



## 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 – Joint Response

#### WHAT

##### **Joint Response**

Communities often need to negotiate the meaning of an external development—a new policy, a new technology, a change in management—for the practice of members.

#### WHY

The goal may be to develop this joint response for members themselves to adapt their practice or for providing an informed opinion to an external actor.

#### HOW

Communities always have to react to external circumstances. The process of developing a position on an issue of relevance to the domain is an excellent learning opportunity. It can surface all sorts of disagreements and divergences of opinion and force the community to negotiate a response that somehow represents the view of the community. Even if consensus is impossible, the confrontation of a range of opinions deepens the members' understanding of their domain. And finding a collective voice gives a weight to their joint response that mere personal opinions would not have.

**Variations**

**Requests for opinion.** Communities of practice are sometimes directly asked to contribute their view on decisions or policies that affect their practice. These requests are usually energizing for community members who have a chance to have their voice heard. Such requests can also be inspiring because they recognize the strategic value of the community.