environment where people thrive—even when resources are tight.

Question	Your Score
Have you run research to understand your people manager’s main blockers in performing their role?	
Have you identified the specific skills managers need to lead effectively in your company?	
Do you have a clear and accessible framework for new managers transitioning into leadership roles?	
Do you have a mechanism to measure the performance of people managers in your company? (e.g. score cards, questions in your engagement survey, regular 360 feedback)	
Do you have clear documentation on different people processes your people managers can refer back to when in need? (e.g. performance management, onboarding, hiring)	
Are you providing opportunities for managers to learn from each other (e.g., peer groups)?	
Are you providing people managers with opportunities to reflect and grow their skills? (e.g. internal or external workshops, coaching & mentoring programs)	
Do you have clear communication channels set up so that people managers can learn about and share company strategy, goals, and projects? (e.g. All Hands, team meetings, newsletters)	

Resources to get you started

[How to create a successful leadership development program](#)

[How can leaders foster learning autonomy in their teams?](#)

[Are you seeing these 4 signs? Your managers might be struggling](#)

[Zero-cost leadership development ideas](#)

[The Manager's Handbook](#)

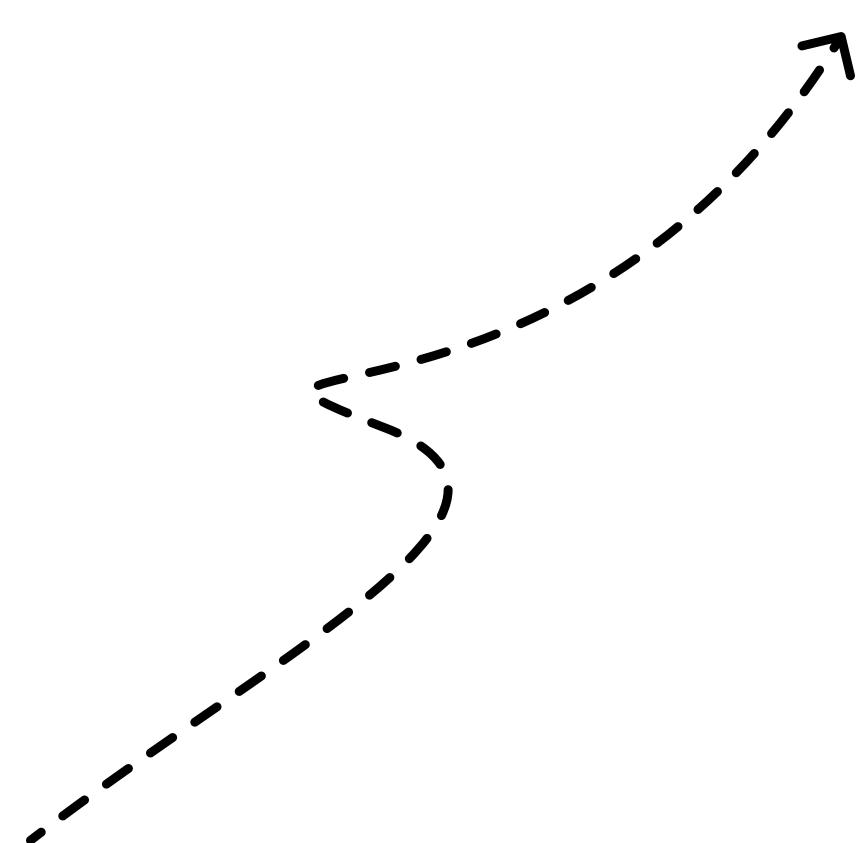
[Leadership Impact Assessment](#)

[The Great Manager's Playbook](#)

[Manager Standards](#)

[Empowering Leaders at Whereby.](#)

[The Taxfix Leadership Development Program](#)



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Nailing the onboarding experience

You're building onboarding from scratch, ensuring new hires feel part of the team from day one, while juggling a hundred other priorities. It's about getting them up to speed fast, without the corporate playbook.

Question	Your Score
Do you have regular check-ins (e.g. interviews, feedback forms) with new hires to assess their experience and gather feedback?	
Do you have clear KPIs to measure your onboarding program's success? (e.g. NPS, time to productivity/ role)	
Have you set up a pre-onboarding experience?	
Do you have clear guidelines & documents for people managers to onboard new team members?	
Do you have a structured onboarding process in place for all new hires?	
Do you have a one-stop shop for new colleagues to check in their first days at the company?	
Are you offering resources that help new hires connect with the company culture?	
Are you offering resources that help new hires connect with your company products/ services?	

