

Building a Community of Practice



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What is a Community of Practice?

- It is a joint enterprise as understood and continually renegotiated by its members
- It includes mutual engagement that binds its members together into a social entity
- It provides a shared repertoire of communal resources that members have developed over time
- It is defined by knowledge rather than task*

* Etienne Wenger, 1998



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Why Communities of Practice?

"Corporations must provide support that corresponds to the real needs of the communities of practice. The central issue in learning is becoming a better practitioner, not learning about practice. This approach draws attention away from abstract knowledge and cranial processes and situates it in the practices and communities in which knowledge takes on significance."

(John Seely Brown, VP and Chief Scientist, Xerox Corp.)



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Examples of Some Efforts

- Ottawa Lunch & Learn
- Toronto Lunch & Learn
- Topical Breakfasts

The Context for Evaluators

- Many are independent consultants
- Many work within a specific context
- The CES credentialing initiative will require on-going development



What Are Your Ideas?



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