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graph TD; A[Definition of a CoP?] --> B[Characteristics of a CoP?]; B --> C[How CoP functions?]; C --> D[Fundamentals of a CoP?]; D --> E[Value of a CoP?]; E --> F[Structure of a CoP?]; F --> G[Challenges faced by a CoP?];
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Definition of a CoP ?

Characteristics of a CoP?

How CoP functions?

Fundamentals of a CoP?

Value of a CoP?

Structure of a CoP?

Challenges faced by a CoP?

Knowledge

What are Communities of Practices?



A group of people who share a set of problems, or passion about a topic, and who deepen their knowledge and expertise in a given area, by self motivation interacting on an on-going basis

Wenger, E., McDermot, R., and Synder, W.M. (2002). "Cultivating communities of practice: a guide for managing knowledge."

What are Communities of Practices?






Communities of Practice: Building an Understanding

Jean Lave

Etienne Wenger

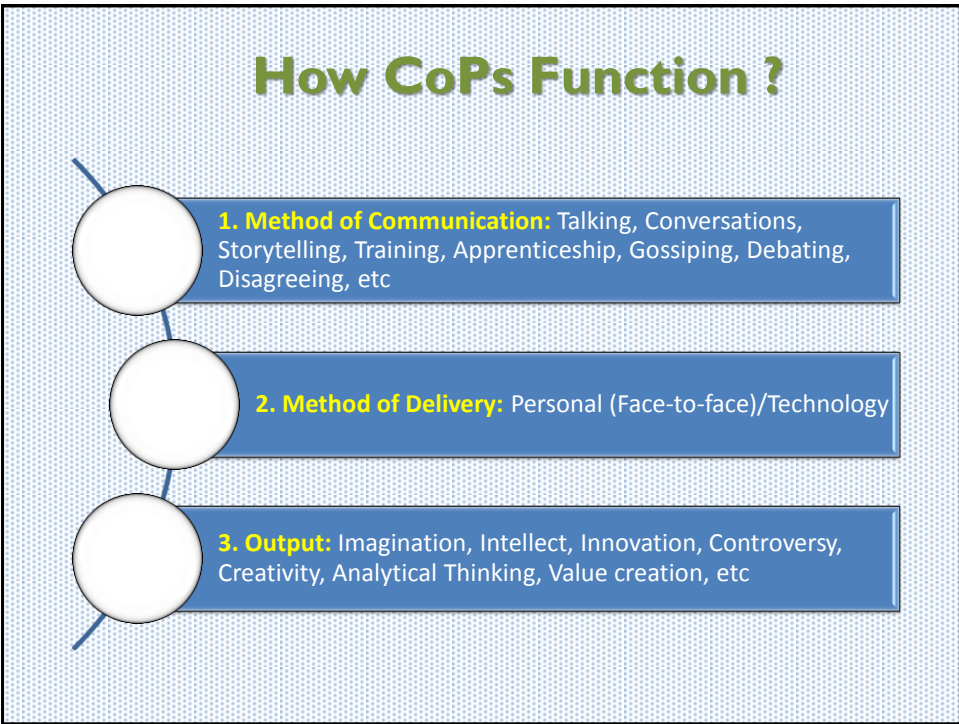


Characteristics of a CoP?

