



Mahidol University
Faculty of Medicine
Siriraj Hospital



AMEE
BASEL
2024

CoPs: Community of Practices

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What is a Community?



Definition

A community is a social unit where in its members **share** a common network. Common networks that unite communities include networks of **values, interests, goals, and kinship.**

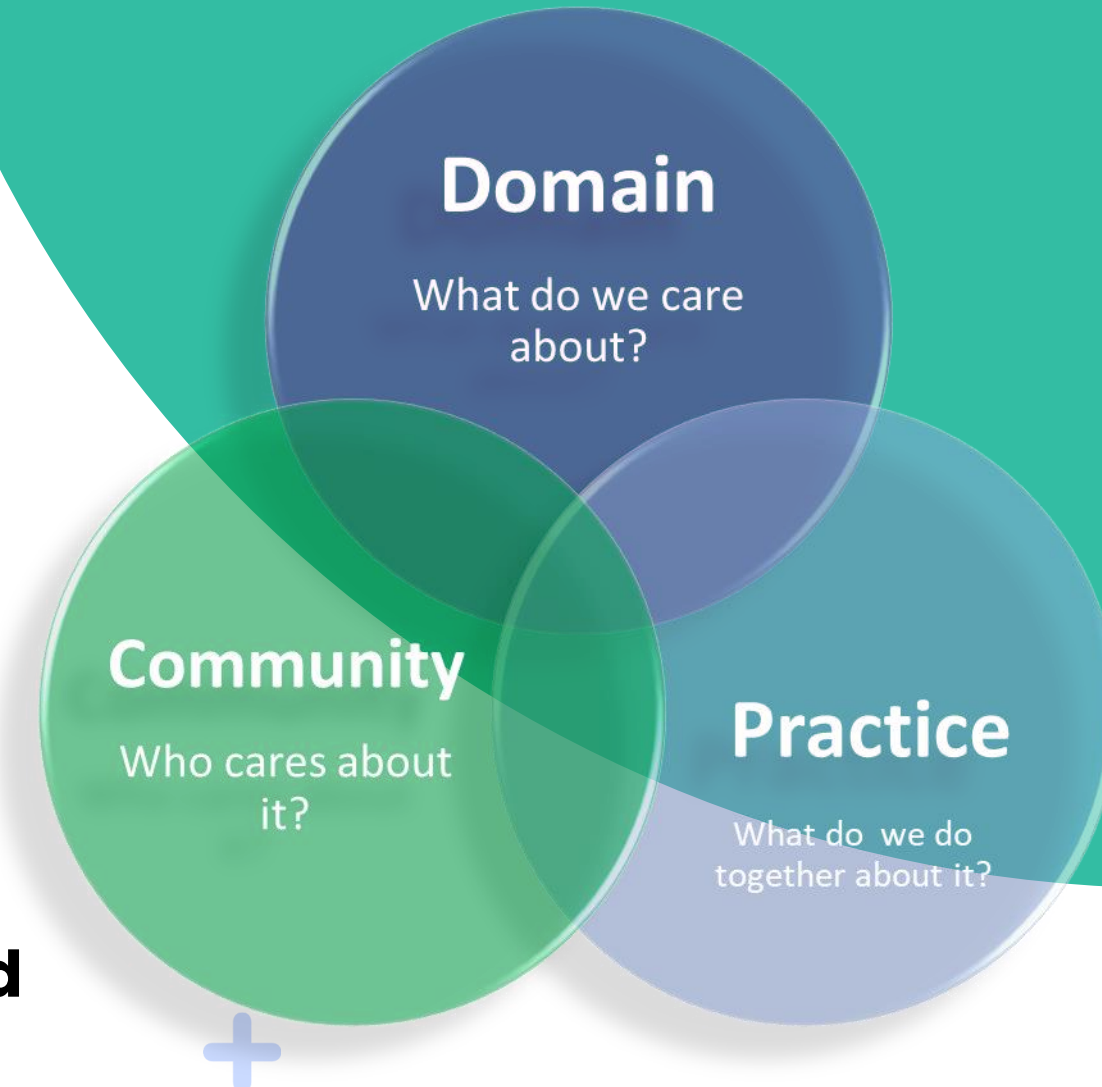




Communities of Practice

CoPs

- Based on **situated learning** (Lave & Wenger 1991).
- **CoP** is a **group of people** who share a common interest in a topic or domain.
- **CoPs** are **communities** that come together to learn from each other, share knowledge, and create solutions to real-life problems.
- **CoP members** work persistently to build a joint repertoire of ideas, tools, and resources for use in professional practice.
- **CoPs evolve, incorporate new members, and address current and emerging challenges**





+ Legitimate Peripheral Participation (LPP)



- Lave and Wenger explored how **apprenticeship supported in-practice learning**.
- LPP describes the **learning process** where novices start as peripheral participants, and advance to active roles, expert competence, and identity.
- **Senior members** are important in sharing explicit and tacit knowledge with novices.
- The **learning process** is multi-directional, with all participants contributing fresh insights and new skills to the CoP.





