



PRE-FORUM WORKSHOP: Communities of Practice

Workshop Leaders:

June Kaminski & Amandah Hoogbruin

FRIDAY FEBRUARY 4, 2011, 1300 - 1600

Xi Eta Chapter of the Sigma Theta Tau International
Honour Society of Nursing
16th Annual ETHEL JOHNS RESEARCH FORUM
ST PAUL'S HOSPITAL, VANCOUVER, BC

Overview of Workshop

1. Overview of CoPs Presentation with Showcase of Virtual CoPs
2. Planning a CoP Group Exercise
3. Sharing and Brainstorming
4. Q and A - Reflections
5. Summary

Presentation Summary

- ◆ Overview of CoPs
- ◆ Benefits of CoPs
- ◆ Process of developing CoPs
- ◆ Challenges of facilitating CoPs
- ◆ Showcase
- ◆ Introduce CoP Planning Exercise
- ◆ Conclusion



OVERVIEW

of Communities of Practice

Overview

“Communities of practice are groups of people who share a concern or a passion for something they do and learn how to do it better as they interact regularly.”¹

The term is new, but the practice is not.

Example: Groups of artists met in studios, cafes, homes to discuss and share techniques, theory, their work e.g. the Pre-Raphaelite Brotherhood (1848 – 1860) and the Impressionist Group (1870-1882) .

1. Wenger. Etienne. [Communities of Practice: A brief introduction.](#)

Impressionist Painters

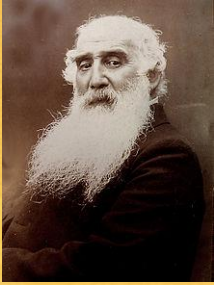
Over time, 15 well known painters became known as the “Impressionist Group” (Paris) who met to work on these goals:

- ✦ to take on and develop the Realism of Courbet and other painters of Barbizon who practiced outdoor painting, applying specific research about light and color effects.
- ✦ to paint and develop new themes in art that related to unique aspects of modern life (dawn of the 20th century).
- ✦ to work out a new style of vision and a pictorial representation to better account for movement and permanent changes of their era.

The group organized 8 large exhibitions and developed a style together, yet each also developed their own unique style within the Impressionist and other genres (e.g. Post Impressionist).

Key Impressionist Painters

- ◆ Camille Pissaro
- ◆ Claude Monet
- ◆ Armand Guillaumin
- ◆ Paul Cézanne
- ◆ Pierre-Auguste Renoir
- ◆ Vincent Van Gogh



FOUNDER



Camille Pissarro (1830 – 1903) “Dean of the Impressionists”



CO-FOUNDER



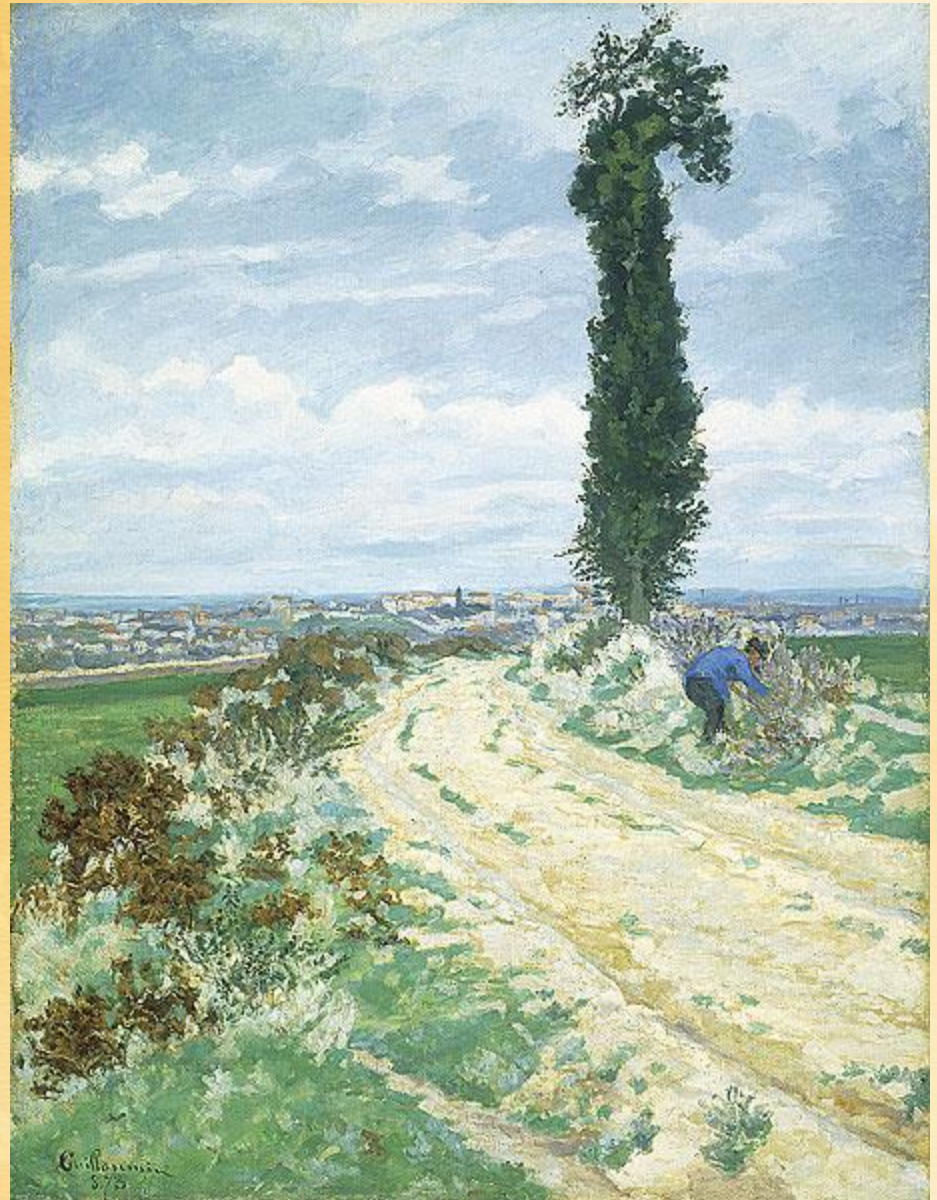
Claude Monet (1840 – 1926) - most constant Impressionist
The term Impressionism is derived from the title of his painting
Impression, Sunrise (Impression, soleil levant).



Armand Guillaumin

(1841 – 1927)

Did not gain the same fame as the rest, but deeply influenced the Group itself.



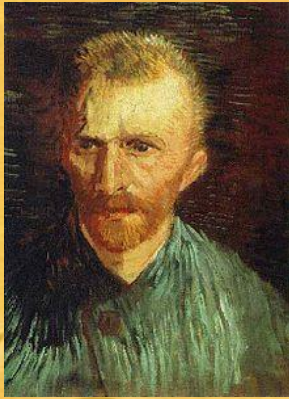


Paul Cézanne (1839 – 1906) also Post Impressionist



Pierre-Auguste Renoir (1841 – 1919)

He and Monet discovered that the color of shadows is not brown or black, but the reflected color of the objects surrounding them, an effect today known as **diffuse reflection**.



Vincent Willem van Gogh (1853 – 1890) moved to Post-Impressionism, influenced many modern painters.

