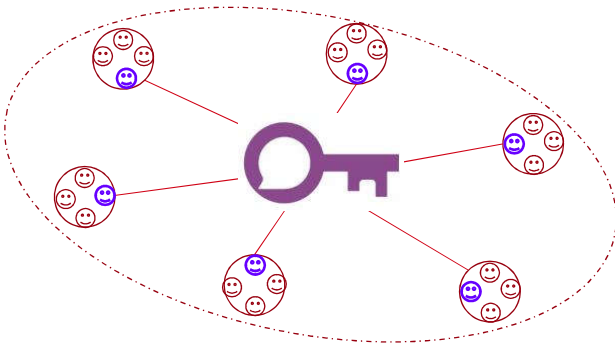


FFHS
 Fernfachhochschule Schweiz
 Zürich | Basel | Bern | Brig
Mitglied der SUPSI




The diagram shows a central purple key icon. Six red circles, each containing three smiley faces (two yellow, one blue), are arranged around the key. Red lines connect each circle to the key. The entire set is enclosed in a dashed red oval.

Network of CoPs

What keeps it going?

Marco Bettoni
 Netzwerktagung Schlüsselsituationen 2017 - Basel, 11.09.2017

CoP Definition *by Etienne Wenger*



Etienne Wenger

A Community of Practice is ...

... a group of people, who

- ❑ *share similar challenges*
- ❑ *interact regularly*
- ❑ *learn from and with each other*

improve their ability to address their challenges

Domain

Community

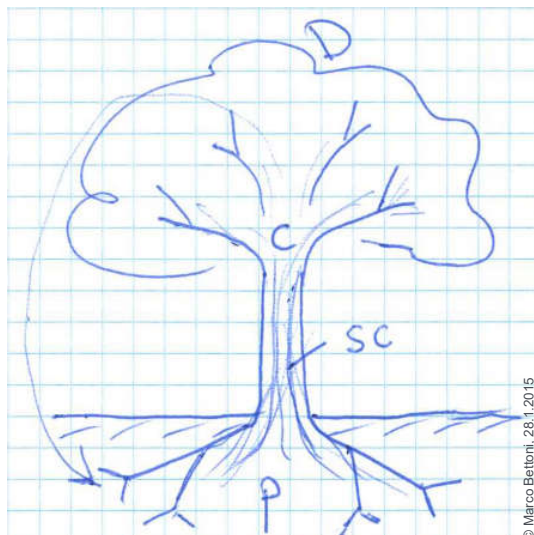
Practice

Social Theory of Learning:

"Learning is changing participation in the practices of one or more communities."

FFHS 11.02.2015 Lebensfähige CoP 2

CoP elements & drivers



© Marco Bettoni, 28.1.2015

D Domain
C Community
P Practice
SC Sense of Community

Situiertes Lernen & Community



Lernen als sozialer Prozess

- durch Einbindung in einer Community of Practice (Lave & Wenger, 1991)

"Partizipations-Perspektive,"

- Ergänzt "Aneignungs-Perspektive" (kognitiv)



Lernweg:

- Beitrag zu peripheren Praktiken
- Legitimierung als Mitglied der Community
- Steigende Kompetenz
- Grössere Legitimierung (soziale Akzeptanz)
- Bewegung zum Zentrum hin
- Identifikation mit der Community



Community Coordinator: Key functions



Domain

- identify important issues

Community

- plan and facilitate events (face to face, online)
- link members, foster their development

Practice

- help build tools and methods, best practices, lessons learned, etc.

Assess health, evaluate delivered value

- to members
- to organization

Manage boundaries to organization



Community Coordinator: What a Leader Does



Networking

- Serve as a knowledge broker: Help people find each other
- What are people interested in? What will motivate them to participate?

Organize events

Work with web site content manager(s)

Work with other community leaders

Communicate community activities



What keeps it going?