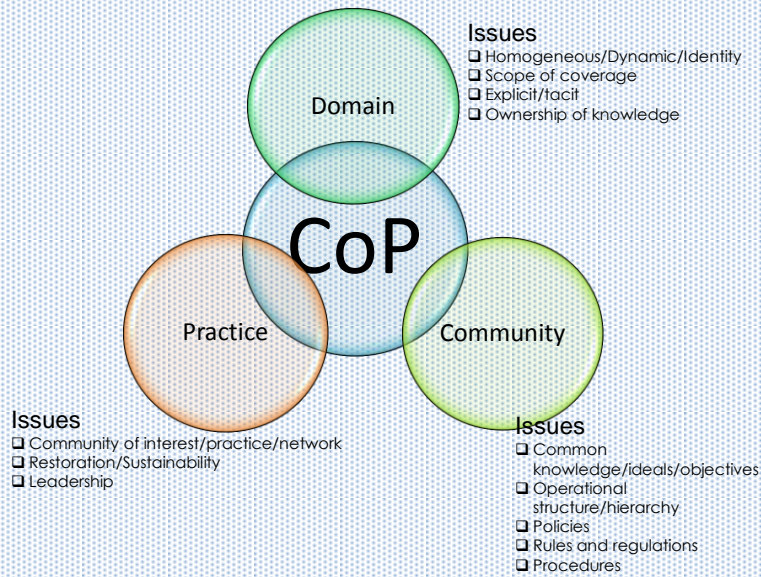
				
Groups of people with common interest/problems/issues/topics (basis of activities)	Localized/geographically dispersed	<p>Objective: Sharing of ideas/knowledge/experiences/interests for</p> <ul style="list-style-type: none">• common purpose• Solving problems• Networking• Self-development/professional development	Extended period of communication	Informal yet structured

CoP / Formal Work Group / Project Team / Informal Network				
	What is the purpose	Who belongs to it	Who holds it together	How long does it last
CoP	To develop members' capabilities To build & exchange knowledge A mechanism for professional development	Members who select themselves	Passion, commitment & identification with the group's expertise	As long as there is value in maintaining the CoP. Eg. Professional development of expertise and competences.
Formal Work Group	To deliver a product or service	Members who select themselves	Job requirements & common goals	Until the next re-organization
Project Team	To accomplish a specified task	Employees assigned by senior management	The project's milestones and goals	Until the project has been completed
Informal Network	To collect and pass on business information	Friends and business acquaintances	Mutual needs	As long as people have a reason to connect

Source : Larry Prussak – KM Conference (2008)



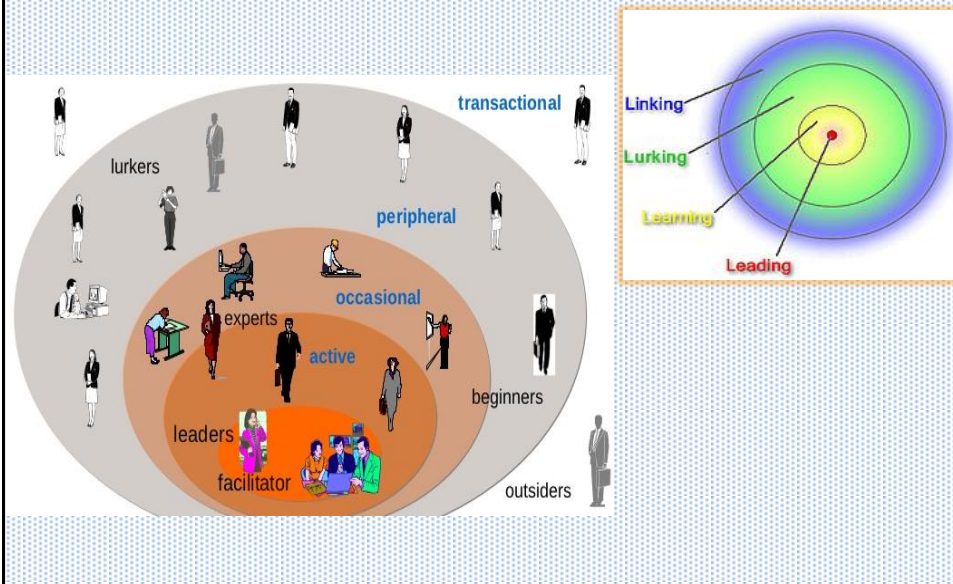
Fundamentals of a CoP?



