COLLABORATE

Bring people to work together as a practice.
Identify key challenges for people to resolve collectively and co-create meaningful value together.

Diverse groups within CoPs don't just add value individually; they amplify it collectively as a practice. They form a powerful nexus of knowledge, insights, and experiences. The dynamic interaction results in outcomes that transcend individual contributions.

The more a community creates something concrete together, the more engaged it is. This co-creation of a tangible community asset / qualitative deliverable requires effective coordination of different cooperation and collaboration processes.

Engaging our community in delivering a concrete outcome implies carrying out effective collaboration, cooperation, coordination and co-creation practices and activities.

Forming a Practice Group

WHAT

Sometimes a group of members feel inspired to focus on a subtheme within the domain of a community of practice they all belong to; they need some time to work on this subtheme on their own before bringing the results to the broader community. This is what we call a practice group. Unlike a chapter, it is not defined by geography, but by a specific learning challenge.

WHY

Members of a practice group focus on an area of particular interest or urgency to them, but it is not a separate community because their learning is relevant to other members of the broader community. Some communities are very intentional about initiating—and in some cases even chartering, practice groups to foster deep engagement while preserving a sense of identity with the whole community.

Generally, participants in practice groups use their own experience and challenges of practice to drive the learning, but they do so on behalf of the whole community. They regularly report on their progress to the rest of the community for endorsement, critique, and refinement.

Note that these groups may need some support from the social learning team. Members who take the initiative can easily lose motivation, if they feel their time is going into logistical and practical arrangements rather than working on issues of interest.

HOW

Some reasons to form a practice group

Reason	What the practice group is for	Activities
Subtopic	Come together to explore an aspect of the practice of special interest to members who join, but also of general interest to the community	Discussion, reading group, debates, learning expeditions
Project	Team chartered by the community to achieve something specific that will serve the community's learning agenda	Project team, working group
Better together	Join forces with other members who have to accomplish something similar in their own work and decide they can get it done better and faster by working on it together	Collaboration group
State of the art	Take a systematic look at what the community (or the world) knows about an area of practice	Documentation, mutual benchmark, systematization
Out of the box	Seek radically innovative solutions for a sticky problem or a promising opportunity	Brainstorming, learning expeditions
Cross-boundary	Look to connect, interact, or form coalitions with other practices to address a broader issue	Boundary engagement, visits, field trips
Advisory group	Help one or more members make progress on a specific challenge over time	For instance, help implement some advice or solution proposed by the community
Contextual subset	Address the domain from the perspective of a subset of members or stakeholders	Sharing perspectives and stories