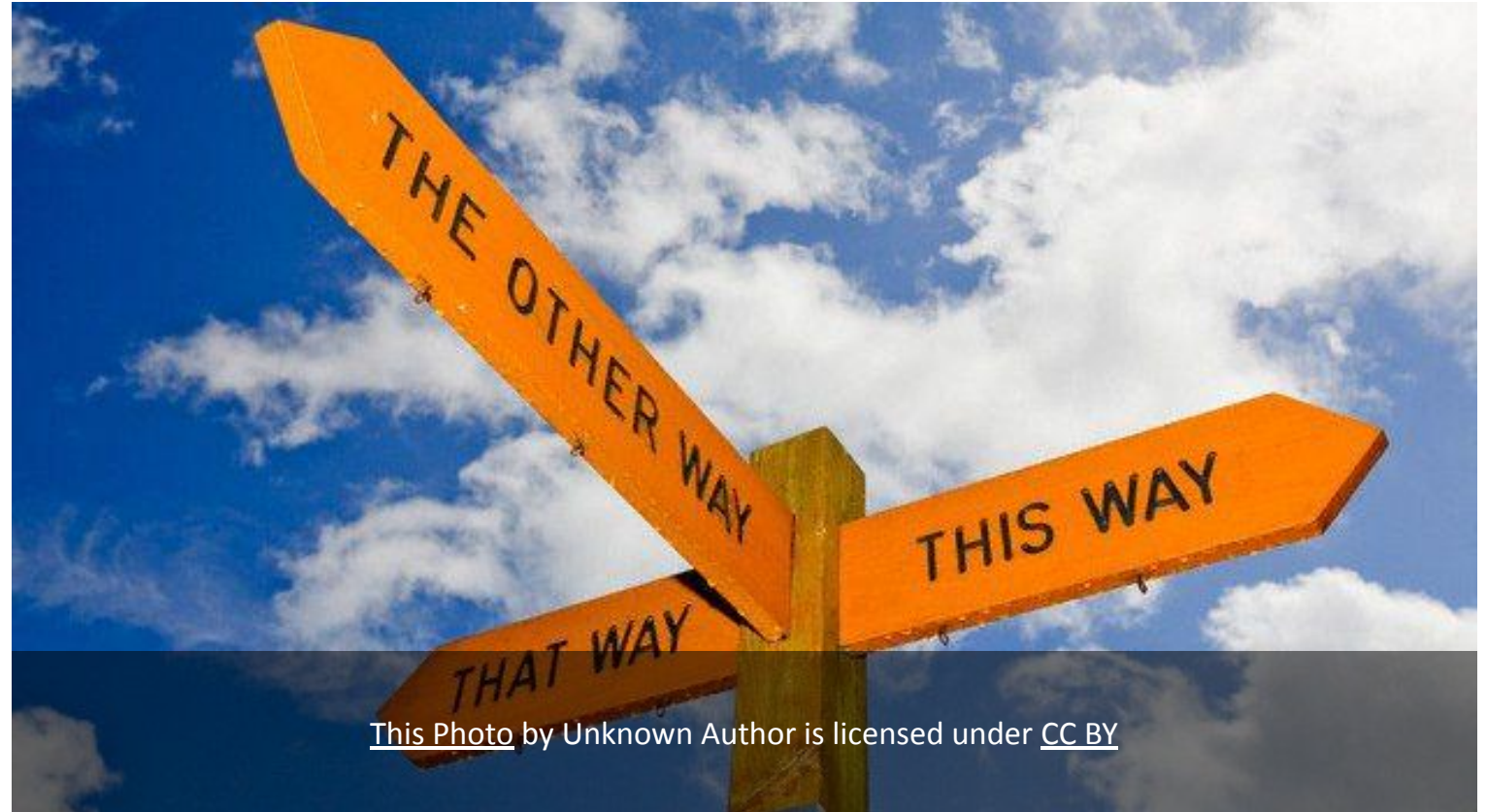


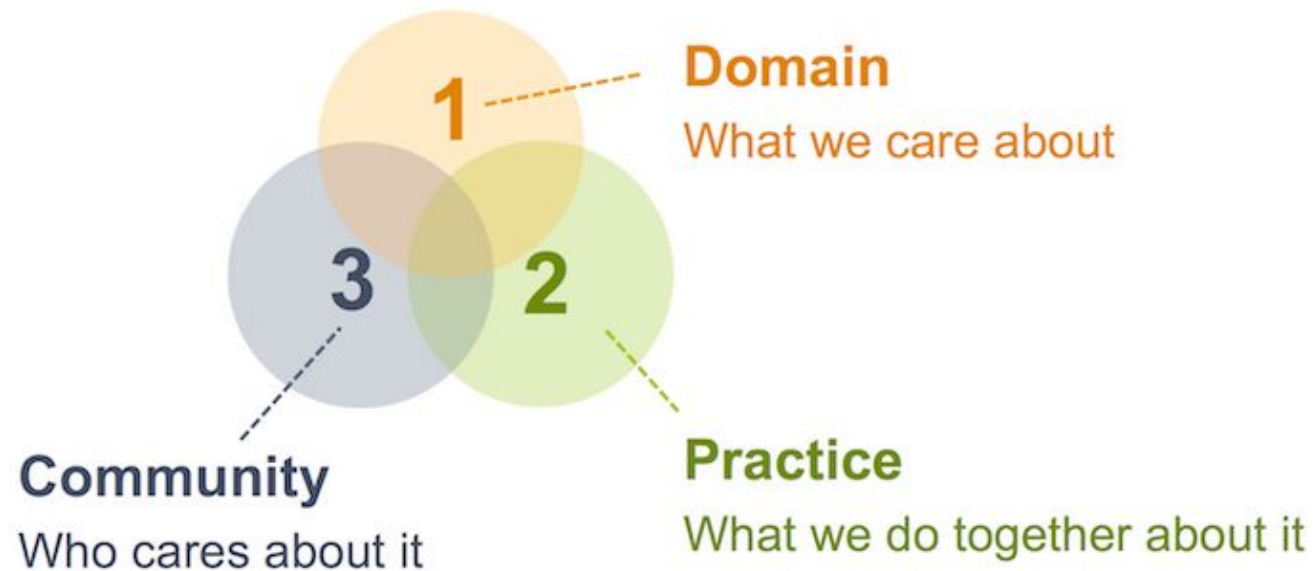
Completing the Plan



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Community of Practice

Communities of Practice (CoPs) are organized groups of people who have a common interest in a specific technical or business domain. They collaborate regularly to share information, improve their skills, and actively work on advancing the general knowledge of the domain.



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Figure 1. Communities of Practice have three distinct traits

