

Newsroom culture

– How the pandemic helped us make the newsroom more powerful

Anna Åberg
Managing Editor

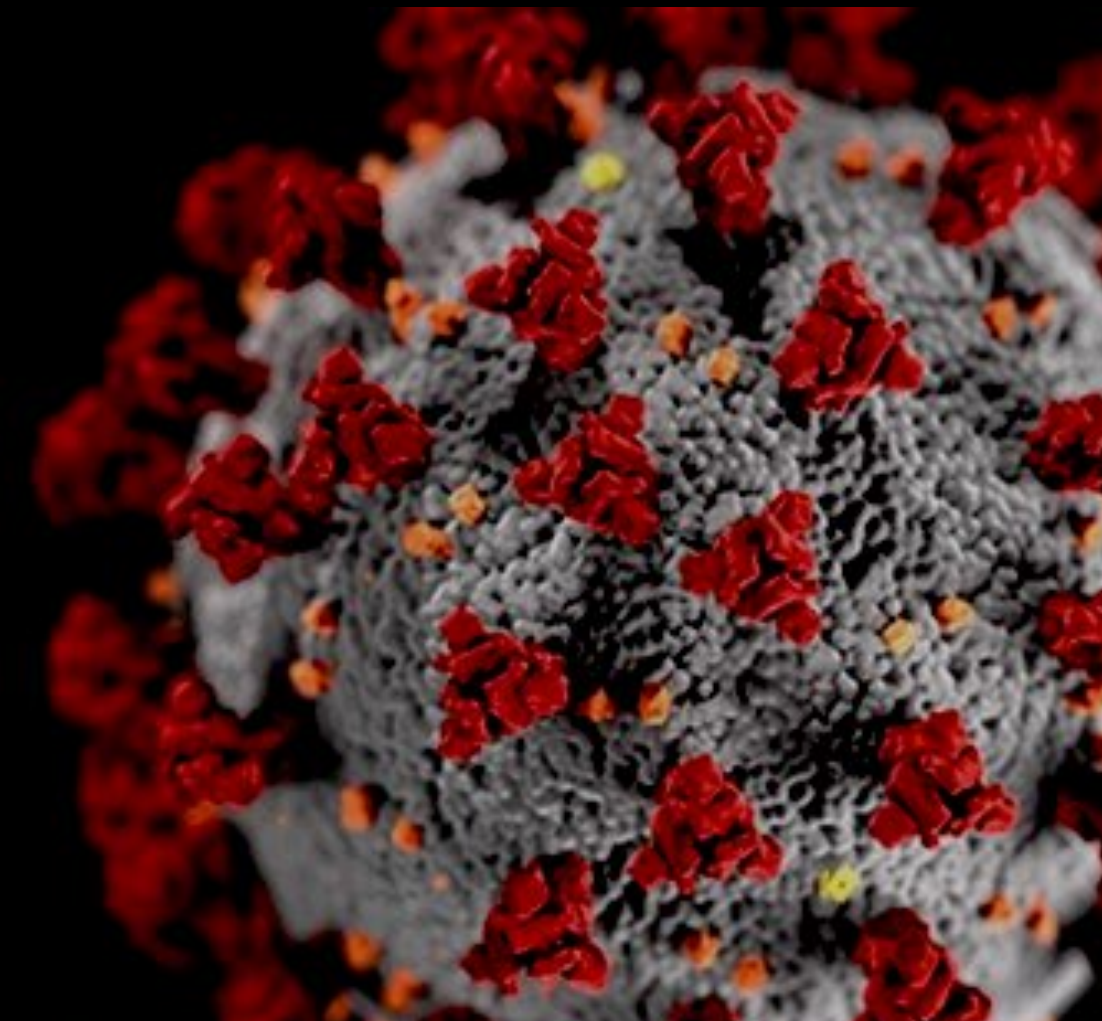
**DAGENS
NYHETER.**



Changing culture takes time

But look for opportunities that will speed things up

The early months



Smooth transition

- All communication in Slack, clear structure for channels (open channel policy), etc
- Using google meet, more meetings than usual (also social "gatherings")
- Teams working very well together, supporting each other, actually **growing**

But then what happened?

