






Communities of practice

Models, principles, and paradoxes






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The community of practice
or communities of practice

Reflection on strategic value

from communities of practice

| | ... short-term? | ... long-term? |
|----------------------|-----------------|----------------|
| ... to members? | | |
| ... to organization? | | |

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Value creation stories

Community/date:

Member/role:

What meaningful activities did you participate in?

What specific insights did you gain? What access to useful information or material?

How did this influence your practice? What difference did it make to your performance? What did it enable that would not have happened otherwise?

How did this contribute to your personal/professional development?

How did this contribute to the goal of the organization? Qualitatively? Quantitatively?

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In your organization ...

Enablers

Challenges

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| Analysis of leadership roles | | | | |
|---|---|---|-------------------|----------|
| Role (circle any that applies) | | Type of member (circle any that applies) | | |
| Coordination | Event facilitation | Inquiry – learning agenda | Coordinator | Expert |
| Subgroup leadership | Networking | Expertise | Core member | Lurker |
| Institutional liaison | Boundary connections | Documentation – repository | Active member | Sponsor |
| Infrastructure | Generations – newcomers/alum's | Transactions – help desk | Peripheral member | Outsider |
| Purpose | Typical actions | Typical challenges | | |
| Why is this leadership role important? | What do/can/should they do? | What makes this task difficult? What warning/advice would you have? | | |
| | | | | |
| Gratification | Qualification | Support | | |
| What are the rewards of the task? Where can it lead? How to recognize it? | Who should do this? What personal qualities and skills are required? What kind of legitimacy? | What kind of support, encouragement, help do these keepers require? | | |
| | | | | |

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