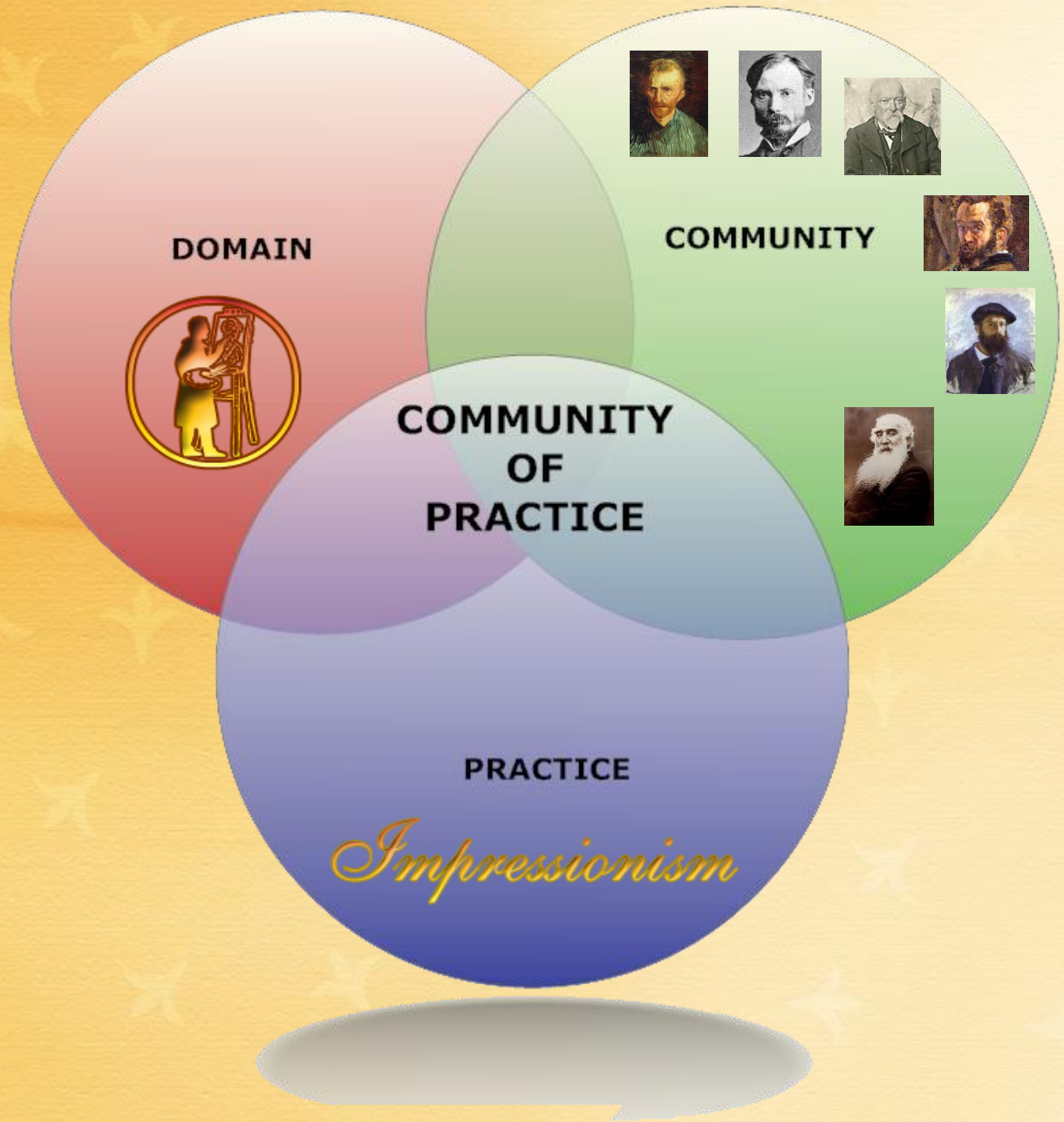
Characteristics

DOMAIN – A CoP has an identity defined by a shared domain of interest, e.g. Art or Nursing.

COMMUNITY – CoP members meet to share expertise, engage in discussion and activities, help each other, develop, brainstorm, build ties, interact and learn together.

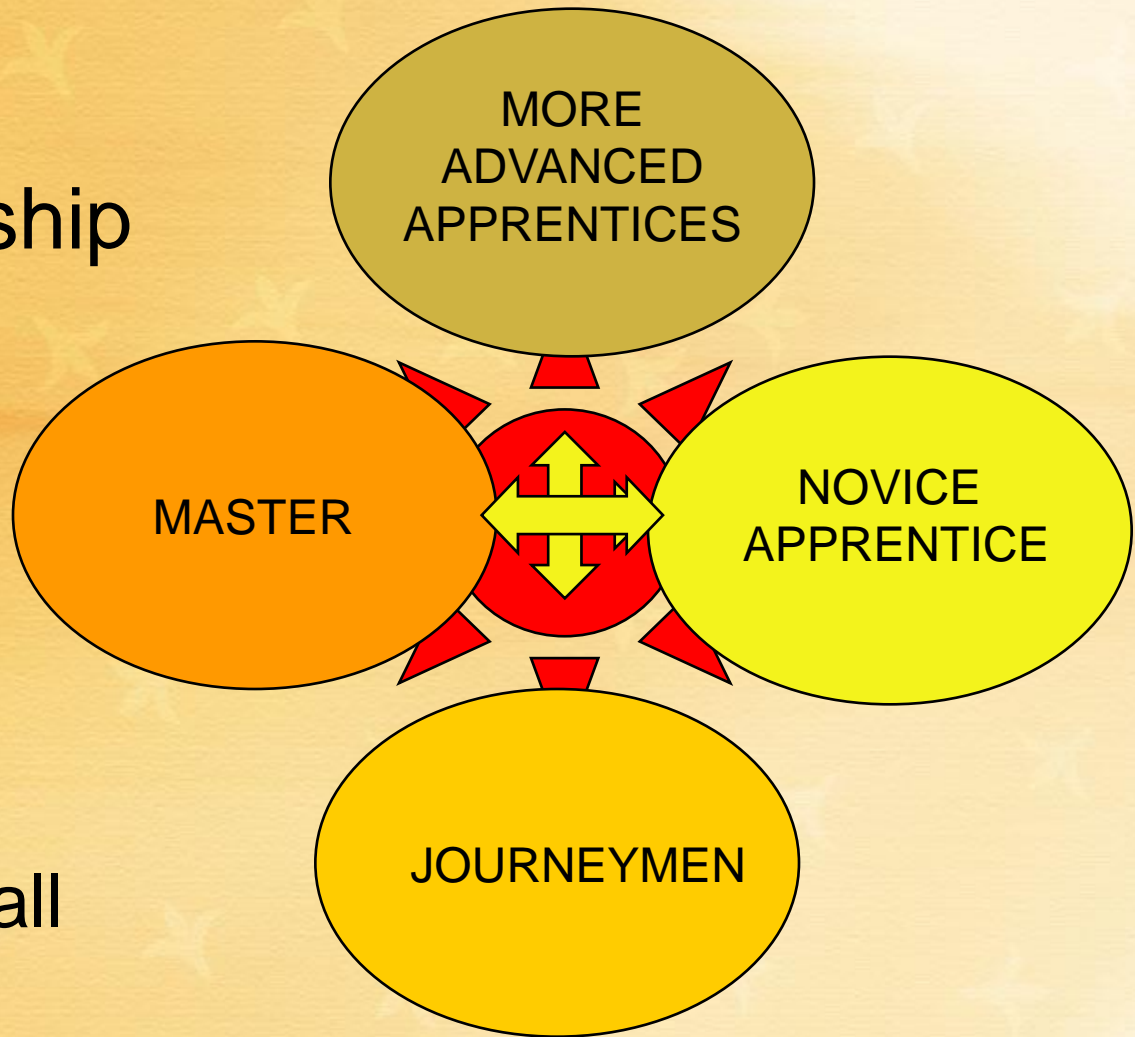
PRACTICE – CoP members are practitioners. They develop a shared repertoire of resources, experiences, stories, tools: a shared practice. ²

2. Wenger. Etienne. [Communities of Practice: A brief introduction.](#)



Jean Lave & Etienne Wenger

Looked at
Apprenticeship
Learning
Networks
formed are
CoPs =
Dynamic &
Learning for all



Context

CoPs are applied in a variety of areas

- ✦ Organizations
- ✦ Education
- ✦ Associations
- ✦ Foundations
- ✦ Practitioner groups
- ✦ Research groups
- ✦ Scholarly groups
- ✦ Internet community

EXAMPLES

- ✦ Healthcare, Corporate
- ✦ Universities, Districts
- ✦ Peer to Peer Networks
- ✦ Non profit groups
- ✦ Specialty experts
- ✦ Project or methodology
- ✦ Theorists, Developers
- ✦ Grassroots, local to international

A Comparison

A Snapshot Comparison

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

	What's the purpose?	Who belongs?	What holds it together?	How long does it last?
Community of practice	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 an interest in maintaining the group
Formal work group	To deliver a product or service	Everyone who reports to the group's manager	Job requirements and common goals	Until the next reorganization
Project team	To accomplish a task	Employees assigned by senior management	The project's milestones and goals	Until the project has been completed
Informal network	To collect and pass on business information	Friends and business acquaintances	Mutual needs	As long as people have a reason to connect

3. Wenger, Etienne & Snyder, William (2000). [Communities of Practice: The Organizational Frontier](#)

Learning in a CoP

Four steps of knowledge creation:

- ✦ **Socialization** - members identify and generate tacit knowledge.
- ✦ **Externalization** - members convert tacit knowledge into explicit understandings.
- ✦ **Combination** - members integrate explicit knowledge with each other to generate new explicit understandings.
- ✦ **Internalization** - individual members incorporate new understandings into tacitly held knowledge.