Drifting apart

- Relations within teams thrived, but relations **between teams** was struggling.
- A sense of not belonging, not knowing what was going on, not being part of the whole.
- The tone in slack hardened, misunderstandings grew to become

Exhaustion

- People felt less creative, unhappy, unengaged and alone.
- The managers were getting exhausted trying to communicate with everyone.
- Lack of safe space for discussions, sharing different perspectives.

What we did

Belonging

- Two meetings/week open to everyone, one business focus, one editorial focus.
- Ask questions about anything (raise your hand or send anonymously to trade union representative).
- Addressing problems/criticism, and celebrating success.

One newsroom, one culture

- Respectful, friendly, empathic. Learning from each other, promote diversity in perspectives & inclusion - **showing by doing.**
- Putting together small teams, reporters from different parts of the newsroom.
- Focus on the good examples of

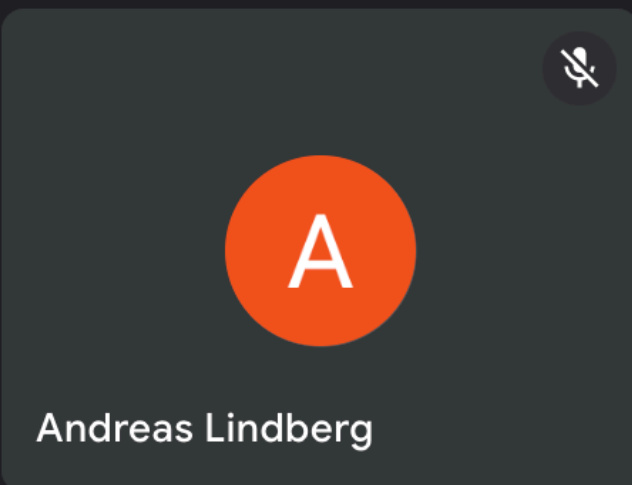
REC



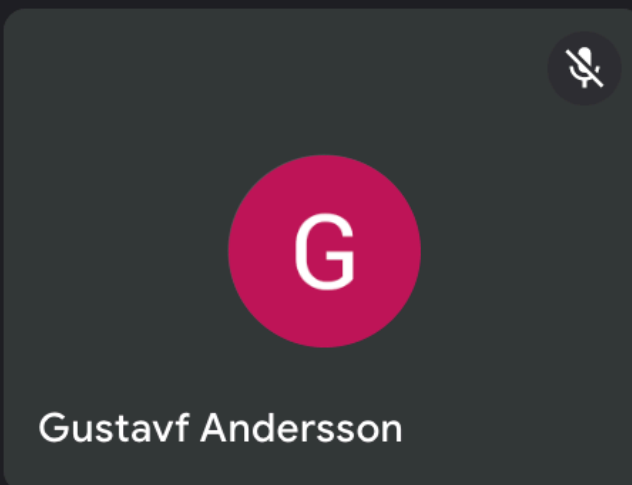
Matilda Hanson



Johan Furusjö



Andreas Lindberg



Gustavf Andersson



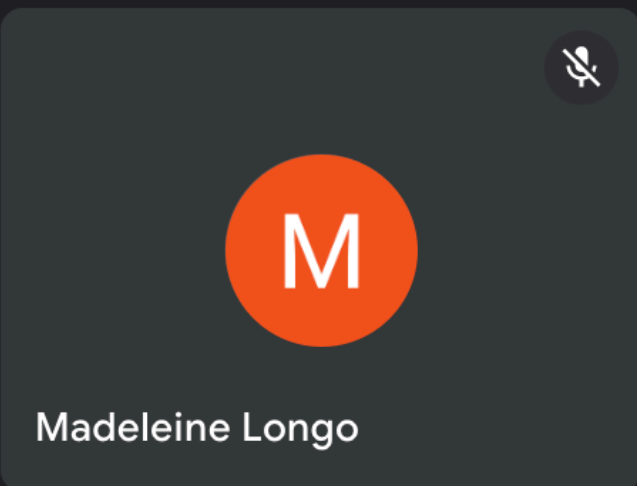
Linus Larsson



Ida Öhrmalm



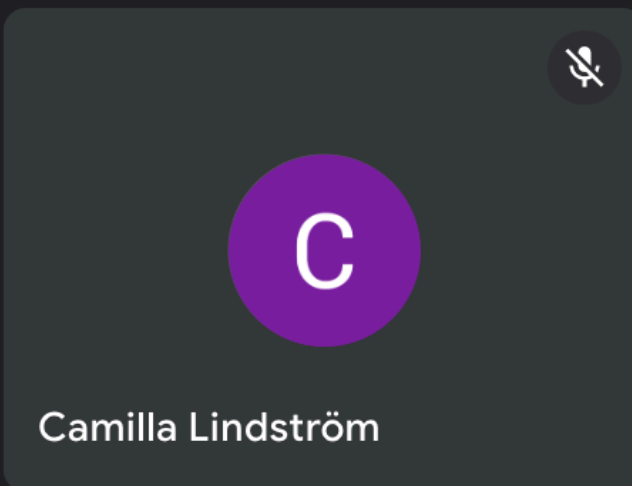
Mikael Holmström



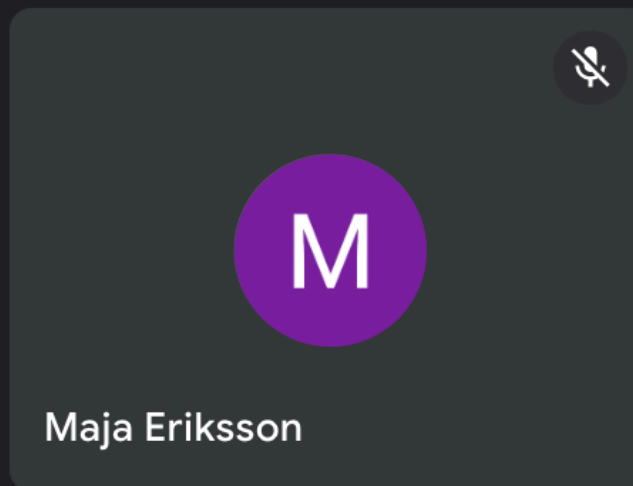
Madeleine Longo



Patrik Lundberg



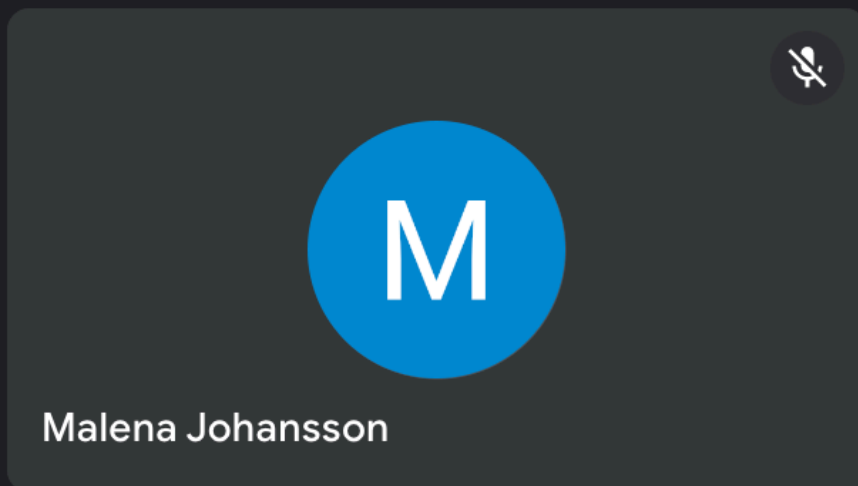
Camilla Lindström



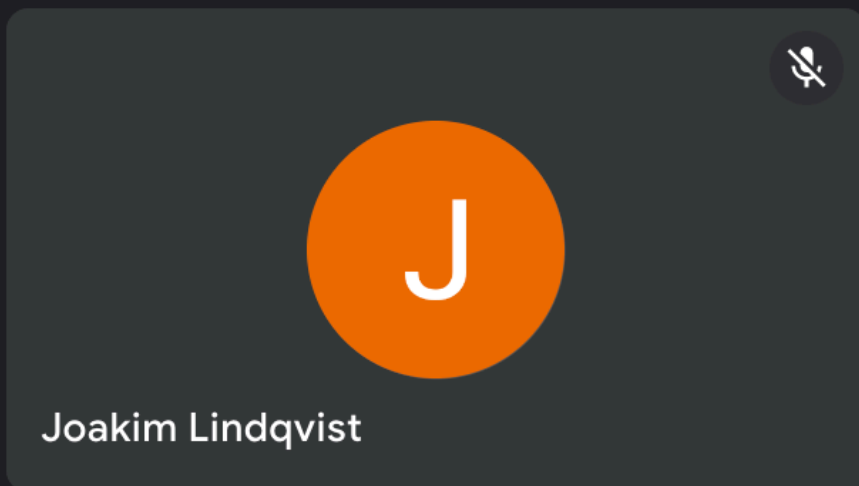
Maja Eriksson



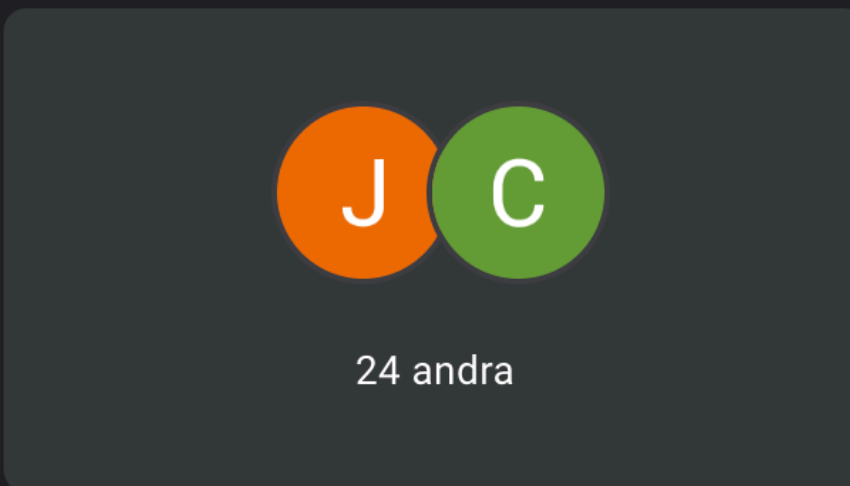
Kristoffer Örstadius



Malena Johansson



Joakim Lindqvist



24 andra



Du

Stormöte: journalistik inriktning



39



Focus on managers/ editors

- Reorganizing, adding a few editors.
- New project, **”close editorship”**: seminars, coaching, hubs for sharing/support, etc.
- Focus on wellbeing, balance between work/personal life building trust

All the small things

- Chairs, desks and computer screens.
- Deliveries of flowers, bread, easter chocolates.
- Walks, lunch outside.