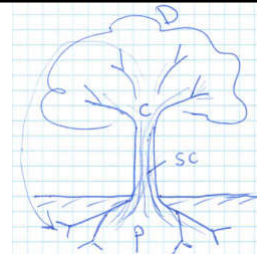
Community

- Domain that energizes a core group
- Skillful and reputable coordinator
- Involvement of experts
- Address details of practice
- Right rhythm and mix of activities

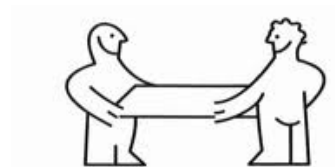
Organization

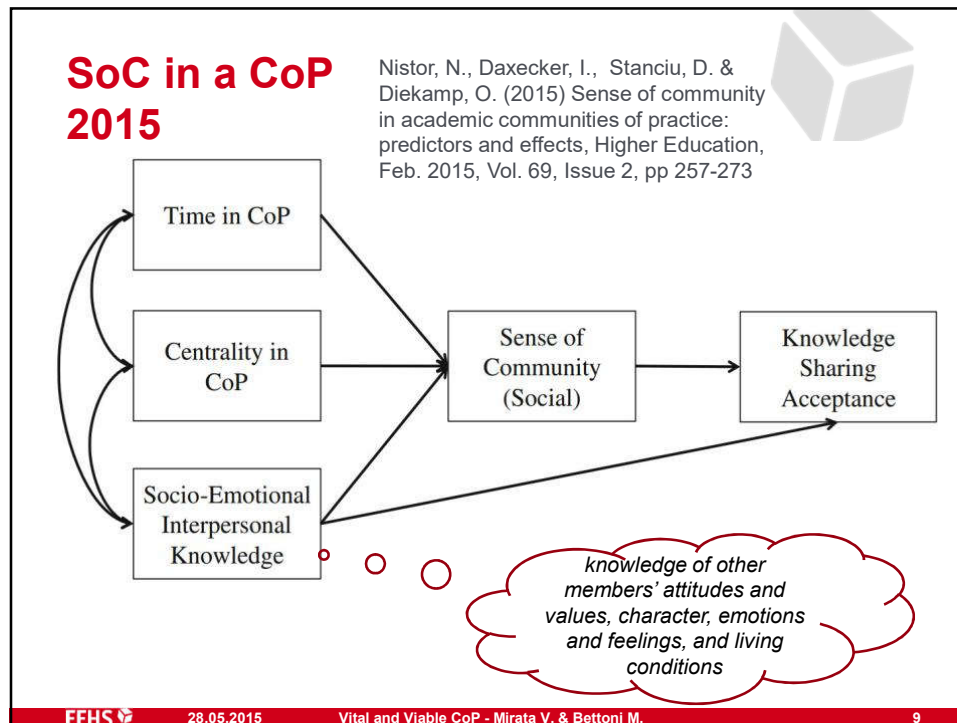
- Strategic relevance of domain
- Visible management sponsorship, but without micro-management
- Dance of formal and informal structures
- Adequate resources
- Consistent attitude

Sense of Community 1986



- The experience of community
- individual's perception, understanding, attitudes, feelings,
- relationship to the community and to others' participation
- *"a feeling that members have of belonging, a feeling that members matter to one another and to the group, and a shared faith that members' needs will be met through their commitment to be together."*
- McMillan & Chavis's (1986) theory : SC is composed of 4 elements
 1. **Membership**
 2. **Influence**
 3. **Integration and fulfillment of needs**
 4. **Shared emotional connection**





Conversation is more than communication – David Gurteen



www.gurteen.com

- ... we don't just exchange information
- ... people filter, interpret and elaborate ...
- ... Everyone does this differently.
- ... is not planned or scheduled ... it emerges spontaneously.
- ... Conversation is shaped by our moods
- ... And it's not just the words spoken that form the communication ...
- ... Conversation can inspire and motivate us ... can depress and turn us off.
- ... Conversations shape and mould our minds
- ... and thus our thinking and the decisions that we make.
- ... Conversation shapes our lives.

FFHS 11.02.2015 Lebensfähige CoP 10

Network of CoPs: Design

Three key issues

1. Distance: Connections and Visibility
2. Size: Knowing People
3. Affiliation: Priorities and Intellectual Property

Four key development activities

1. Achieve stakeholder alignment
2. Promote both local variations and global connections
3. Build a rhythm strong enough to maintain community visibility
4. Develop the private space of the community more systematically

