Communities of Practice

Masterful, Mundane or Missing?

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Agile Coach

I form Communities at work, at home and for fun

- 20+ years in IT
- 100s of people, countless teams
- 5 Continents
- Amateur photographer
- Proud father

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Meetup Agile Coaching DC



Agenda

- What is a Community of Practice (CoP)?
- Why do you need a CoP?
- Review 5 Stages of CoPs
- Create a CoP Pocket Guide

What is a Community of Practice?

"A Community of Practice is a group of people who share a concern or a **passion** for something they do, and learn how to do it better as they interact regularly." Wenger-Trayner, Dec 28, 2011





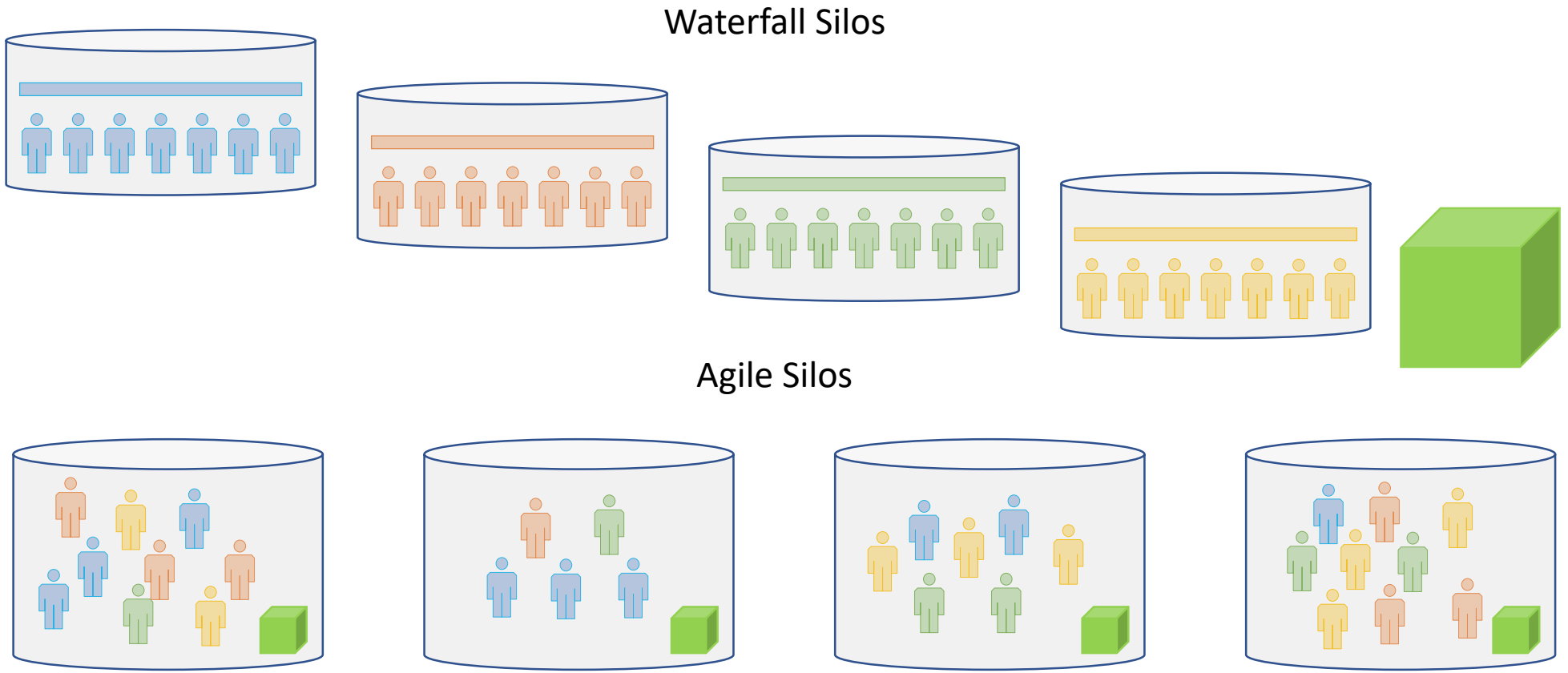
Community, Practice, Domain

- Community
  - Relationships
  - Support each other
  - Learning group
- Practice
  - Practitioners
  - Understanding
  - Knowledge
- Domain
  - Shared interest
  - Commitment



Why do you need a CoP?