Periphery of a community of practice



Novice and Senior Members



- **Mutual engagement** – how and what people do together as a practice
- **Joint enterprise** – a set of problems and topics that they care about
- **Shared repertoire** – the concepts and artifacts they create
- **Members “think together”**





VCoPs

Virtual Community of Practices



- Traditionally, CoPs have relied on **face-to-face meetings** (Wenger et al; 2002)
- New collaborative technologies have allowed CoPs to become virtual.
- **VCoPs** are groups of individuals who communicate using electronic means such as the internet, sharing common interests without the need for physical proximity, contact, or shared ethnicity (Kardaras et al; 2003)





Difference between CoPs and VCoPs



- **Physical location is irrelevant**
- **Invisible participants**
- **Low logistical and social costs**
- **Lack of real-world physical cues**

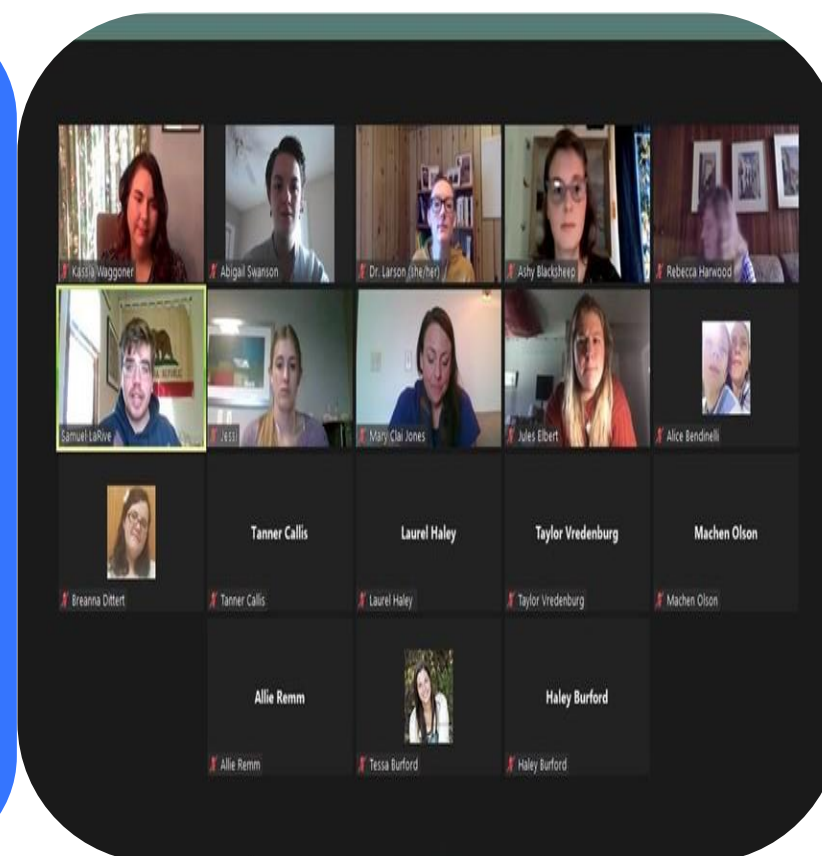
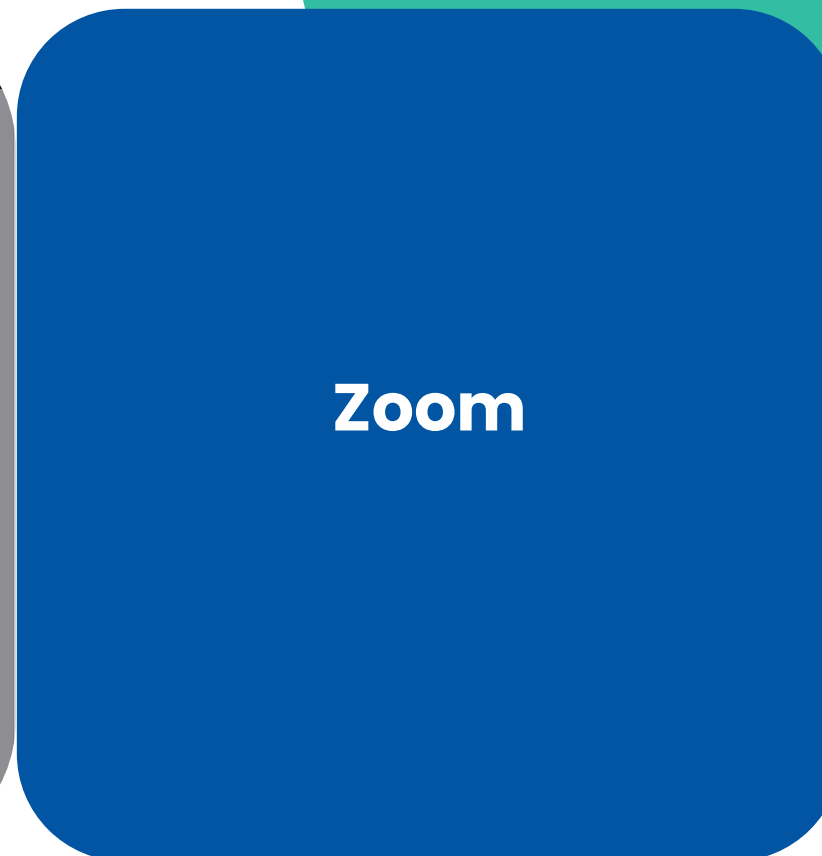




Fails



- Many virtual CoPs **fail** because rates of online interaction are often meager.
- Sustaining virtual communities depends on
 - People visiting their sites
 - Facilitating social interaction among community members
 - Enhancing the loyalty of community members





Challenges



- Hierarchies and power structures
- Dominant ways of knowing & being
- Membership
- Uneven participation
- A drive toward conformity
- A lack of communication and sharing
- Resistance to change



- Size
- Investment of time
- Spatial reach
- Meaning of community
- Meaning of participation
- Knowledge management
- Cultural influences





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Thank You



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