Benefits of CoP's

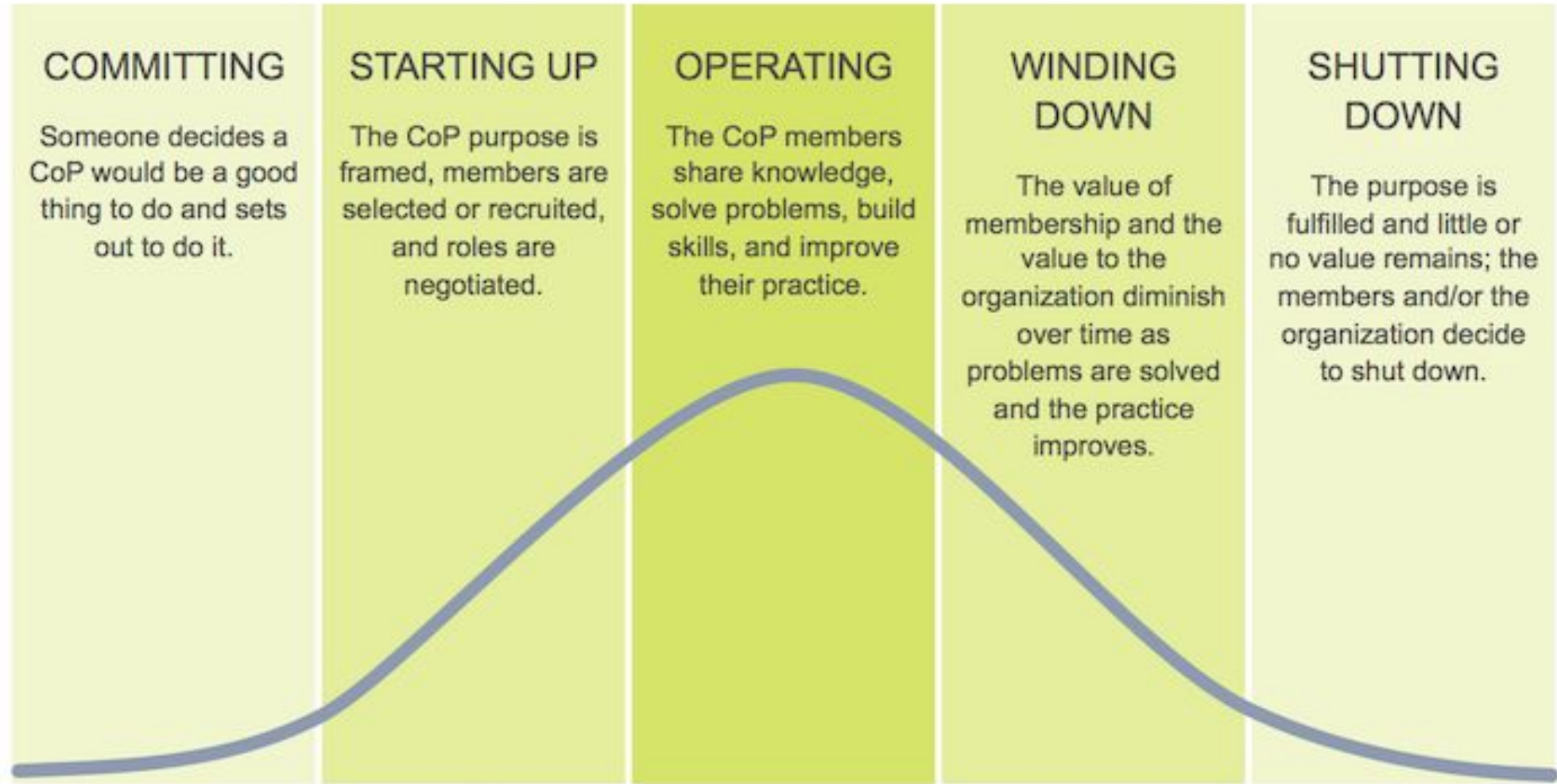
Healthy CoPs have a culture built on professional networking, personal relationships, shared knowledge, and common skills.

Combined with **voluntary participation**, CoPs provide knowledge workers with opportunities to experience autonomy, mastery, and purpose beyond their daily tasks.

The result is that organizations benefit from

- rapid problem-solving
- improved quality
- cooperation across multiple domains
- increased retention of top talent

CoP stages of development



Levels of Participation

Core team

The core team forms the heart of the community that will organize, charter, market, nurture, and operate the community.