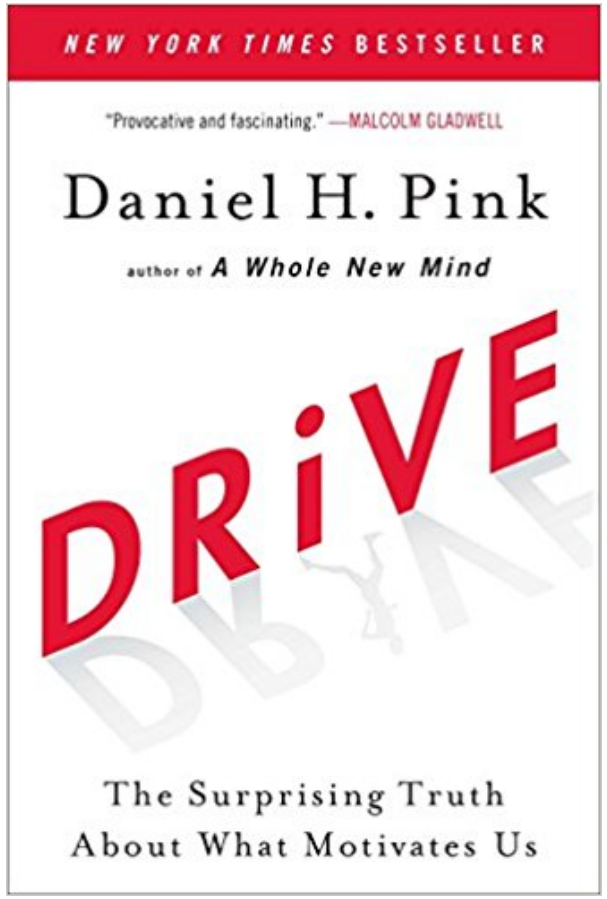
Agile teams focus on value delivery OVER domain practices



How to Motivate in Silos?

"DRiVE" by Daniel H. Pink

- Autonomy = *Small Teams*
- Purpose = *Value Streams, Mission*
- Mastery = ***Communities of Practice***