Resources to get you started

[Onboarding_@WeTransfer](#)

[Onboarding_@Buffer](#)

[Onboarding_@GitLab](#)

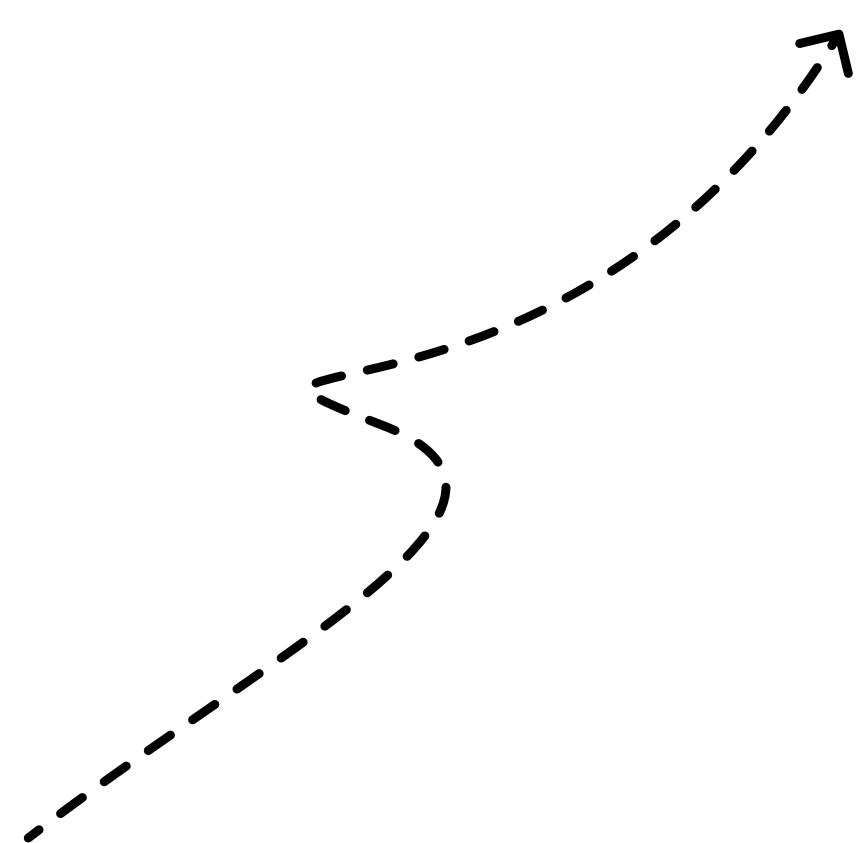
[Employee Onboarding at Startups Is Broken – Here's How to Fix It](#)

[The only onboarding timeline you'll ever need](#)

[Remote onboarding survey template](#)

[A founder's guide to onboarding new hires](#)

[15 ways to measure onboarding success](#)



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Supporting career development

In start-ups & scale-ups, career paths aren't always clear-cut. You're helping employees carve their own journeys, giving them the tools to grow and adapt as the company evolves.

Question	Your Score
Is your company growing fast or churning employees enough for career development to be your priority?	
Do you have KPIs set up to measure career development in your organization? (e.g. time-to-promotion, number of promotions, internal transfers)	
Are career development opportunities linked to other people processes in your company? (e.g. performance, promotions, compensation)	
Are your colleagues encouraged to talk about their careers through your current processes? (e.g. 1:1s with their managers, career conversations with your people department)	
Are you empowering your colleagues to take care of their own development? (e.g. clear career pathways, individual development plans, individual stipends)	
Are you promoting success career development stories from within your organization?	

