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KNOWMAN

Developing a Community of Practice (CoP)

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TECH

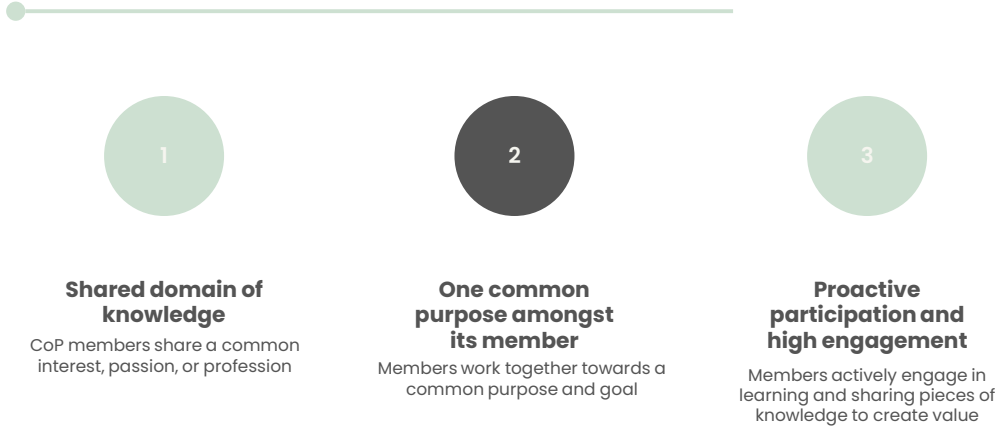


4EXPERIENCE



National University of Political Studies and Public Administration

Characteristics of a community of practice (CoP)



A community of practice (CoP) is a group of people with a shared interest or profession who learn from and with each other through regular interactions. CoPs provide a supportive environment where members can exchange ideas, share experiences, and develop their skills informally and collaboratively. They exist in various settings, including online forums and professional associations, and help members build relationships and advance their expertise.

Characteristics of a community of practice (CoP)

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Culture of diversity, respect, inclusion and trust

Showing a great level of support for inclusive ideas from various types of people

5

Encouraging divergent opinions and ideas

Members have diverse perspectives and experiences which prevents the community of falling into groupthink

6

Active focus on constant learning and development

By engaging into a CoP, both individual and collecting learning experiences are promoted through new information and knowledge



To foster the creation of communities of practice in KIBs, intentional efforts and strategies are required to establish an organizational culture that supports collaboration, teamwork, and knowledge sharing. Steps include setting clear goals, providing resources, encouraging leadership involvement, promoting continuous learning, and celebrating successes. By implementing these strategies, organizations can enhance knowledge management and drive innovation.

1. Establish a clear vision and goals: Align community objectives with the organization's vision.
2. Encourage collaboration and teamwork: Foster a culture that promotes teamwork and knowledge sharing through cross-functional teams and recognition of collaborative efforts.
3. Provide resources and support: Ensure employees have the necessary tools, funding, and technology for effective communication and collaboration..
4. Encourage leadership support: Encourage leaders to participate and serve as mentors, setting a culture of learning and improvement.
5. Foster a culture of continuous learning: Value employee knowledge, provide professional development opportunities, and encourage knowledge sharing.
6. Celebrate successes: Recognize the achievements of communities of practice to maintain momentum and support.

Building of a community of practice



Source: image by [fauxels](#) from [Pexels](#)

Define the domain

The first important step to build a community of practice is to establish a clear focus on a shared interest, passion, or profession.

Identify members

The second step to build a community of practice is to find individuals who have a shared interest and are willing to actively engage in the community.

Build a sense of belonging and community

The third step is to motivate members to interact regularly and participate in activities that help them build relationships and get to know each other.

Create a shared repertoire

The fourth step is to create and distribute resources, tools, and practices that are beneficial to the members in their specific field of interest.



Other steps can be considered during building a CoP:

- Identify and engage a leader or facilitator: Someone who can help guide the CoP and ensure that it stays on track.
- Establish ground rules and norms: Guidelines for communication and behavior within the CoP to ensure that all members feel safe and respected.
- Encourage participation and engagement: Keep the community active and thriving by regularly posting new content, initiating discussions, and sharing resources.
- Evaluate the CoP: Regularly evaluate the CoP to identify areas for improvement and ensure that the community is meeting its goals.
- Seek external support: Look for external support from experts, consultants, or other communities to provide valuable insights and help keep the community up-to-date with the latest trends and best practices.

Sources to find out more!

- Wegner, E. C. & Snyder, W. M. (2000, January 1). *Communities of Practice: The Organizational Frontier*. Harvard Business Review. <https://hbr.org/2000/01/communities-of-practice-the-organizational-frontier>
- Buckner, T. (2019, November 19). *Building a community of practice in 5 steps*. Opensource.com. <https://opensource.com/open-organization/20/2/building-community-practice-5-steps>
- Gonçalves. (2018, April 11). *Communities of Practice: Everything You Need To Know*. Adapt Methodology. <https://adaptmethodology.com/communities-of-practice/>

We recommend you to check these resources for additional information on KIBS and the race for knowledge.



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More about the project:
knowmanproject.eu

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