Knowledge Exchange

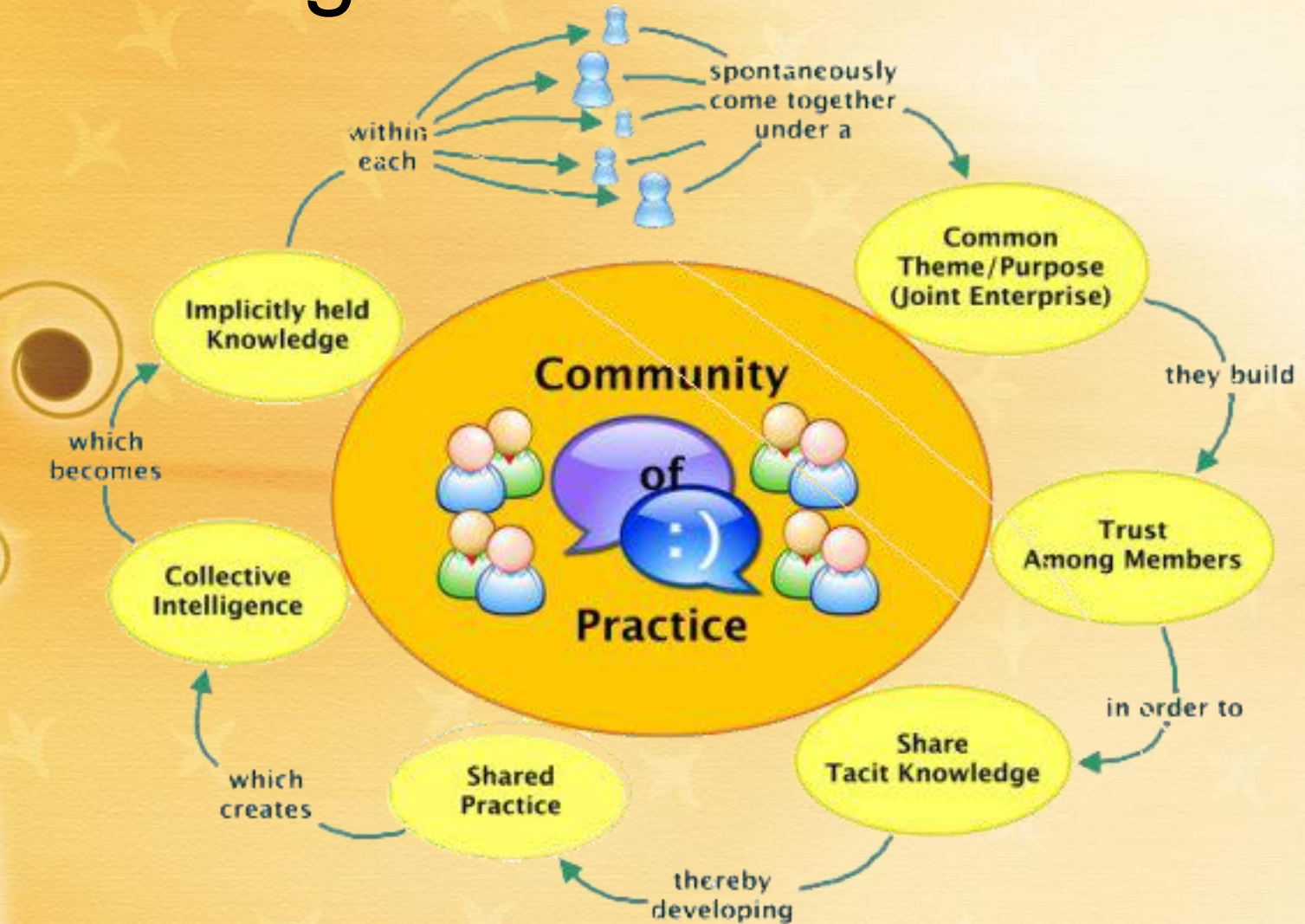
TACIT KNOWLEDGE

- ✦ “We know more than we can tell”
- ✦ Embodied expertise
- ✦ Deep understanding of the complexities of a domain, context
- ✦ Interaction & informal learning needed to share with others

EXPLICIT KNOWLEDGE

- ✦ Codified in mediums i.e. books, videos, web
- ✦ Can be shared & gained through writing, reading but requires the application of tacit knowledge to really learn how to use explicit knowledge in practice.