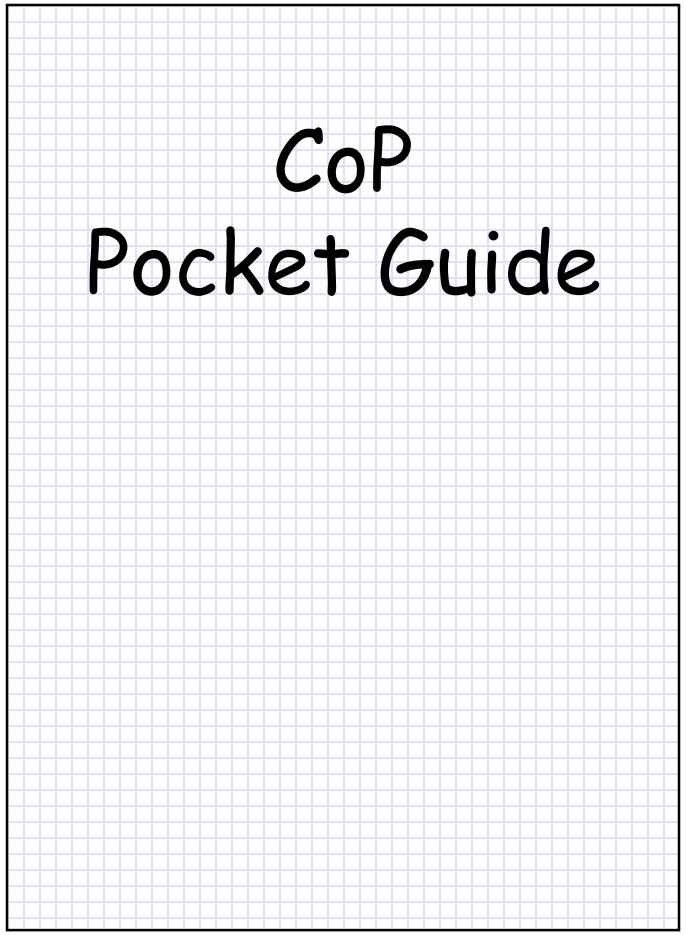


Major Frameworks Recommend CoPs

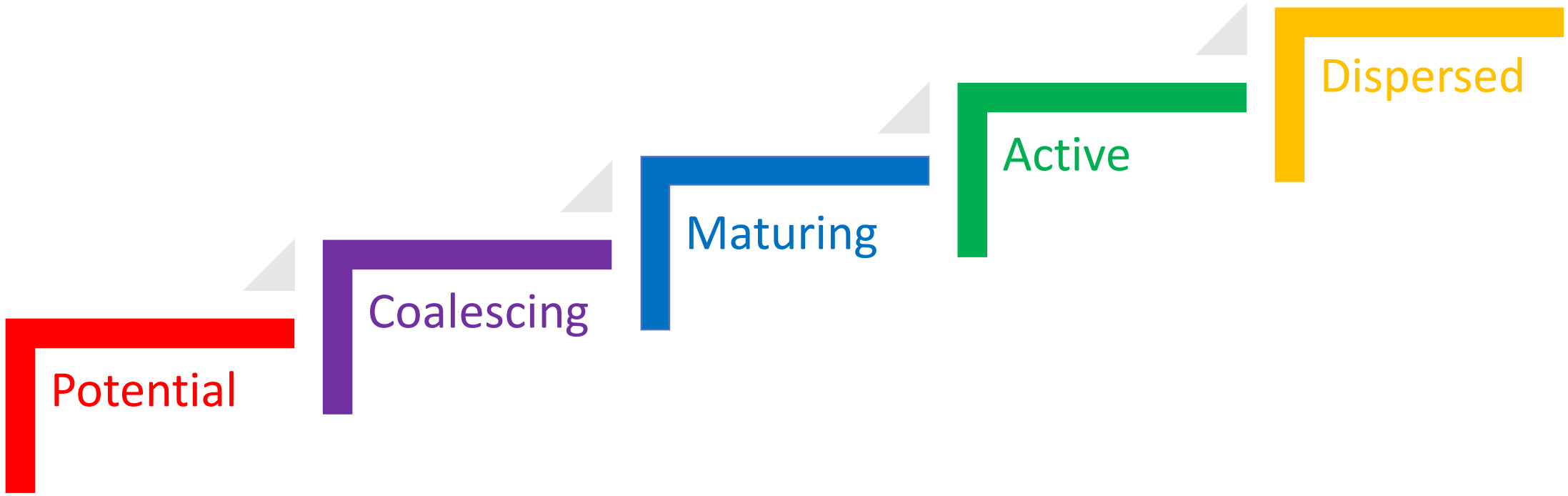


CoP Pocket Guide

- 2 Sheets of paper
- Title it “CoP Pocket Guide”
- Decorate as you see fit



5 Steps of a CoP - *Etienne Wenger*



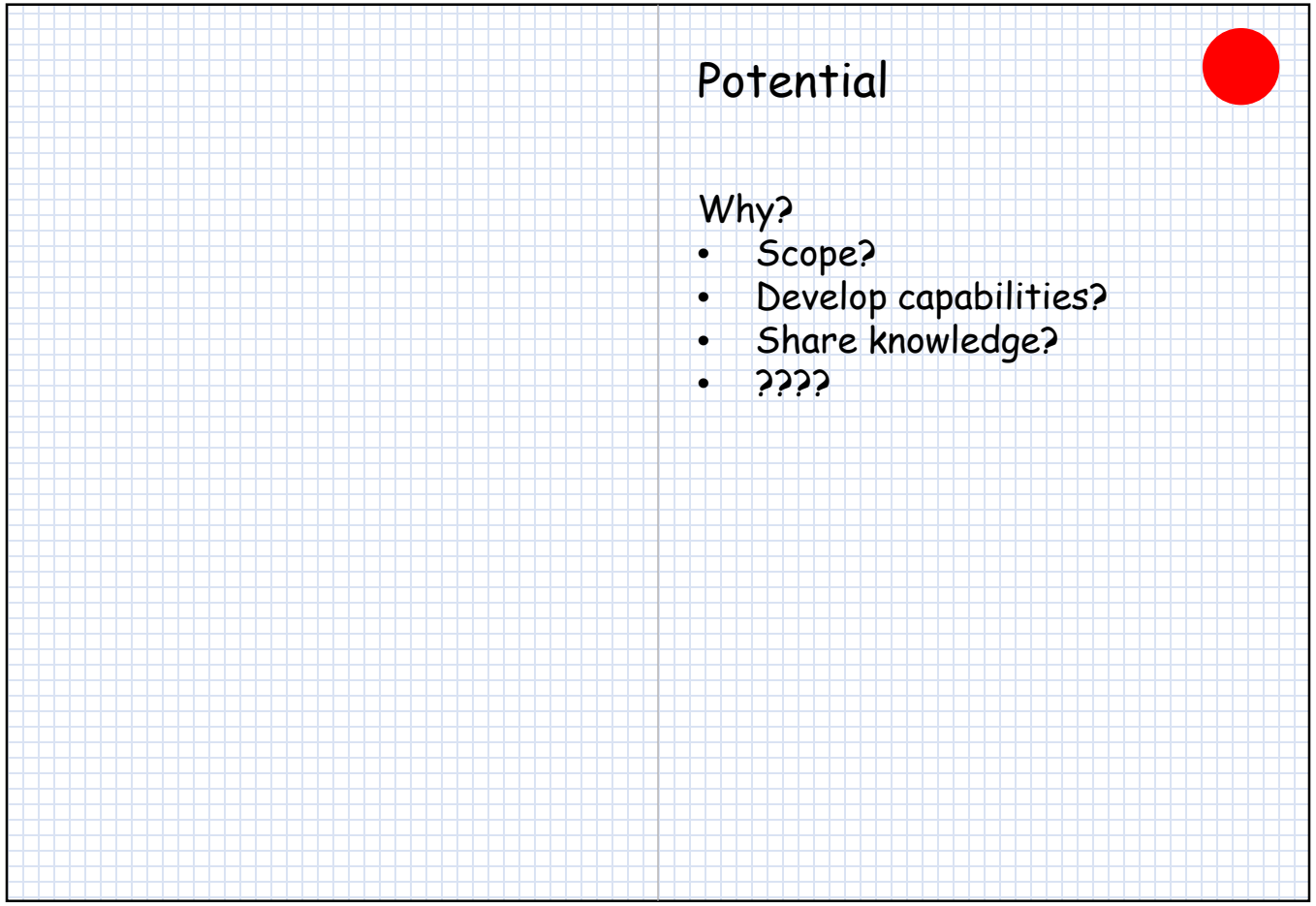
Potential

- Develop capabilities
  - A need exists
- Share knowledge
  - People have shared issues
- People have not formed yet



What's Your Need?

- Page 1 red dot
- Write Your Need / Why
  - Scope
  - Capabilities
  - Knowledge
- Take 3 minutes



Coalescing

- People need your help!
- People are discussing
- Ready for the next step



Charter

- Find a sponsor $$$
- Restate goals
- State the benefits
  - Expected skills
- Who



