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organisational silos; enabling knowledge sharing and management; building better practice; helping to hire and retain staff; and making people happier.

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Clarify who the community is for.
Get those people together
regularly. Start by sharing stories.

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Create opportunities for learning, building trust, adding value, and supporting each other. See what works and turn up the good.

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Building successful communities of
practice within organisations

Communities of practice are vital
for any organisation that employs
people with specialist skills and

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2. Building Successful
Communities of Practice Discover
How Connecting People Makes
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emilywebber.co.uk /

tacitlondon.com. 3. “ ...groups of people who share a concern or a passion for something they do and learn how to do it better as they interact regularly. ” .

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~~Emily Webber—Building~~ Communities Of Practice

~~successful communities of
practice:~~

6 Steps to a Successful
Community Successful

communities share common
features: 1. They have a clear
purpose 2. They fit the culture of

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the organisation 3. They deliver real benefits to the community members 4. They have leaders 5. They agree ways of working amongst the community 6. Even if they operate mostly on-line, they use face-to-face meetings A Community of Practice needs to

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of Practice~~

Abstract and Figures Communities
of practice are groups of like-
minded, interacting people who
filter, amplify, invest and provide,
convene, build, and learn and

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facilitate to ensure more
effective...

~~(PDF) Building Communities of
Practice~~

Building Successful Communities
of Practice. Emily Webber.

Connecting with other people,

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Finding a sense of belonging and the need for support are natural human desires. Employees who don't feel supported at work don't stay around for long - or if they do, they quickly become unmotivated and unhappy. At a time when organisational

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structures are flattening and workforces are increasingly fluid, supporting and connecting people is more important than ever.

~~Building Successful Communities of Practice | Emily Webber ...~~

These stages are the following:

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Potential: In the early stages, although members of a community might be aware of their shared or similar situations,... **Coalescing:** At this stage, community members begin to interact and to focus on a common focus and common goals. **Maturing:** During this period, the ...

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~~Community of Practice – How Do~~

Although communities of practice continually evolve, it is possible to observe five stages of community development: potential, coalescing, maturing, stewardship and transformation. They typically

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start as loose networks that hold the potential of becoming more connected and thus a more important part of the organization.

~~Building Communities of Practice that work: a case study ...~~

In this practical workshop, Emily

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will share techniques for setting up and maintaining successful communities of practice.

Participants should come with an idea for a community of practice that they want to set up as they will be working through it as an example. Pairs and groups from

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the same organisation are
welcome.

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Communities of practice have

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many valuable benefits. They

include accelerating professional development; breaking down organisational silos; enabling knowledge sharing and management; building better practice; helping to hire and retain staff; and making people happier.

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Social group sizes, Dunbar's
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for tracking Kanban projects (that
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you call people resources? The
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lean, people and things
Summary Software engineering teams face increasing challenges in knowledge management and professional development. Communities of practice address these challenges by providing organizational learning and critical

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opportunities for technical professionals to build expertise and recognition in their roles.

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experience and research. It explains why connecting people through communities of practice supports accelerating professional development; breaking down organisational silos; enabling knowledge sharing and management; building better

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practice; helping to hire and retain staff, and making people happier.

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