Wenger (2011) has summarized the three crucial characteristics of CoP:

- **The Domain**: CoP has an identity defined by a shared domain of interest
- **The Community**: Members build relationships
- **The Practice**: They develop a shared repertoire of resources: experiences, stories, tools...

Wenger (2004) further associated Community of Practice as the cornerstone of knowledge management:

- **Domain** provides a common focus
- **Community** builds relationship that enables collective learning
- **Practice** anchors the learning in what people do

1. **Bottom-up + top-down**
2. **A new solution is proposed** → apply as “strategy” → transform into “performance”
3. **Involve practitioners in knowledge management** → feed knowledge back into the organization → “learning loop”

*Combines bottom-up enthusiasm and initiatives from members with top-down encouragement from the organization
Title: Networked Learning Communities*: Multidisciplinary Community of Practice on Student E-portfolio

Speakers:
Dr. Tushar Chaudhuri, Assistant Professor, tusharc@hkbu.edu.hk
Ms. Winnie Chan Wai Yin, Senior Research Assistant, winnie@hkbu.edu.hk

Session: May 30, 2015, 1:30pm-2:20pm, Room Old Georgetown

Communities of practice, formal work groups, teams, and informal networks are useful in complementary ways. Below is a summary of their characteristics.

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Community of Practice</td>
<td>To develop members' capabilities; to build and exchange knowledge</td>
<td>Members who select themselves</td>
<td>Passion, commitment, and identification with the group's expertise</td>
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<tr>
<td>Formal Work Group</td>
<td>To deliver a product or service</td>
<td>Everyone who reports to the group's manager</td>
<td>Job requirements and common goals</td>
</tr>
<tr>
<td>Project Team</td>
<td>To accomplish a specified task</td>
<td>Employees assigned by senior management</td>
<td>The project's milestones and goals</td>
</tr>
<tr>
<td>Informal Network</td>
<td>To collect and pass on business information</td>
<td>Friends and business acquaintances</td>
<td>Mutual needs</td>
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Something To Do...

- Identify a common teaching & learning issue in your institution around which you can build a community of practice
- Classify the components of your CoP as Community, Practice & Domain
- Suggest a method to sustain the CoP within your institution and get admin interested in your project