Resources to get you started

[The Ultimate Guide: Implementing An Individual Development Plan](#)

[Squiggly & Stay: A career development playbook](#)

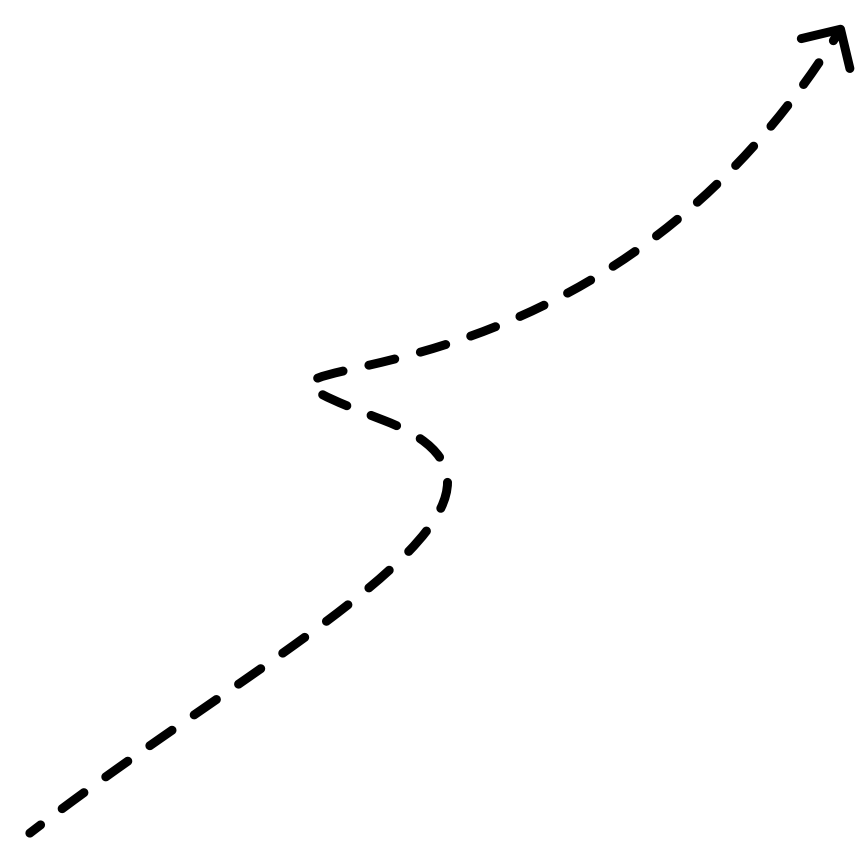
[Career framework inspiration from the world's best companies](#)

[I've Got a Career Framework Template—Now What?](#)

[What Stops Employees from Applying for Internal Roles](#)

[Practical Tips for Making Career Progression Everyone's Responsibility.](#)

[A weekly career planning course for positive impact](#)



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Scaling learning like a pro (with & without tech)

With limited tools and time, you're figuring out how to deliver impactful learning experiences to a fast-growing team, whether through tech or some good old-fashioned creativity.

Question	Your Score
Are you offering individual & team learning stipends?	
Are you encouraging internal knowledge sharing (e.g. clear documentation processes, internal trainers community)	
Is your tech stack supporting employee knowledge sharing?	
Do you have a mentoring program or reversed-mentoring program that supports knowledge sharing across the organization?	
Are you measuring the success of your learning initiatives for career development, employee retention, and performance improvement?	
Is your focus meant to grow organization-wide skills & behaviors? (e.g. feedback culture, self-directed learning, digital transformations, company strategy & products)	

Resources to get you started

[How to create an internal trainers community.](#)

[The ultimate LMS acquisition & implementation plan](#)