Active

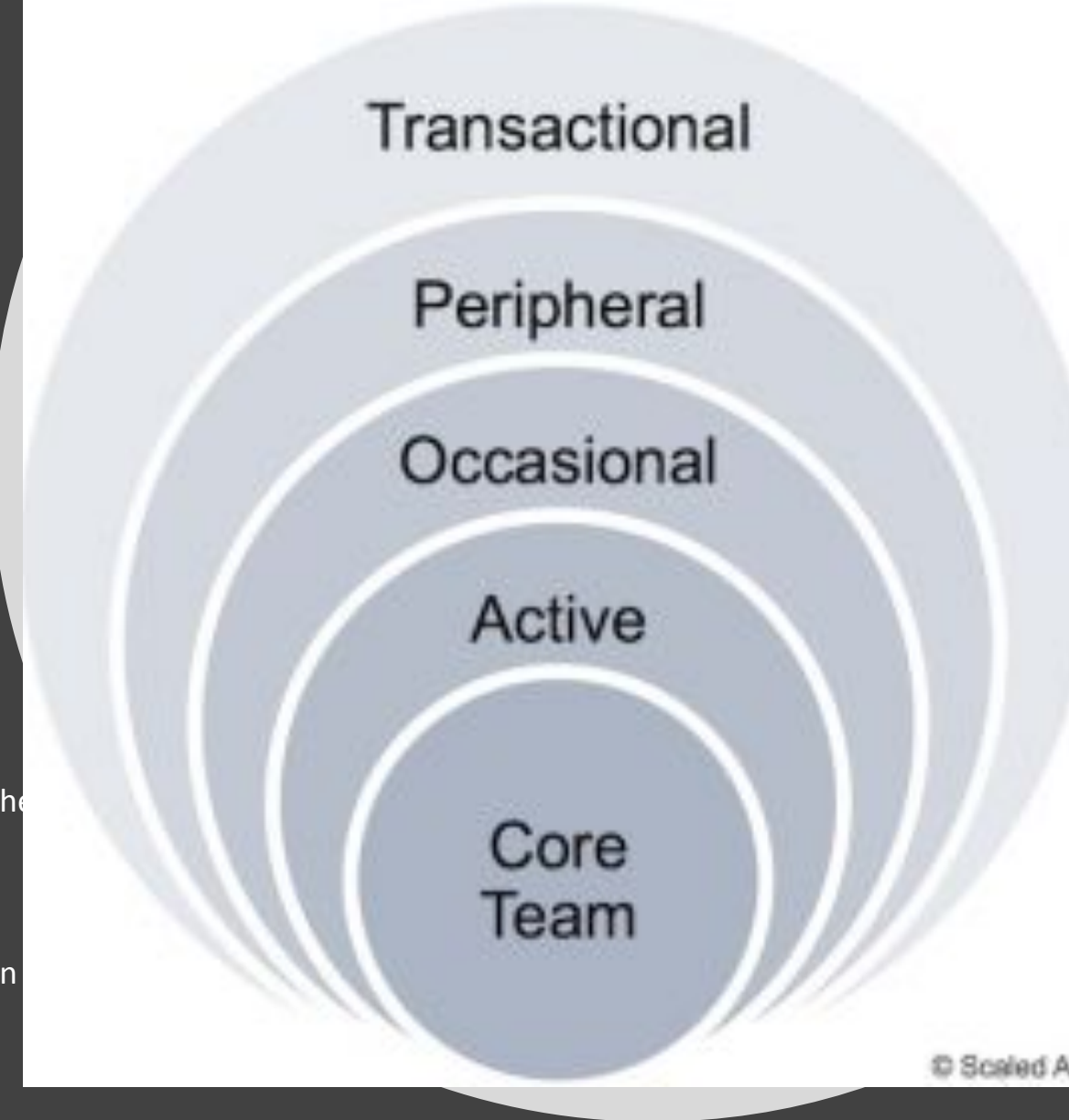
These members work closely with the core team to help shape the definition and direction of the CoP. This includes defining the community's shared vision, purpose, roles, strategies for interaction, marketing, and communications.

Occasional

These members participate when specific topics of interest are addressed or when they have something to contribute to the group. They are often the largest group in the community.

Peripheral – These members feel a connection to the community but engage on a limited basis. These could be newcomers or those who have a more casual interest in community activities.

Transactional – These members are the least connected to the community and may connect only to access CoP resources or to provide a specific service to the CoP (for example, website support).



Core team members focus on maintaining the health of the community by...

01

Keeping things simple and informal

02

Fostering trust

03

Ensuring the rapid flow of communication and shared awareness

04

Increasing the shared body of knowledge developed in the CoP