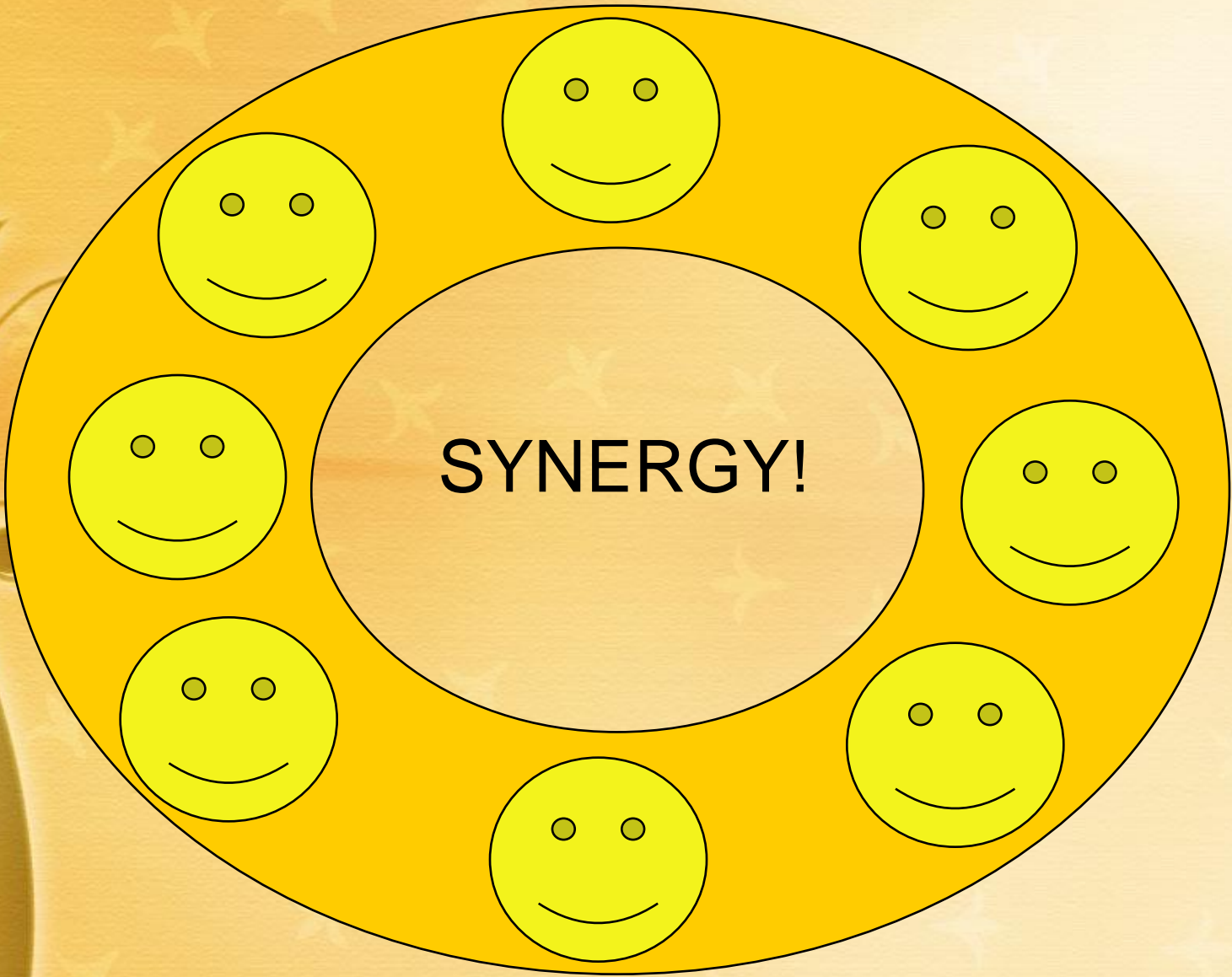
Learning in a CoP





BENEFITS

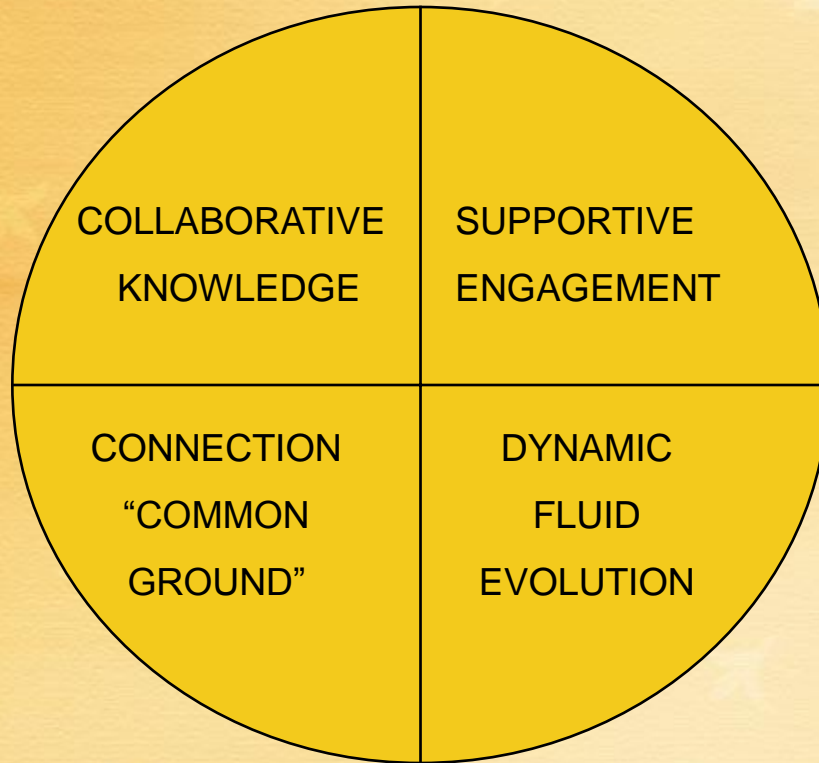
of Communities of Practice



BENEFITS OF COMMUNITIES OF PRACTICE

UNITES DIVERSE EXPERTISE

NOVICE
⇕
EXPERT



SITUATED LEARNING

Benefits to Organizations

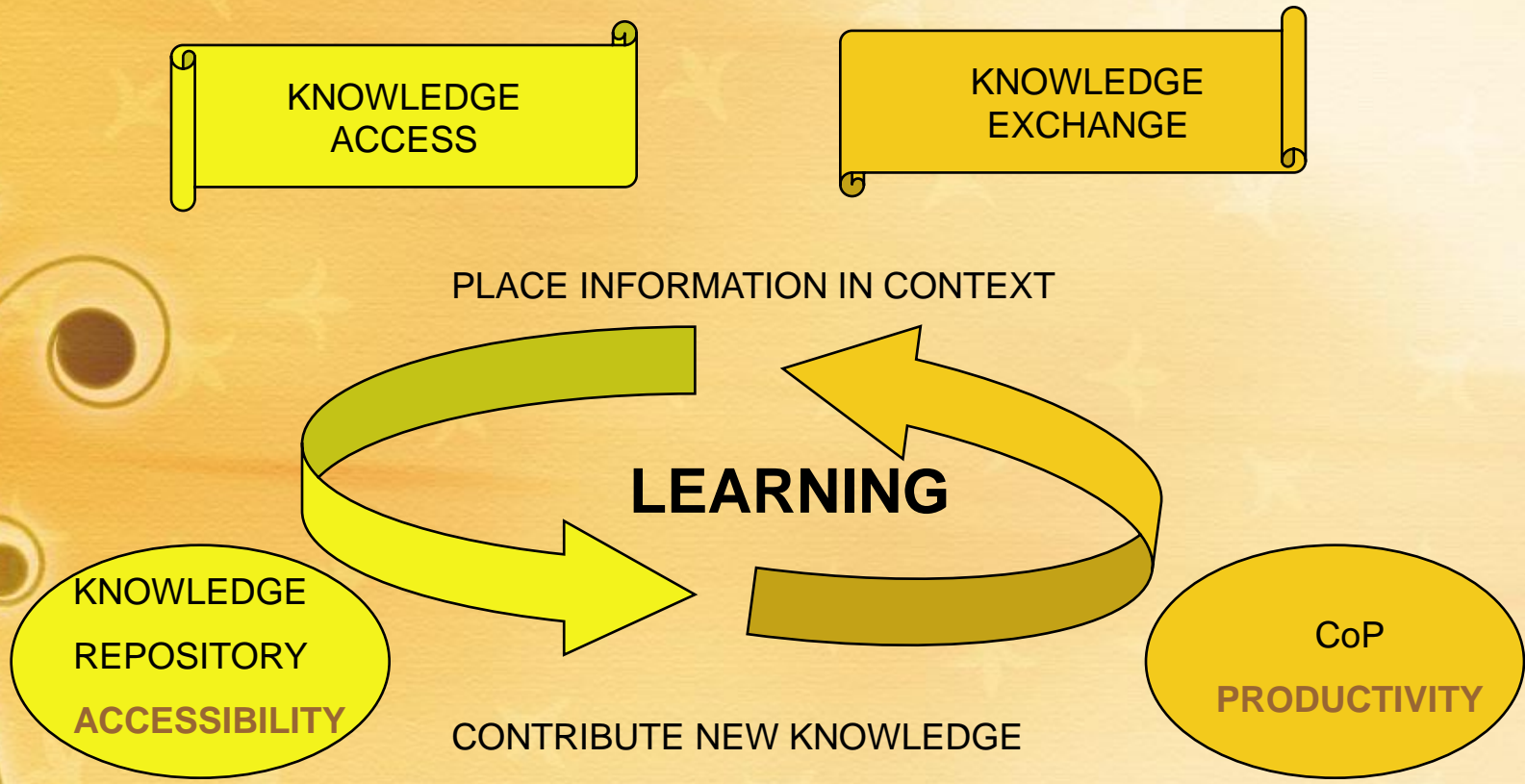
- Valuable medium for developing and sharing specialist knowledge.
- Helps to avoid 'reinventing the wheel'.
- Cuts across departmental boundaries and formal reporting lines.
- Can be more flexible than traditional organizational units.
- Generates new knowledge in response to need, problems and opportunities.
- Provides early warnings of potential opportunities and threats.
- Can be vehicles for cultural change (creating a knowledge sharing culture).
- Are usually (and ideally) self-organizing and organic.

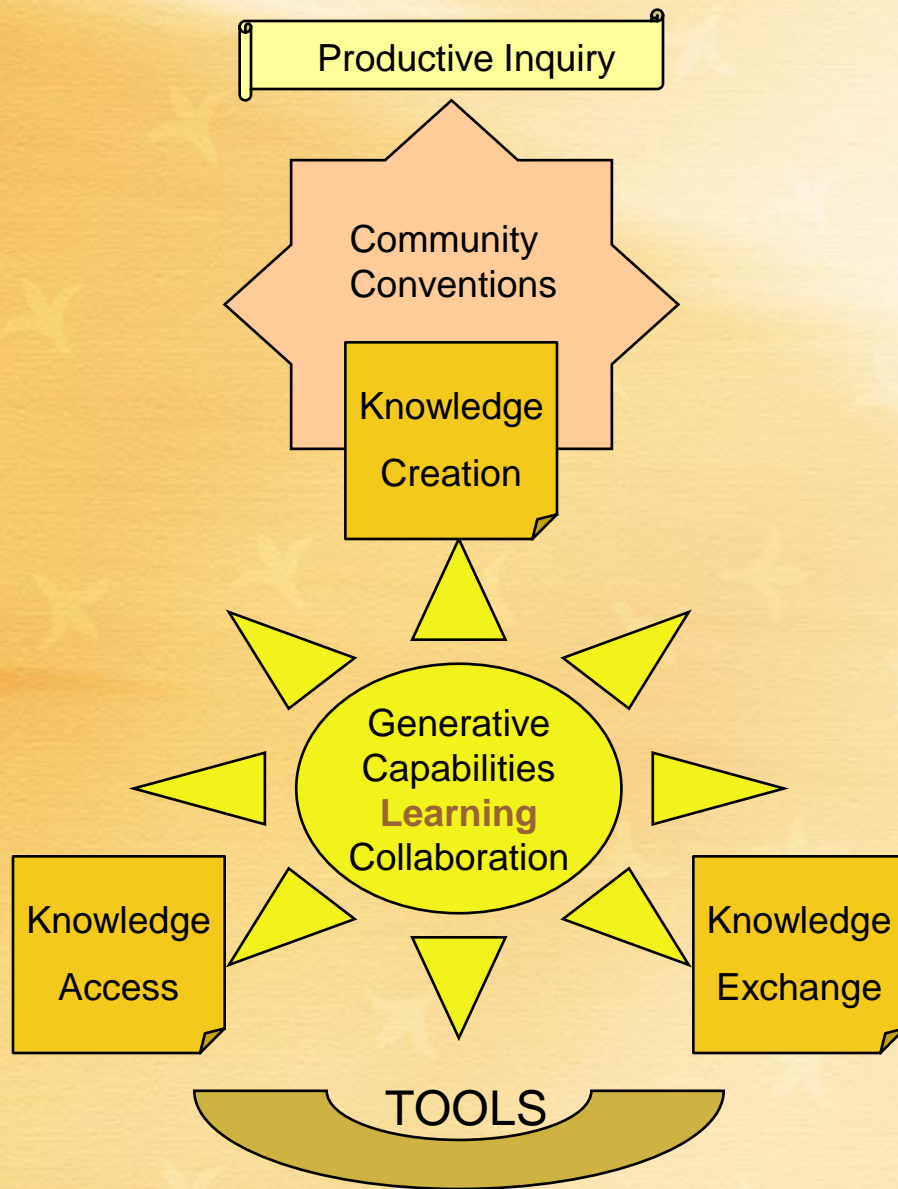
Benefits to Members

- ✦ Access to expert help to expand horizons, gain knowledge and seek help in addressing professional or domain challenges.
- ✦ Members develop more awareness and confidence in their own personal knowledge.
- ✦ Provides a non-threatening venue to explore and test ideas or validate courses of action.
- ✦ Fosters a greater sense of professional commitment and enhances members' professional reputations.

Promote Productive Inquiry

“CoPs exist to find answers to questions that are **situated in practice**. Members have a high degree of “**need to know**” and have found that by asking questions within the community, the responses are **situated in experience** and directly related to the realities of work.”







