

# **Sustaining a Community of Learning Leaders**



**I.S.P.I.  
Vancouver**

**December 9<sup>th</sup>, 2008**

**Communities of  
Practice in Action**

# Agenda

- **Introduction ( 5 minutes)**
  - Background on research and results.
- **Define Community of Practice (CoP) (5 minutes)**
  - What are the values and benefits of CoP?
  - How does CoP benefit sustainability of learning and leadership?
- **Learning Organizations (CoP) (5 minutes)**
  - Five key principles of a learning organization.
- **Wheatley's 4 level of support (10 minutes)**
  - What are some key criteria to sustain learning?
  - Why are they important?
- **Sustaining the Process (20 minutes)**
  - How do you see these criteria happening in your communities?
- **Wrap –up ( 5 minutes)**
  - Questions?

# During this workshop you will...

- **Objectives**

Increase awareness of value of Communities of Practice and its role in sustaining organizational learning for leaders at all levels.

- **Outcomes**

Create areas of opportunities to expand on existing Communities of Practice in your organization

# Group Activity

Share with the group one key learning you recently obtained about improving performance.



# *Saint-Onge and Wallace*

“Communities of Practice (CoP) is defined as a group of individuals working together collaboratively to enhance performance.”



# David Garvin

“Communities of Practice can contribute significantly to the learning environment and the sustainability of the learning provided.”



# Michael Casimir

“Leadership is about building relationships. Organizations have a responsibility to create venues for leaders to communicate their experience through engagement and nurturing of future leaders.”



# Judith Glaser

“To sustain leadership learning and development, organizations need to look at what needs to be in place for the transfer of learning and for sustaining the learning.”



# Learning Organizations

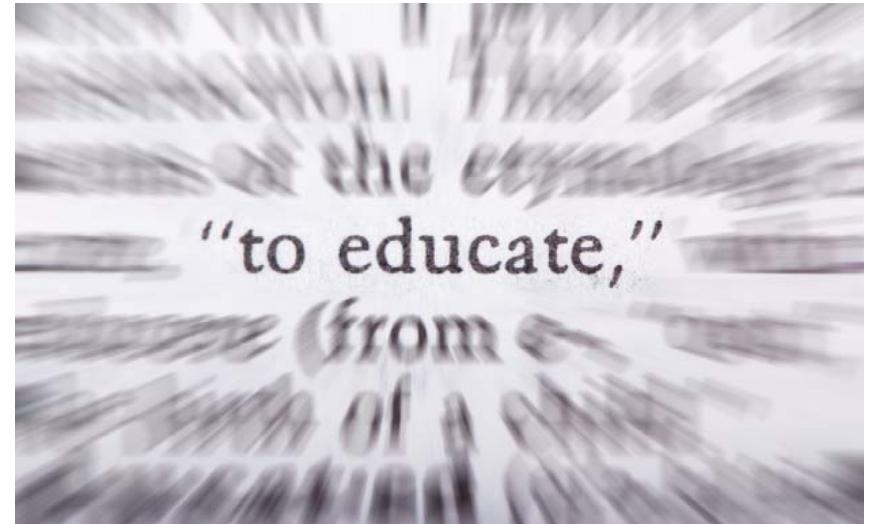
Five principles of the Learning Organization:

1. Everyone is a learner
2. People learn from each other.
3. Learning enables change.
4. Learning is continuous.
5. Learning is an investment, not an expense.



# Margaret Wheatley

“Communities of today and the organizations they support are ineffective because their purpose lacks clarity.”



# **Four types of support:**

- a) **Name the Community** – Reduce isolation by making people aware there is a community out there by giving it a name,
- b) **Connect the Community** – Create the means so that people can connect and are able to connect across distances and locations.
- c) **Nourish the Community** – Communities of practice require resources like ideas, mentors, processes, information and technology, to name just a few, to sustain itself.
- d) **Illuminate the Community** - Leaders stories need to be heard, celebrated and put out to others as flares of light guiding them to the future.

# Margaret Wheatley

“We humans learn best when in relationship with others who share a common practice.”



# Cy Charney

“Mentoring can raise a training program to a new level of experience for participants; however, for some people it can also stop the experience dead in its tracks.”



# Hargreaves and Fink

“Networking can work as a sustainable pattern of leadership...when they have a clear moral purpose... clarity, focus and discipline and they are evidence-informed.”



# Margaret Wheatley

“Feedback is life sustaining. It provides essential information about how to maintain one’s existence. It also indicates when adaptation and growth are necessary.”



# Kouzes and Posner

“**Collaboration** is the critical competency for achieving and sustaining high performance –

**ESPECIALLY** in the Internet Age!”



# Connecting the Leaders

What is happening to sustain learnings in your organization:

- Communication
- Mentoring
- Leadership
- Networking
- Feedback



# Networking Bingo

Communication	Feedback	Mentoring	Networking	Leadership
Leadership	Mentoring	Feedback	Communication	Networking
Networking	Leadership	<b>FREE</b>	Mentoring	Communication
Mentoring	Networking	Communication	Feedback	Leadership
Feedback	Communication	Networking	Leadership	Mentoring

# Thank you

For being part of this  
community today  
and sharing your best  
practices.



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