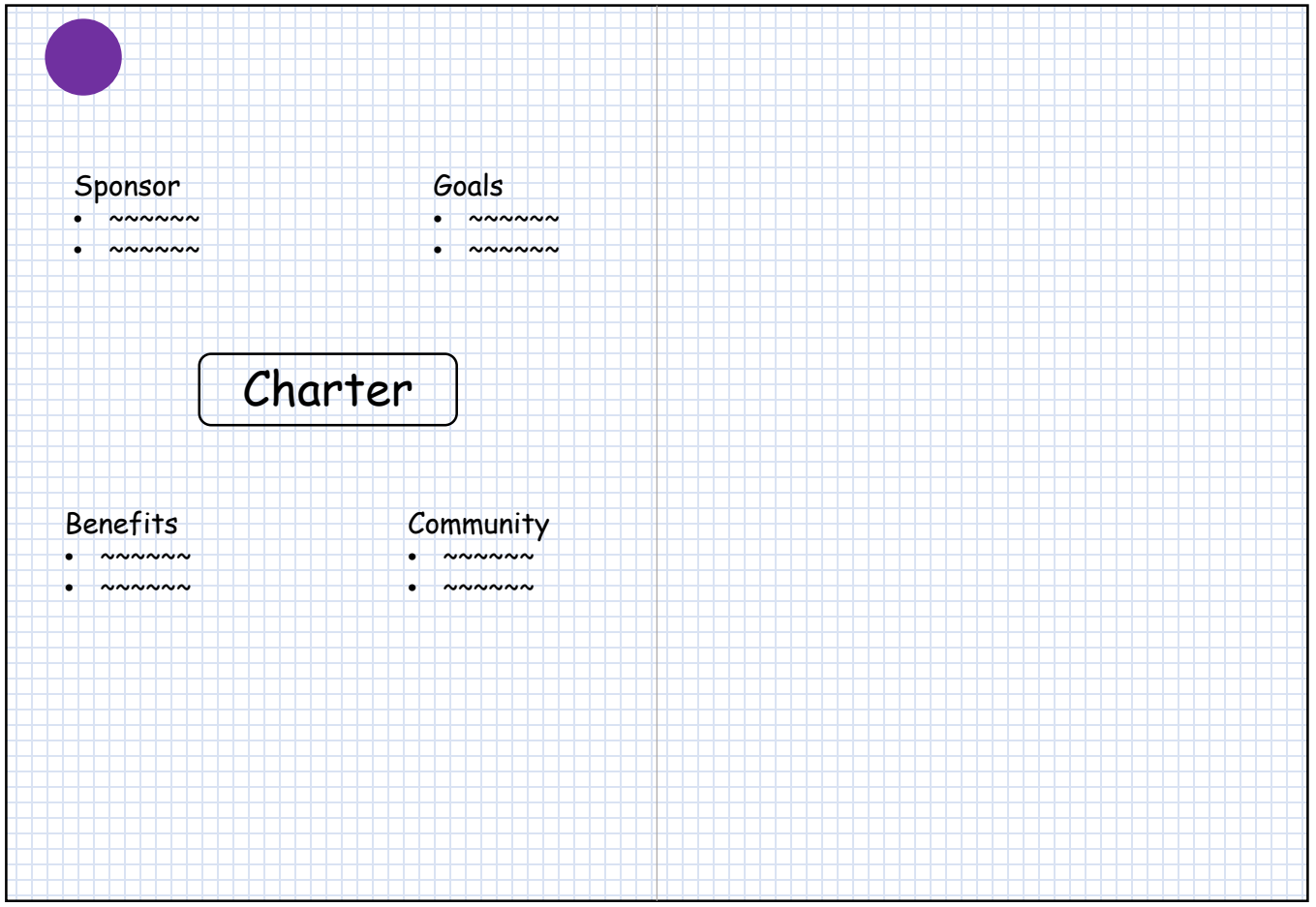






Create a Charter

- Page 2 purple dot
- Mind Map a Charter
  - Sponsor
  - Goals
  - Benefits
  - Community
- Take 3 minutes