Process

of developing
Communities of Practice

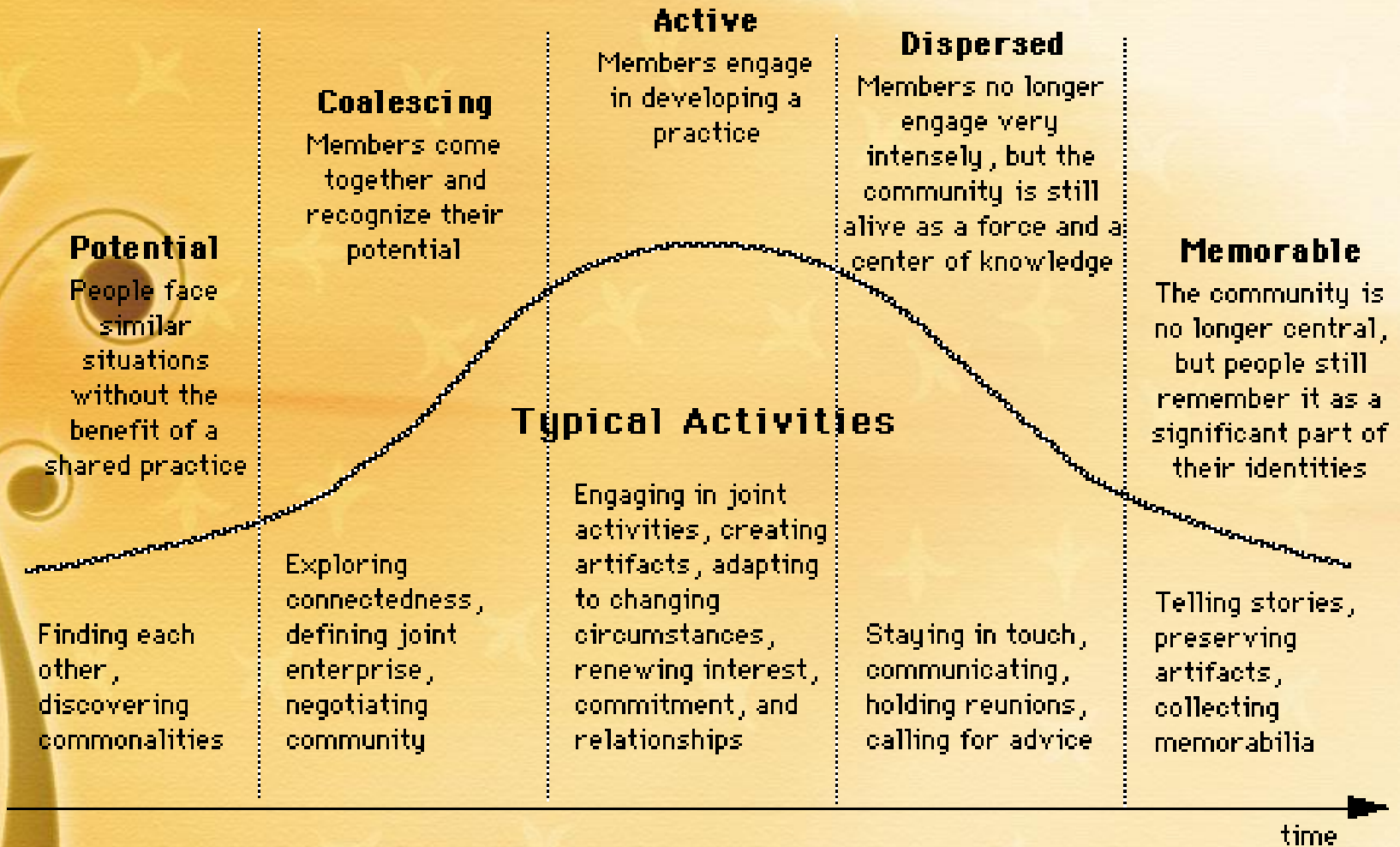
Development Principles

- ✦ Design for evolution.
- ✦ Open a dialogue between inside and outside perspectives.
- ✦ Invite different levels of participation.
- ✦ Develop both public and private community spaces.
- ✦ Focus on value.
- ✦ Combine familiarity and excitement.
- ✦ Create a rhythm for the community.

Success Factors

- ✦ Respected CoP champion(s) with vision
- ✦ Member commitment
- ✦ Genuine interest in domain subject area
- ✦ Good professional relationships
- ✦ Network building activities
- ✦ Regular communication
- ✦ Sustained support, e.g. technology

Stages of Development



11. Wenger, Etienne, McDermott, Richard & Snyder, William. (2002). [Cultivating Communities of Practice: A Guide to Managing Knowledge](#)

Community Key Roles

- Self Organising CoPs
 - Champion
 - Expert/Thought Leader
 - Networker
 - Communicator
 - Administrator

Leadership Types in Communities

- ✦ The *inspirational* leadership provided by thought leaders and recognized experts
- ✦ The *day-to-day* leadership provided by those who organize activities
- ✦ The *classificatory* leadership provided by those who collect and organize information in order to document practices
- ✦ The *interpersonal* leadership provided by those who weave the community's social fabric
- ✦ The *boundary* leadership provided by those who connect the community to other communities
- ✦ The *institutional* leadership provided by those who maintain links with other organizational constituencies, in particular the official hierarchy
- ✦ The *cutting-edge* leadership provided by those who shepherd "out-of-the-box" initiatives.¹⁰

10. Allan, Neil. (2004). [How to Find and Care for a Community of Practice](#).



Challenges

of facilitating
Communities of Practice

Technology Challenges

1. Understand your Community

- technology savvy
- technology tolerance
- technology factors/constraints
- diversity of members
- member access to technology
- technology inventory

Technology Challenges

2. Provide Technology

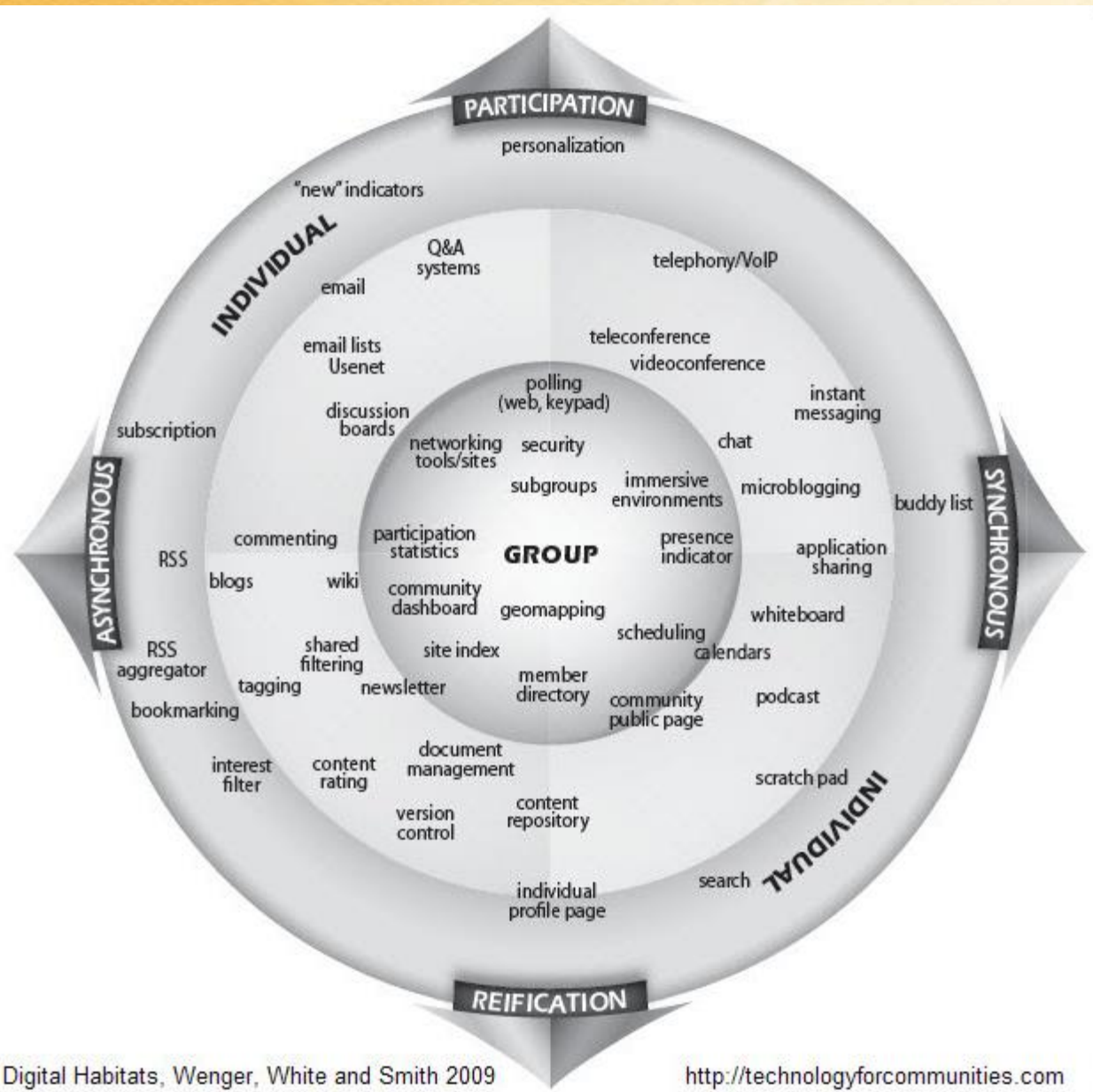
- assess resources and constraints
- who will serve as technology steward?
- technology acquisition assessment
- investment and installation factors
- select acquisition strategy
- orientation strategy for members