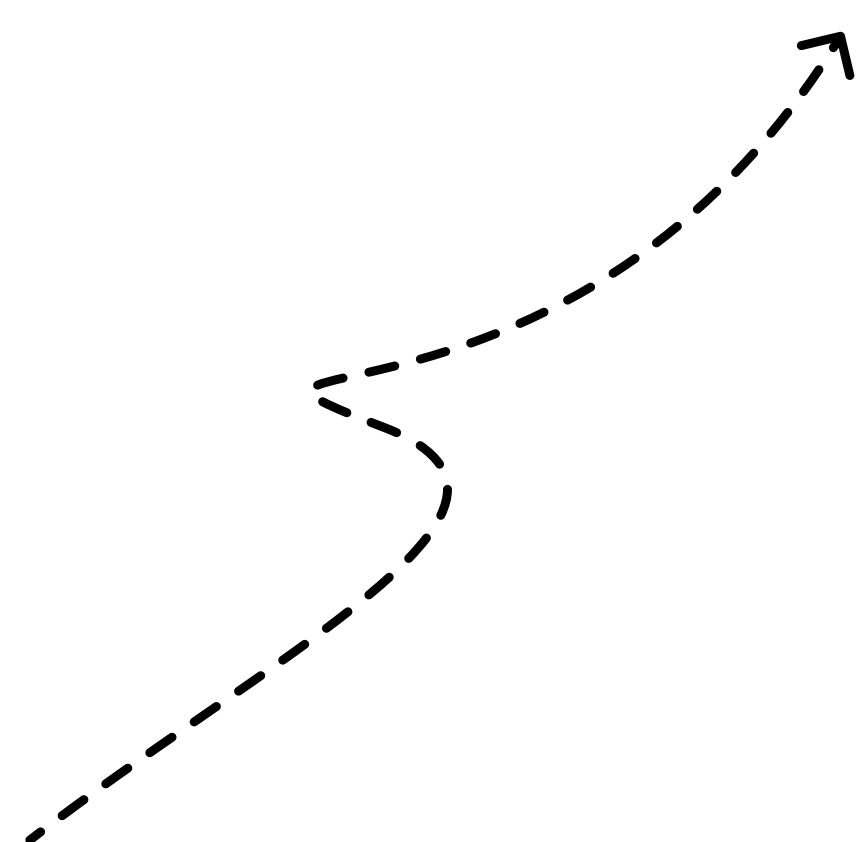
[The Ultimate Guide: Running A Mentorship Program](#)

[Mentoring at GitLab](#)

[Buffer's Engineering Mentorship Program](#)

[How to Get the Most out of Peer Support Groups](#)

[Building a knowledge sharing loop for Customer Success](#)



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Managing learning budgets & stipends

Stretching every cent to make sure the learning budget goes as far as possible. You're managing stipends that might be the only formal learning support your employees get—and making it count.

Question

Your Score

Are you offering individual & team learning stipends?

Is there a simple process in place for employees to request and use their learning stipends?

Are you tracking individual & team learning stipend spending?

Do you have a central budget for company-wide needs?

Is your budgeting process agile enough to accommodate ever-changing needs?

Are you prioritizing high-impact learning initiatives when allocating your budget?

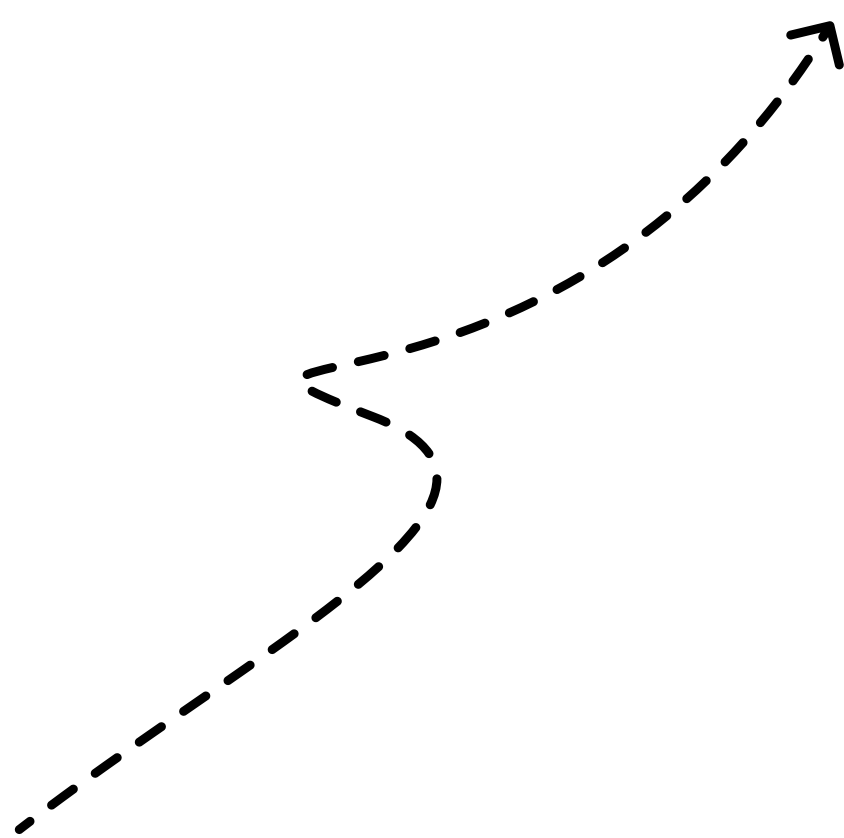
Do you have a clear breakdown of your learning budget, including fixed and flexible costs?