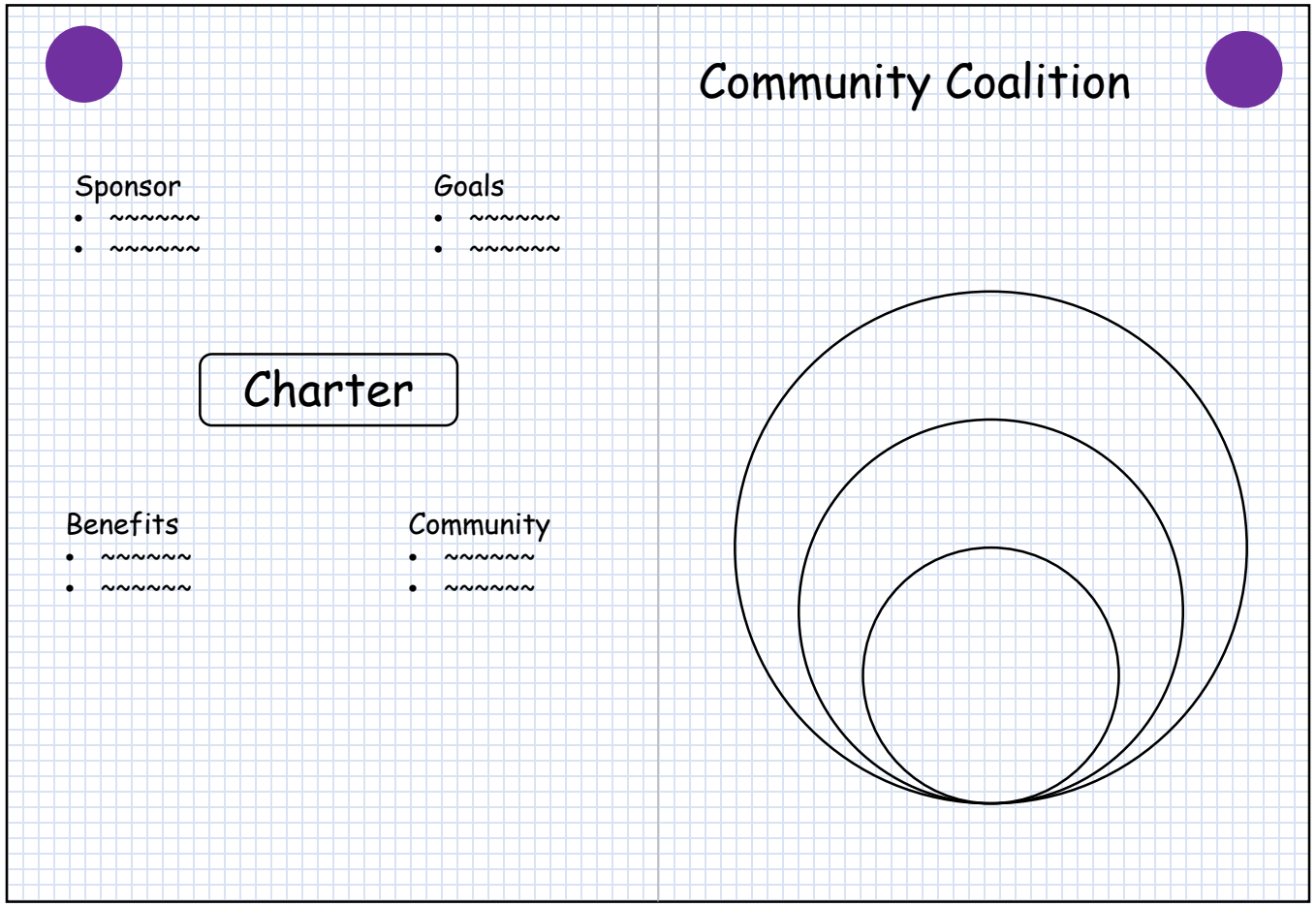
Community Coalition

- Vacationers - Better than working
- Participants – Target Audience
  - Show up regularly and try to get something
  - Build a valuable case for people to participate
- Active Helpers - Dependable, *when asked*
- Leadership - Ambassadors, builders, doers