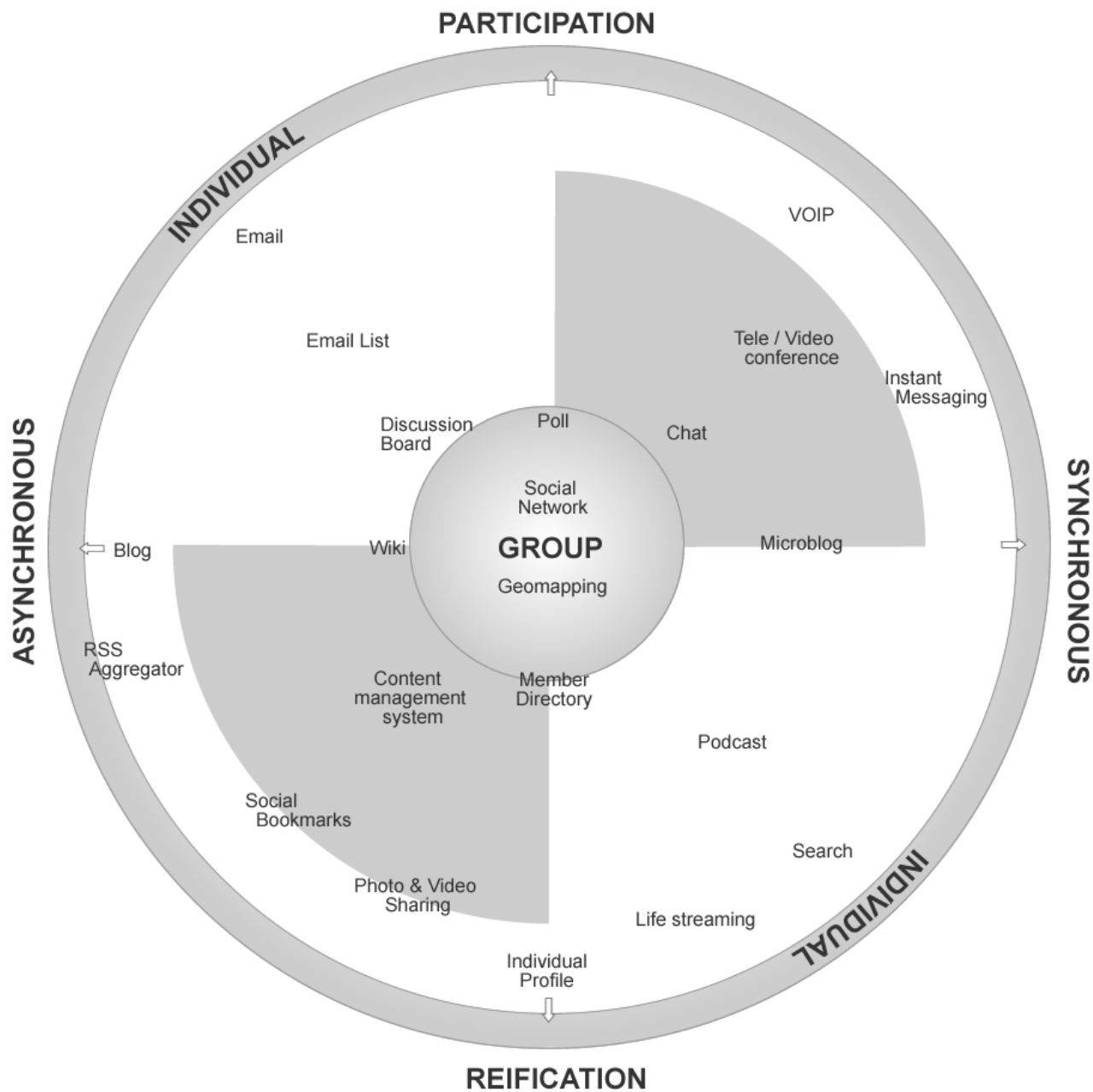
Acquisition Strategies

KEY FACTORS

~~KNOWLEDGE!~~

1. Use what you have e.g. email, phone, F to F
2. Use free platforms e.g. [Oxwall](#), [Wikispaces](#)
3. Build on an enterprise platform e.g. [MS Sharepoint](#), [Lotus Connections](#)
4. Use a community platform e.g. [Ning](#), [Facebook](#)
5. Build your own
6. Use open source software e.g. [Drupal](#), [Moodle](#), [Joomla](#), [Socialengine](#)
7. Patch pieces together





Interpersonal Challenges

- **POWER** – ideally, all are seen as equals
- **COMFORT** – all need to feel accepted as they are: personality, expertise, talents
- **SUPPORT** – diverse needs, e.g. access, technology, learning styles, language
- **COMMITMENT** – may vary, maintaining
- **VOICE** – diverse styles- quiet, extrovert
- **TRUST** – respect, privacy, ownership

Meeting Challenges

Management Challenge

- 1. Focus on topics important to the business and community members.
- 2. Find a well-respected community member to coordinate the community.
- 3. Make sure people have time and encouragement to participate.
- 4. Build on the core values of the organization.

Community Challenge

- 5. Get key thought leaders involved.
- 6. Build personal relationships among community members.
- 7. Develop an active passionate core group.
- 8. Create forums for thinking together as well as systems for sharing information.

Technical Challenge

- 9. Make it easy to contribute and access the community's knowledge and practices.

Personal Challenge

- 10. Create real dialogue about cutting edge issues.

11. Allan, Neil. (2004). [How to Find and Care for a Community of Practice.](#)



SHOWCASE

of Community of Practices

CNIA

Members Only
Community,

open to all CNIA
member

(any Canadian
nurse can join
group)

Software: Drupal

Also use:

WordPress

Moodle

try another color: try another fontsize: 60% 70% 80% 90%

CNIA Members Community

VOTE! | NI 2012 | Announcements | AGM 2010 | CJNI Journal | Recommended Resources

Executive Board | Newsletter | Publications | Forums | Do You Belong? | Provincial Groups

The mission of the CNIA is to be the voice for Nursing Informatics in Canada. The CNIA is the culmination of efforts to catalyze the emergence of a new national association of nurse informaticians. Please note: This community is only open to current CNIA members. If you are a member, please create an account - then you will be able to view and participate in activities within this members area. If you are not a member, Join Us!

Search this site:

Director of Education Nominees

Wed, 01/19/2011 - 13:09 — June Kaminski

FINAL RESULTS

(January 31, 2011)

Cheryl Stephens-Lee is our New Director of Education! Congratulations, Cheryl!

We wish to thank our outgoing Director of Education, Heidi Chevrier for her dedication and hard work - we wish her the best in her new endeavors.

We are fortunate to have two fine nominees for the Director of Education position:

- Virginia Ellis
- Cheryl Stephens-Lee.

[Read more](#) [Add new comment](#)

Secondary links

- [Executive Board](#)
- [Newsletter](#)
- [Publications](#)
- [Forums](#)
- [Do You Belong?](#)
- [Provincial Groups](#)

Poll

When should we hold our next NI National Conference?

Fall 2011	38%
June 2012 (before or after NI 2012)	63%
Other	0%

Total votes: 8

- [Add new comment](#)
- [Older polls](#)

Primary links

- [VOTE!](#)
- [NI 2012](#)
- [Announcements](#)
- [AGM 2010](#)
- [CJNI Journal](#)
- [Recommended Resources](#)

Vote for our new Director of Education

Wed, 01/19/2011 - 13:04 — June Kaminski

Virginia Ellis 17% (4 votes)

Cheryl Stephens-Lee 83% (20 votes)

Total votes: 24

[Add new comment](#)

Key Sections

- [CNIA 2010 AGM](#)
- [NI 2012](#)
- [Conference 2009](#)
- [Executive Board](#)
- [CJNI Journal](#)
- [CNIA Newsletter](#)
- [Featured Publications](#)
- [Provincial Groups](#)
- [Recommended Resources](#)
- [Announcements](#)

Recent blog posts

- [NI 2009 Report from our President Elect](#)
- [Join CNIA on Facebook and Twitter](#)

