



## CONVENE & CONNECT

*Convening is the art of bringing the community (of practice) and relevant stakeholders together to connect members and engage them in meaningful conversations. The diversity of a community and a risk-free and inclusive environment help develop conversations and engage members.*

Start small, create the conducive environment to convene and network people.

Proper community management to ensure diversity of views, prioritize equity for access to opportunities and resource and where everyone feels they belong and can actively participate.

Diversified, equity and inclusiveness environment where there is diverse representation, fairness and everyone feel valued and heard.

### Activities oriented to developing the practice – Documenting Practice

#### WHAT

##### **Documenting Practice**

Some communities make it a collective activity to document their practice. They produce a toolkit or a guidebook for practitioners or for beginners. Sections may include procedures, tip sheets, examples of good practice, lessons learned, or case studies.

#### WHY

The purpose of documenting practice is twofold. The most obvious value is the production of the document and the guidance it provides. But community members often reflect that more than the final product itself, which tends to be most useful for junior members, the value lies in the focused and sometimes intense conversations, disagreements, and reflections engendered by the goal of producing a joint document.

#### HOW

In a face-to-face or online meeting, community members discuss the topic to address and its various components, creating an agreed outline. Then typically, a member takes responsibility for producing a first draft of a section about a specific aspect of the practice. The community then discusses this draft and refines it until there is agreement that it is ready for inclusion into the community's repository. Often the person who authored the section remains associated with it and is expected to keep it up to date over time.

**Variations**

**Group writing.** Shared writing tools, including wikis, now enable a more collaborative authorship by letting all members or a designated group to contribute to the writing until sections stabilize to represent the perspective of the community.

**Outsourcing the writing.** Most practitioners love to talk shop, but many hate writing. Some organizations have hired journalists or experts to write on behalf of the community.