Who's in your Coalition

- Page 3 purple dot
- Core
- Helpers
- Target Audience
- 3 Minutes



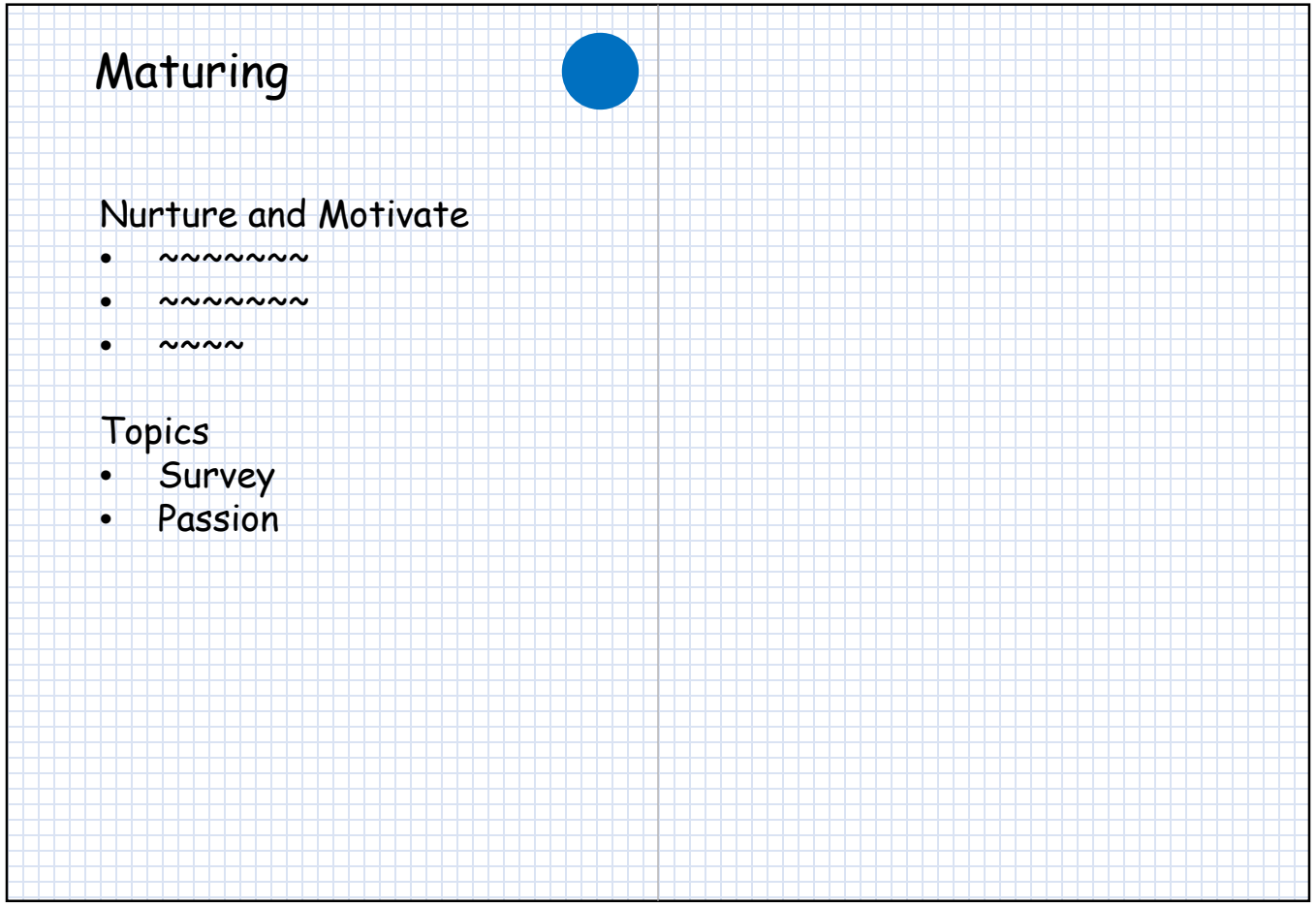
Maturing

- Nurture to Maturity
- Bring people together
- Creating topics
- Form relationships
- Create roles
- Working agreements
- Identifying gaps