CNHE

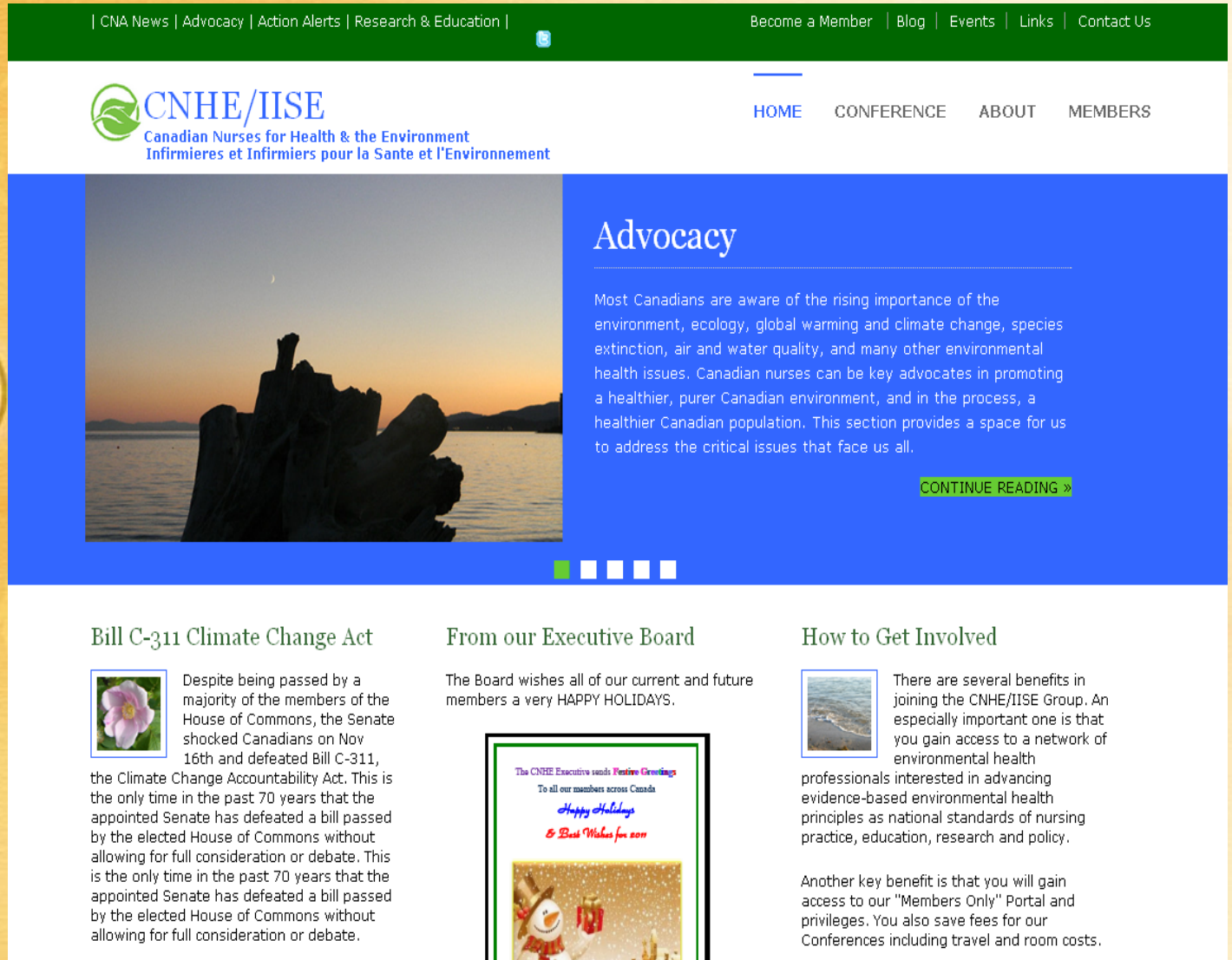
Member Portal

open to all
CNHE
members


(any
Canadian
nurse can
join group)


Software:
Drupal

Also use:
WordPress



The screenshot shows the CNHE/IISE website homepage. At the top is a green navigation bar with links for 'CNA News | Advocacy | Action Alerts | Research & Education |', 'Become a Member | Blog | Events | Links | Contact Us', and a Twitter icon. Below this is the CNHE/IISE logo and name: 'Canadian Nurses for Health & the Environment / Infirmieres et Infirmiers pour la Sante et l'Environnement'. A main navigation menu includes 'HOME', 'CONFERENCE', 'ABOUT', and 'MEMBERS'. The main content area features a large blue banner with the heading 'Advocacy' and a photograph of driftwood on a beach. Text on the banner explains the importance of environmental health issues and provides a 'CONTINUE READING' link. Below the banner are three columns of content: 'Bill C-311 Climate Change Act' with a pink flower icon and text about the Senate's decision; 'From our Executive Board' with a holiday greeting card image and text wishing members happy holidays; and 'How to Get Involved' with a landscape photo and text detailing benefits of joining the group, such as access to a network and a 'Members Only' portal.

| CNA News | Advocacy | Action Alerts | Research & Education |  Become a Member | Blog | Events | Links | Contact Us

 **CNHE/IISE**
Canadian Nurses for Health & the Environment
Infirmieres et Infirmiers pour la Sante et l'Environnement


HOME CONFERENCE ABOUT MEMBERS

Advocacy

Most Canadians are aware of the rising importance of the environment, ecology, global warming and climate change, species extinction, air and water quality, and many other environmental health issues. Canadian nurses can be key advocates in promoting a healthier, purer Canadian environment, and in the process, a healthier Canadian population. This section provides a space for us to address the critical issues that face us all.


[CONTINUE READING »](#)

Bill C-311 Climate Change Act

 Despite being passed by a majority of the members of the House of Commons, the Senate shocked Canadians on Nov 16th and defeated Bill C-311, the Climate Change Accountability Act. This is the only time in the past 70 years that the appointed Senate has defeated a bill passed by the elected House of Commons without allowing for full consideration or debate. This is the only time in the past 70 years that the appointed Senate has defeated a bill passed by the elected House of Commons without allowing for full consideration or debate.


From our Executive Board

The Board wishes all of our current and future members a very HAPPY HOLIDAYS.



The CNHE Executive sends *Festive Greetings*
To all our members across Canada
Happy Holidays
& Best Wishes for 2011

How to Get Involved

 There are several benefits in joining the CNHE/IISE Group. An especially important one is that you gain access to a network of environmental health professionals interested in advancing evidence-based environmental health principles as national standards of nursing practice, education, research and policy.

Another key benefit is that you will gain access to our "Members Only" Portal and privileges. You also save fees for our Conferences including travel and room costs.

KWANTLEN

BSN FACULTY COMMUNITY

(open to all BSN
Faculty)

Software:

Drupal

Also use: Moodle

The screenshot shows the homepage of the Kwantlen BSN Curriculum Community. At the top is a dark navigation bar with links: BSN CURRICULUM, CURRICULUM GUIDE, RESOURCES, READING ROOM, DIALOGUE, NURSING INFORMATICS, MEDIA RESOURCES, and STARTER GUIDE. Below the navigation bar is a header area with three images: a lightbulb, a young woman in scrubs, and an older woman. To the right of these images is the site title 'Kwantlen BSN Curriculum Community' and the subtitle '21st Century Pedagogy and Curriculum Theory, Praxis, and Practice'. A search box is located in the top right corner. The main content area is divided into three columns. The left column contains a 'Main Sections' menu with links to BSN Curriculum, Curriculum Guide, Resources, Reading Room, Dialogue, Nursing Informatics, Media Resources, and Starter Guide. Below this is a 'JuneK' menu with links to BSN Curriculum, Dialogue Forums, Announcements, Blogs, Books, Compose tips, Contact, Image galleries, My account, Polls, Quotes, Search, and User list. The middle column features a 'Welcome to the BSN Curriculum Community!' message, followed by a section for the 'Nursing, Health, & the Environment Online Book' with a submission date of 01/18/2009 and a link to the book. The right column contains an 'Interaction' section with links to Dialogue Forums and Polls, a 'New forum topics' section with links to Positionality, Maternity, Pediatrics, Men's Health, and changes to Semester 1 and 8 Nursing Practice, and an 'Active forum topics' section with similar links. At the bottom right is a 'Recent comments' section.

INSPIRE.NET

Professional Network

MSFHR funded

(BC nurses can
apply to join)

Software: Custom

The screenshot shows the InspireNet website homepage. At the top, there is a navigation bar with links for Home, Blog, Contact Us, Join InspireNet, and Login. The main header features the InspireNet logo, which includes a stylized graphic of people and the text "inspirenet INNOVATIVE NURSING SERVICES & PRACTICE INFORMED BY RESEARCH & EVALUATION NETWORK". To the right of the logo is the slogan "SHARE YOUR IDEAS" with a graphic of stacked books. Below the header are three main navigation buttons: "JOIN INSPIRENET" with a people icon, "WHO'S DOING WHAT?" with a network icon, and "JOIN THE DISCUSSION" with a speech bubble icon. The main content area is divided into two columns. The left column features a collage of six photographs of diverse individuals, a search bar labeled "SEARCH THIS SITE", and a section titled "I would like to..." with a list of links: "Learn What InspireNet Can Do For Me", "Learn About InspireNet's Leadership", "Learn About Existing Action Teams", "Learn About InspireNet", "Learn About Nursing Research Facilitators", "Learn Research Skills", "Find Funding", "Find Resources", "Find Conferences, Virtual Learning Opportunities and News", and "Stay Connected with Social Media". The right column features a "Welcome to InspireNet.ca!" section with a "Welcome message" and a quote: "We are a network of researchers, practitioners, policy-makers, educators and students working together to improve nursing health services. To explore this website, use the navigation links on the left hand side and the Search tool. Join InspireNet to keep up to date on fresh web content and to join the discussion and Action Teams." Below this is a section titled "Connecting People, Ideas and Solutions." followed by "New feature! What's new on InspireNet's Blog?" and a paragraph about a new blog post titled "So...How Do I Get Involved in Research?". It includes a list of questions: "Are you interested in using your network for nursing knowledge exchange?", "Where are you on the research pathway?", and "In what ways would you like to connect with others to share knowledge about nursing health services?". A link "Details: Read the InspireNet Blog »" is provided. Below that is another section titled "New feature! What's new on InspireNet's Discussion Forum?" and a link for "Nurse Empowerment Tools".