Resources to get you started

[Managing Learning Stipends: The Ultimate Guide](#)

[5 Things to Consider When Setting a Personal Learning Budget](#)

[How to Build Your L&D Budget \(Plus Free Template\)](#)



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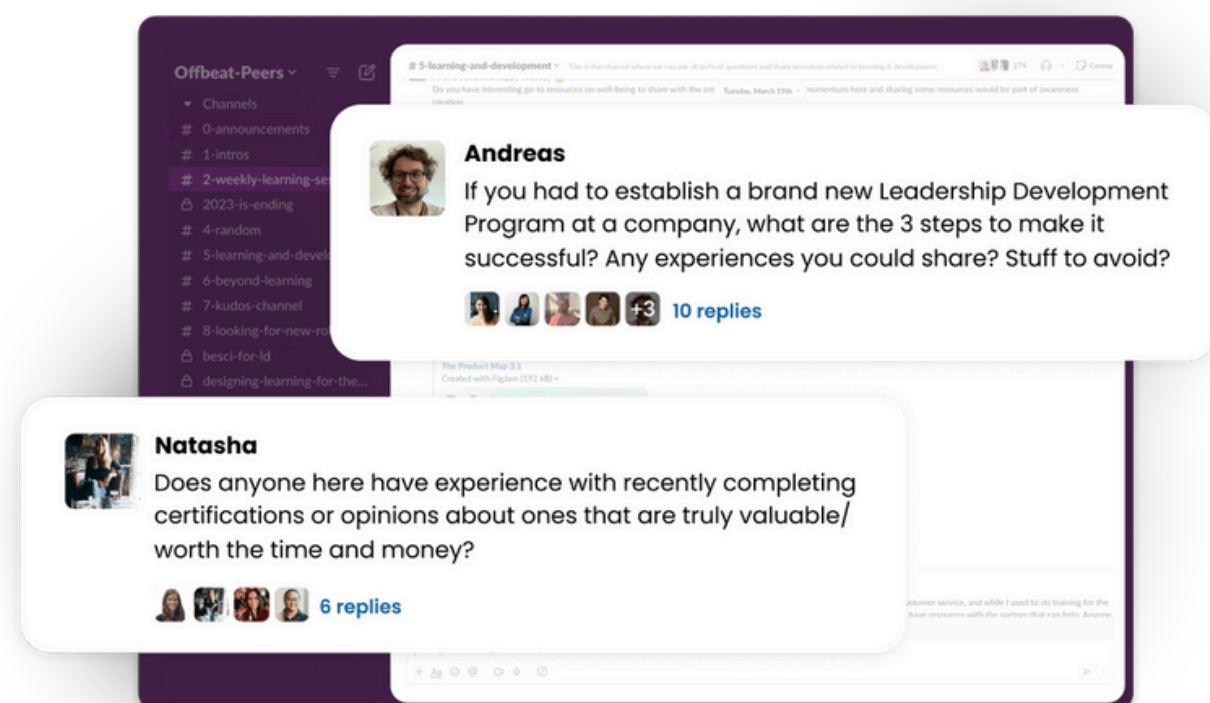


Your ultimate companion

The Offbeat Fellowship

What you get as an Offbeat fellow

A network of L&D peers to support you



Join monthly sessions, get inspired and grow



Get access to +50 L&D case studies



As a fellow you also gain access to:

High-quality curated resources

Guides for Leadership Development and Needs Analysis processes

1:1 needs analysis discussion with the Offbeat Team

Facilitated mastermind sessions every second month

Free NextArrow workshops to boost your power skills

Special price for our Offbeat Fest conference

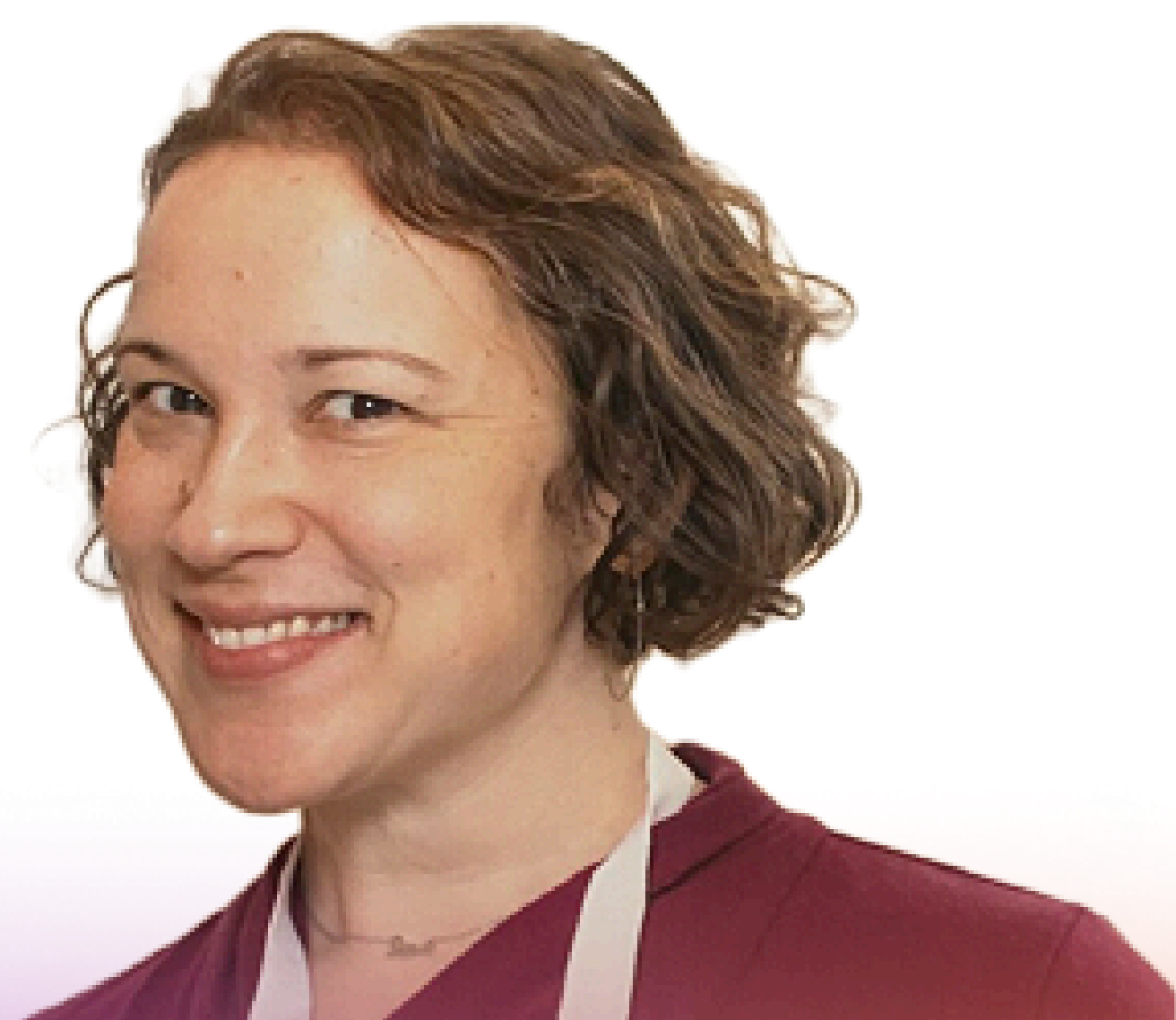
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What our fellows say



I benefit massively from the Offbeat community. I was a solo L&D professional and this community gave me the validation that what I was designing and wanting to implement was on a good track. The knowledge sharing is just beautiful and a good example on how we can learn from peers.

Cátia Fernandes, Clinical Psychologist, Experience Designer, Facilitator



The support from this community has set the highest of bars for all other L&D groups I'm in (I'm completely biased). I know I can come to this community and ask anything (seriously, all the things!) and will always get a reply or resources and it helps me to feel connected to others.

Skye Suttie, Senior Manager Organizational & Learning Development

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Find a network that feels like a team. Get the support and feedback you've been missing, collaborate with peers, and work through challenges together in a space designed just for L&D professionals.

[Check out the Offbeat Fellowship →](#)