- Online weekly yoga classes.



What it led to

Hybrid working - best of both

- A more modern, sustainable take on the work in a newsroom.
- Better balance between work and personal life - trusting each other.
- Top management very accessible, flat organizational structure

February 24, 2022



DAGENS NYHETER.

FREDAG 25 FEBRUARI 2022 • SVERIGES STÖRSTA MORGONTIDNING • GRUNDAD 1864 • PRIS 47 KRONOR

KRIGET I UKRAINA

Många invånare i Kiev lämnade på torsdagen huvudstaden med tåg. Samtidigt ryckte de ryska styrkorna närmare.

Skräcken i Kiev

Bombanfall. De ryska styrkorna rycker fram - invånare flyr från huvudstaden
Världen går samman: President Vladimir Putins beslut om invasion väcker vrede
Michael Winiarski: Riskerar att bli det blodigaste kriget i Europa på flera generationer

Ledare 2, 4, Nyheter 6, 7, 8, 9, 30, 11, 12, 13, 14, 15, 16, 17, 18, 19, 40, Sport 32, 33, 34, 36, Kultur 1, 4, 5, 6, 7, 8



DAGENS NYHETER.

Anna Åberg

anna.aberg@bonniernews.se

Twitter: [annaaberg](https://twitter.com/annaaberg)