

**Title: Networked Learning Communities”: Multidisciplinary Community of Practice on Student E-portfolio**

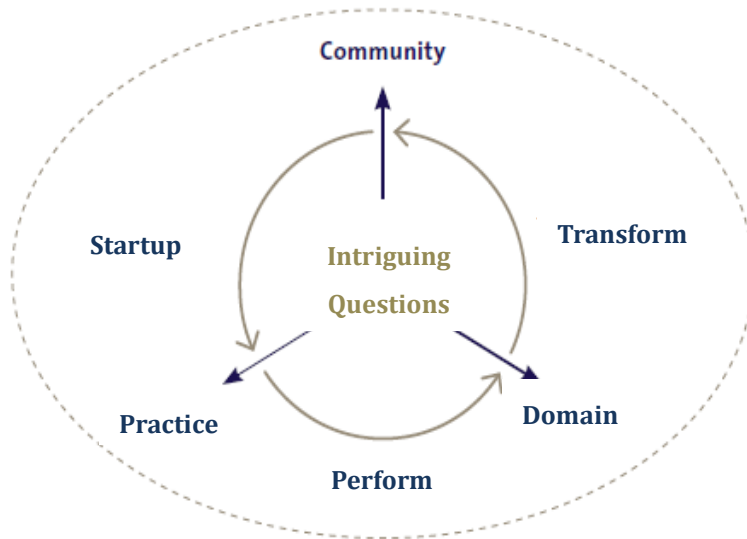
Speakers:

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Ms. Winnie Chan Wai Yin, Senior Research Assistant, [winnie@hkbu.edu.hk](mailto:winnie@hkbu.edu.hk)

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

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



Wenger, E. (2011). *Communities of practice: A brief introduction*, p.134

- **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”

Wenger, E. (2004). Knowledge management as a doughnut: Shaping your knowledge strategy through communities of practice. *Ivey Business Journal*, p.2

\*Combines bottom-up enthusiasm and initiatives from members with top-down encouragement from the organization

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

	<b>What's the Purpose?</b>	<b>Who Belongs?</b>	<b>What Holds It Together?</b>	<b>How Long Does It Last?</b>
<b>Community of Practice</b>	To develop members' capabilities; to build and exchange knowledge	Members who select themselves	Passion, commitment, and identification with the group's expertise	As long as there is interest in maintaining the group
<b>Formal Work Group</b>	To deliver a product or service	Everyone who reports to the group's manager	Job requirements and common goals	Until the next reorganization
<b>Project Team</b>	To accomplish a specified task	Employees assigned by senior management	The project's milestones and goals	Until the project has been completed
<b>Informal Network</b>	To collect and pass on business information	Friends and business acquaintances	Mutual needs	As long as people have a reason to connect

Wenger, C.E., & Synder, W.M. (2004). *Communities of practice: The organizational frontier*. In *Harvard business review on teams that succeed* (pp.123-142).

Boston: Harvard Business School Publishing Corp, p.128

### 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