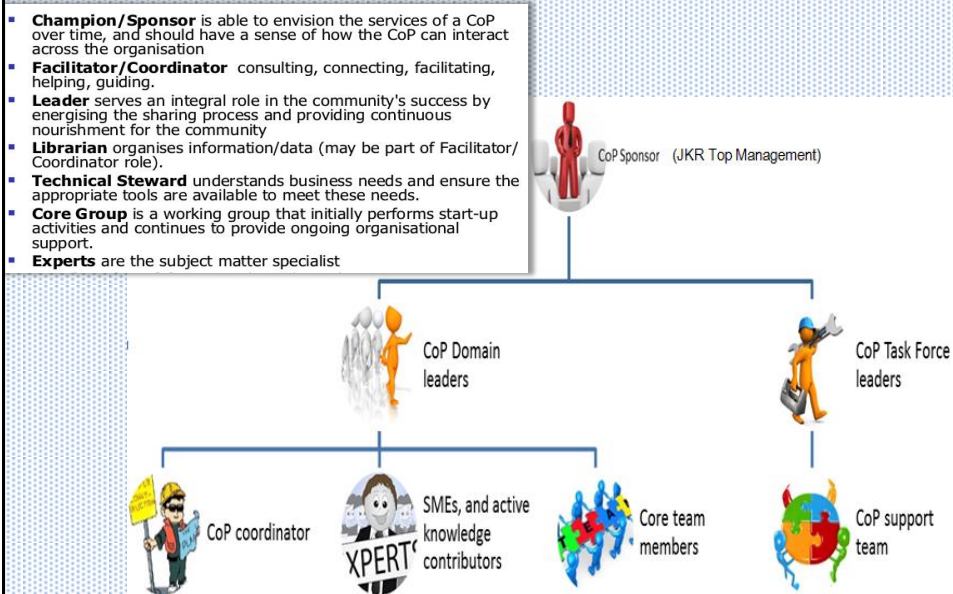
Value of a CoP ?

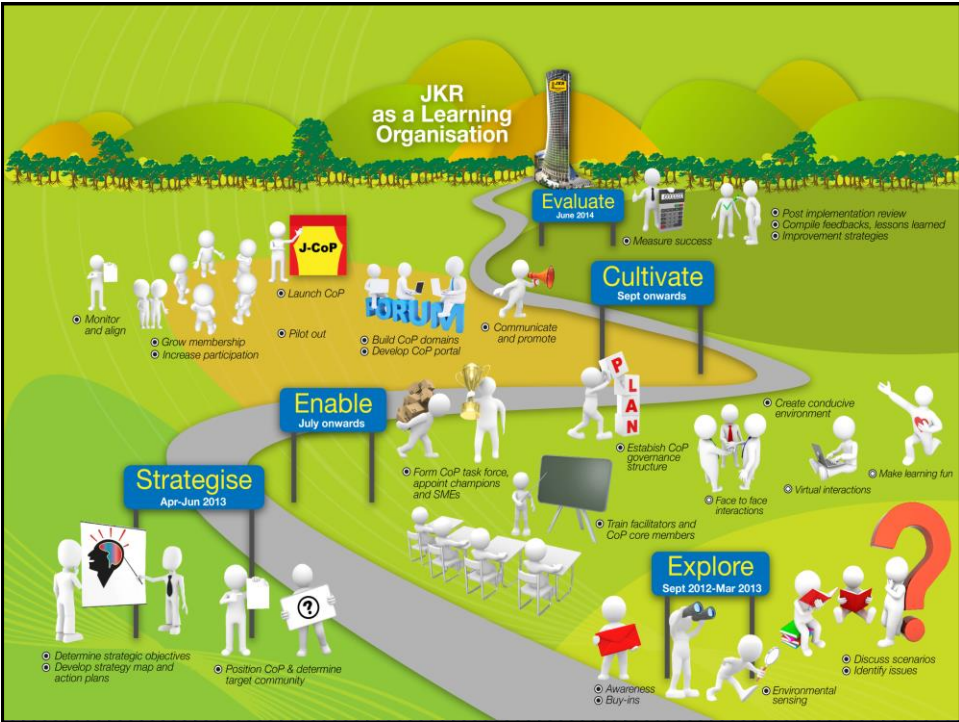
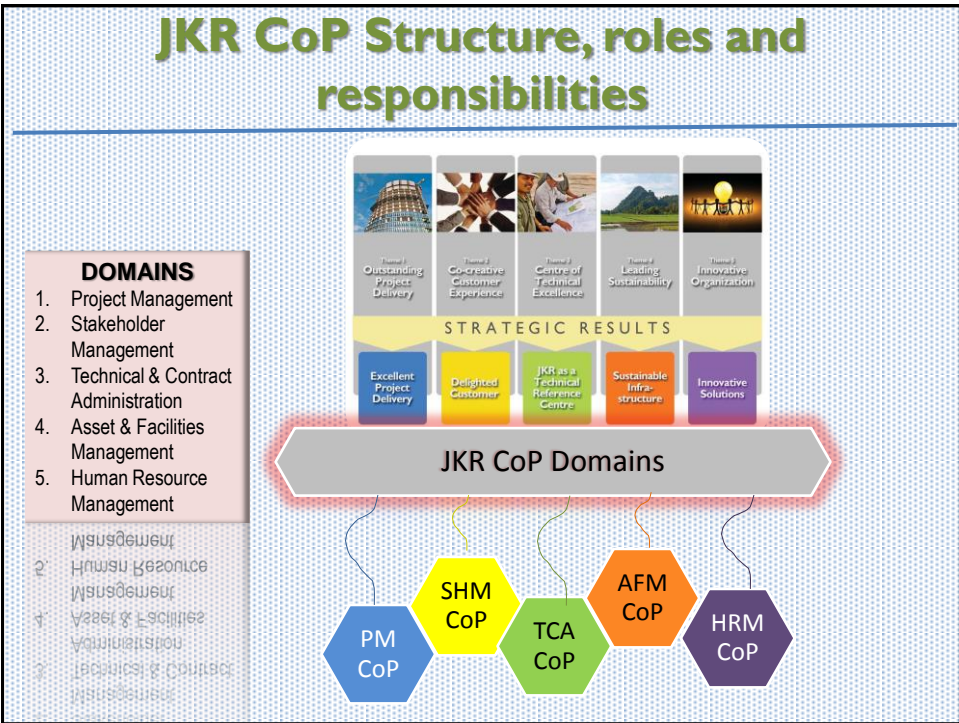
- 1. Facilitates Informal Learning (Continuing Education)
- 2. Knowledge Sharing
- 3. Nurturing New Knowledge
- 4. Socialization (Contributing though interaction)
- 5. Problem Solving
- 6. Benchmarking (KPI, Identifying performance gaps)
- 7. Developing Human Capital
- 8. Stimulate Innovation
- 9. Talent Mining
- 10. Provide focus in critical areas