Maturing Plan

- Page 4 blue dot
- Write down topics
  - Survey
  - Find passion
- 3 Minutes



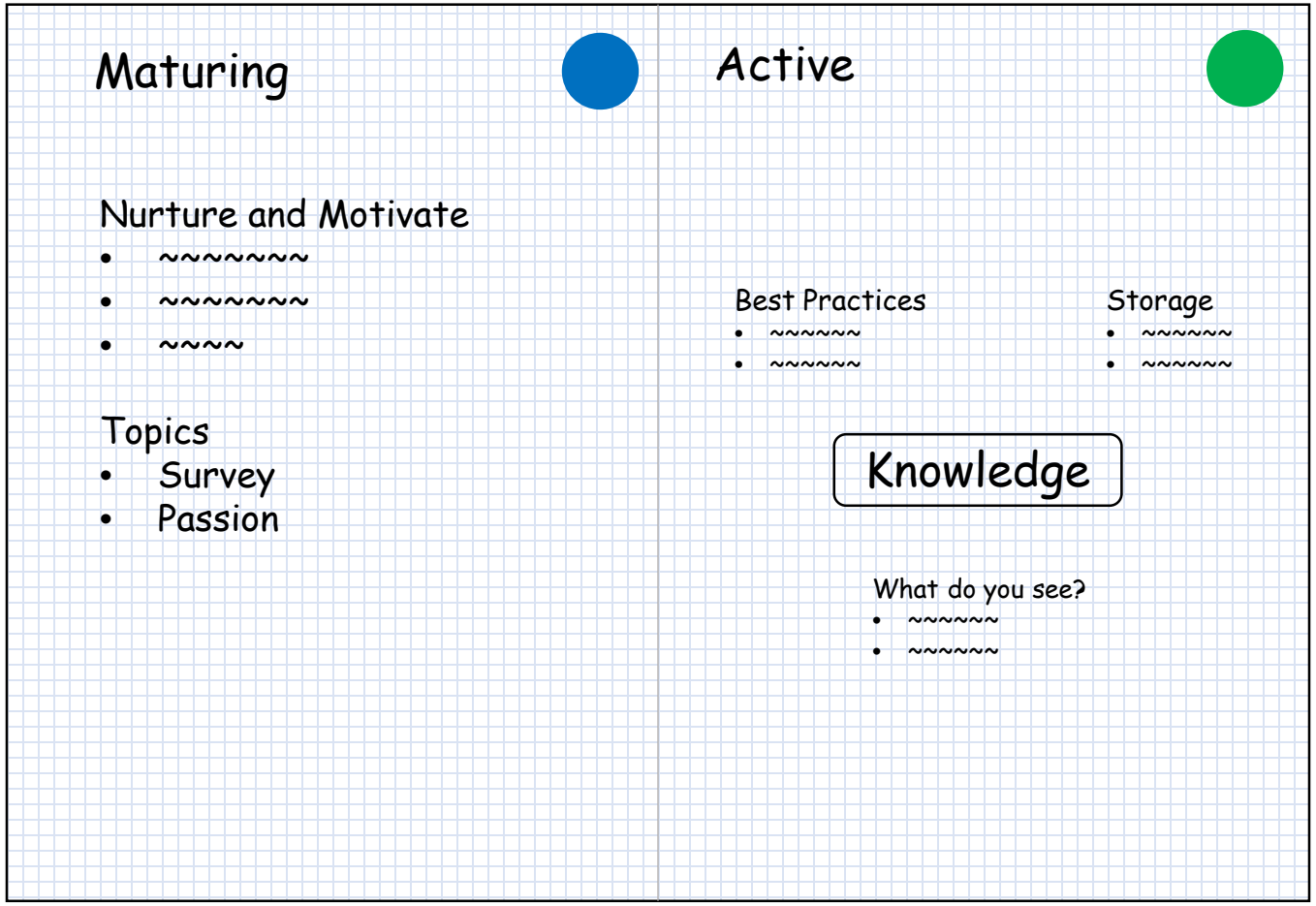
Active

- Trust is key
- Productive
- Community owned
- Learning
- Sharing best practices
- Lessons learned



Active Learning

- Page 5 - green dot
- Describe your knowledge base
- 3 Minutes



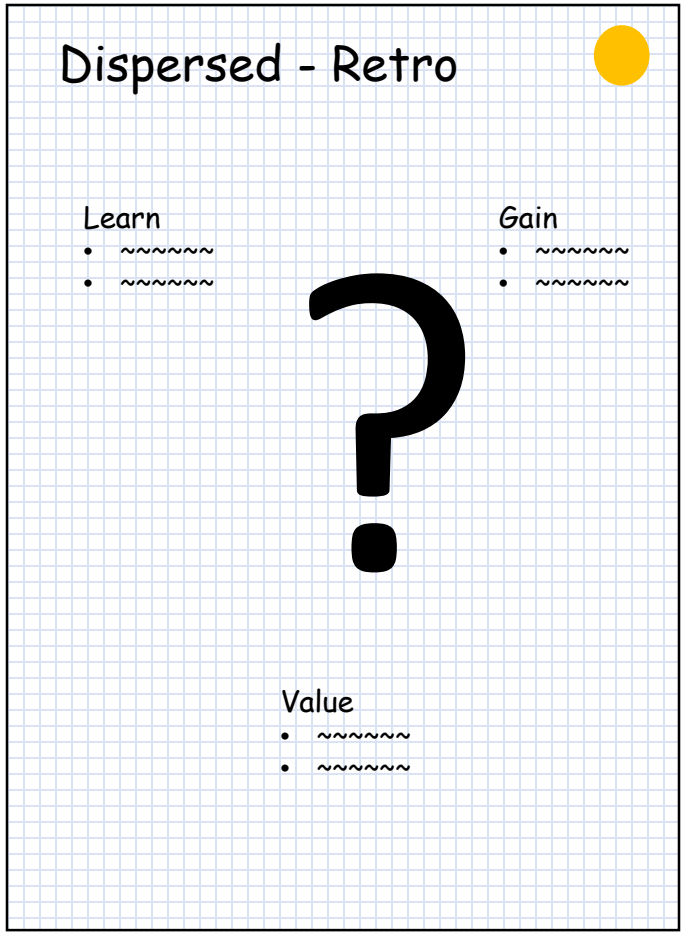
Dispersed

- Community fades
  - Split
  - Stop
  - Merge
- Body of knowledge
- Lessons learned



Dispersed - Retro

- Page 5 yellow dot
- Retro items
- 3 Minutes



What did we learn?



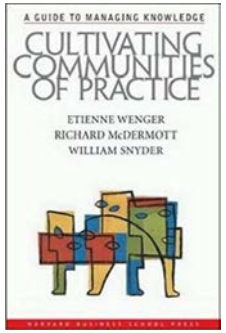
- What is a Community of Practice (CoP)?
  - *A Community of Practice is a group of people who share a concern or a **passion** for something they do, and learn how to do it better as they interact regularly*
- Why do you need a CoP?
  - *Agile teams focus on value delivery OVER domain practices*
  - *Motivation = Autonomy, MASTERY & Purpose*
- Review 5 Stages of CoPs
  - ***Potential***
  - ***Coalescing***
  - ***Maturing***
  - ***Active***
  - ***Dispersing***





Additional Reading

- Cultivating Communities of Practice
  - by Etienne Wenger



- Drive: The Surprising Truth About What Motivates Us
  - By Daniel H. Pink