CoP Structure, roles and responsibilities



JKR CoP Structure, roles and responsibilities





Challenges of a CoP?

- Some knowledge cannot be expressed

Explicit/Tacit Knowledge

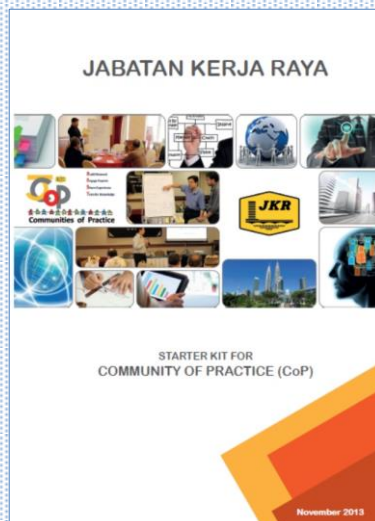


- Regular interaction, active participation, shared motivation, task format

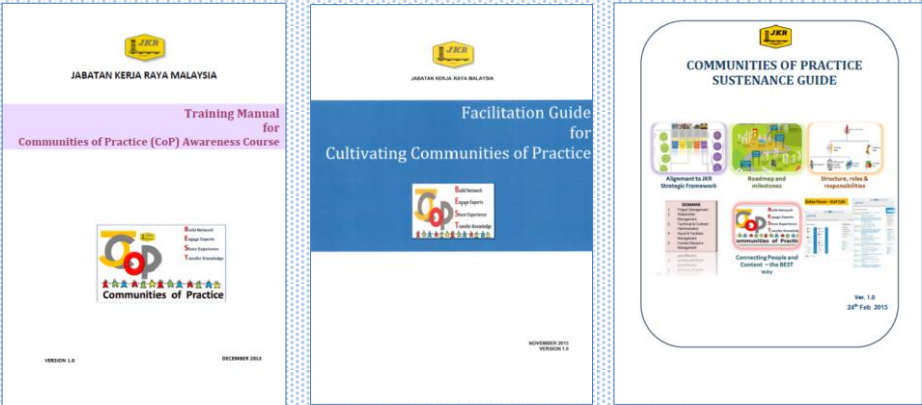
Sustainability



How to start a CoP?



How to start a CoP?



How to start a CoP?