C.N.A. NURSEONE

(Open to any
C.N.A.
member)

Software:
Custom

The screenshot shows the NurseOne website with a navigation bar at the top containing 'Home', 'Nursing as a Career', and 'Emergency/Surveillance'. The 'NurseONE' logo is on the left, and the 'INFUSION' logo is on the right. A language dropdown menu is set to 'English'. On the left sidebar, there is a 'Member Login' section with fields for 'E-mail' and 'New password', a 'Remember me' checkbox, and buttons for 'Login', 'Forgot password? No account yet?', and 'Register'. Below this is a 'Search' section with a search input field and a 'Go' button. The main content area features a 'Student Nurses Opinion Survey' banner with a deadline of March 15th and a prize of \$300. Below this is a 'New in Nursing' section with a 'Please note' warning about email addresses. The 'Consumer Health Information' section includes an illustration of two human figures and text about the EBSCO database. Three news articles are listed: 'Nursing student admissions at 10-year high', 'Safer Healthcare Now! Interventions', and 'Clinical Nurse Specialists and Nurse Practitioners in Canada: A Decision Support Synthesis'. On the right sidebar, there are sections for 'Learning Modules on CNA's Code of Ethics', 'CNA now' newsletter subscription, 'Health Headlines', 'More News Resources', 'E-Lexicon', 'Key Nursing Links', and 'Tour NurseONE'. At the bottom right, there is a poll about career development tools with 'Yes' and 'No' radio buttons and 'Vote' and 'Results' buttons.

GANM

Global Alliance for Nursing and Midwifery

(Any specialty
related nurse
can join)

Software:
Custom

Also use
extensive Email
communication



Working Together For Health Knowledge Exchange

Are you working with countries engaged in planning and implementing programmes to improve health?

Are you concerned about how we can improve the quality of health care through effective professional development in nursing and midwifery?

GANM offers you the opportunity to join Communities of Practice dedicated to:

Sharing

- knowledge, expertise and practical experience that build the capacity of nurses and midwives to improve health

Accessing

- coherent information on what works and what doesn't
- discussions with experts and individuals from different countries
- clear definitions of terminology, concepts and policy directives
- evidence-based tools, materials and strategies

Creating

- opportunities to share new knowledge, experience and lessons learned with local and international colleagues
- forums to ask questions, discuss issues, share opinions and work together to use our collective knowledge and experience to improve and scale up effective practices

If you are not yet a member
Please [REGISTER](#)

If you are already a member
Please [LOG-IN](#)

New Sub- Communities of Practice Begin

Please join your colleagues from around the globe in these forming communities as we dialog and share our knowledge and experience.

Join your colleagues around the globe by [signing up](#) now!

This is your opportunity to share your views, experience, expertise, lessons learned on issues that affect you and your work.

[First Nations
Pedagogy
Community](#)

(open to any
one involved
in Aboriginal
learning)

Software:

Drupal

Joomla

Moodle

Tanshi

The Aboriginal peoples of this Earth had their own systems of formal education prior to Colonization - systems which were highly successful. Self Governance in education requires the development and implementation of sustainable educational systems under the full control and jurisdiction of aboriginal people based on the recognition of inherent hereditary and treaty rights, and under international law. To make Self Governance in Education a reality, several processes need to be put into place, including sustainable funding, the preparation of aboriginal educational leaders, and the development of educational systems that meet the needs of each community. .

This site is the culmination of a project funded by BC Campus that allowed two education experts, Sylvia Currie and June Kaminski, representing Nicola Valley Institute of Technology and Kwantlen Polytechnic University to create an online resource that builds on research, consultation, and community-based activities. This site provides best practices and support for online learning initiatives that are intended for aboriginal students, elders, educators, curriculum developers, and educational leaders.

Community
Giving Voice

Practices
Visioning

Learning
Co-creating

Sitemap
Navigating

Circle
Communing

Recent Visitors

Click to Get FEEDJIT

| Home | About | Community | Practices | Learning | Resources | Sitemap | Contact | Circle |

est. 2009 - Creative Commons Attribution 3.0 License

BC LITERACY FORUM

(Open to all)

Software:
Online NING
Community ware

The screenshot shows the BC Literacy Forum website. At the top right, the name "June Kamins" is visible. The main header features the logo "LiTERACY more than words" and a navigation menu with items: Main, My Page, Members, Who's Talking, Blogs, Groups, Meeting Rooms, Events, Media, and Links. Below the header, there are several content sections:

- Welcome to the Literacy Forum:** Includes the British Columbia logo and text: "Join us in advancing literacy and learning. For more info contact Virginia or Sandy."
- Celebrate Chemistry:** Promotes the "YEAR OF SCIENCE" with the slogan "CHOOSE SCIENCE. GO FAR." and text: "2011 is the International Year of Chemistry! Celebrate the achievements of chemistry and its contributions to the well-being of human kind."
- Featured Discussion:** "Can learning a new language improve reading achievement? Research says yes! >read more"
- Groups:** A list of groups with member counts:
 - Literacy Unleashed: 104 members
 - Adolescent At-risk Liter...: 11 members
 - Librarians and Literacy: 33 members
 - Book Club: Secret Daught...: 8 members
 - Eve's Lit Picks: 66 members
 - Second Language Learning: 7 members
 - Family Literacy: 23 members
 - Indigenous Peoples Speci...: 46 members
- Discussions:** A list of discussion topics with reply counts:
 - Can We Promote Literacy and Global Awareness With Web 2.0 Tools? 8 Replies
 - The LibraryThing 1 Reply
 - The Year of Science
 - Letters I Have Written 7 Replies
 - The Future of Textbooks. Will the classroom of the future be devoid of paper? 13 Replies
- Community Blogger:** "Capricious Muse" with a post titled "Can a Rapper Make Reading More Attractive?"
- Members:** A section showing member avatars and names.
- Latest Activity:** A section showing recent forum activity.

BC Campus

SCOPE

Community

(open to all)

Software:
Moodle

SCOPE
An open, online community for people like you.

You are not logged in. ([Login](#))

MAIN MENU

- BCcampus
- 2007 BC Innovation AWARDS in educational technology etu
- List all SCOPE groups
- Current seminar
- Upcoming seminars
- Past seminars
- View "my scope"
- About
- MicroSCOPE - A closer look at what's happening in SCOPE
- Collaborating Partnerships

FAQ
 SCOPE Member Blogs

LATEST NEWS

1 Feb, 06:42
Sylvia Currie
MicroSCOPE: February 2011 Issue more...
Older topics ...
 RSS

Live Traffic Feed

This could be you!
Vancouver, British

SCOPE brings together individuals who share an interest in educational research and practice

Scheduled Seminars facilitated by volunteers in the community

- Our next seminar is **OER University**, facilitated by **Paul Stacey** February 16 - March 2.
- Order your copy of **Online Conferences: Professional Development for a Networked Era** in preparation for a **book discussion** with **Terry Anderson** and **Lynn Anderson** in April.

Online Workshops and Courses

- Open Course: **Learning and Knowledge Analytics** January 10 - February 20, 2011
- Uvic Certificate in **Adult and Continuing Education** continuous entry

Professional Learning Series

- The February 1 session is **Implementing Mobile Technologies** with Susan Crichton & Brown Onguko - 20:30 GMT
- **The recording is available** from our December 7, 2010 session, Blastoff - Taking Education into OERbit, with Paul Stacey, BCcampus

Professional Reading Group Series

- Next book is **Online Conferences: Professional Development for a Networked Era** -- join our **book discussion** with **Terry Anderson** and **Lynn Anderson** in April, 2011
- in preparation for the **Gathering of Online Community Enthusiasts** in Vancouver we read **Digital Habitats**

LOGIN

Username
Password

[Create new account](#)
[Lost password?](#)

FEATURED PROFILES

Carlos Hsia

Sign Up Create an account or log in to see what your friends like.

SCOPE on Facebook
 89

SCOPE The February issue of MicroSCOPE is now available

SCOPE: MicroSCOPE
scope.bccampus.ca
MicroSCOPE: A Close
10 hours ago

SCOPE New special issue of JRRDL (and now back to the

NIHI

National Institutes
of Health
Informatics

(open to health
professionals)

SOFTWARE:
Custom

National Institutes of Health Informatics

NiHi CANADA

HOME | SITE MAP | CONTACT US | HELP | LOG ON | UPDATE MY PROFILE

- About NIHI
- Founding Members
- Members
- National Community of Scholars (NaCOS)
- National Student Forum
- Outreach Program
- Health Informatics Bootcamp
- eHealth Workshops
- Advances in Health Informatics Conference
- Seminars and Events
- HI Library
- HI Video Archive
- Press Room
- Contact Us

Welcome to the National Institutes of Health Informatics

NIHI is a virtual, self sustaining institute of institutes operating under the concept of an academic Community of Practice. It is established as a federal not-for-profit corporation in Canada. NIHI serves as a co-ordinator and facilitator that assists in defining, fostering the development of, and bonding together local Health Informatics (HI) initiatives in academia and industry dedicated to HI research. NIHI itself is not intended as a locus of research, but rather it will catalyze, foster, facilitate and participate in research carried out by its component entities.

NIHI will have a dominant focus on the problems and issues that are perceived as important by the health system and private industry as it seeks to deliver the basis for products and services that are needed by the health system. It will also pursue the offering of professional education programs and other outreach initiatives that complement but do not compete with existing programs.

Upcoming Events

February 16, 2011
[HPME eHealth Speaker Series](#)
University of Toronto, Toronto, Ontario
Seminar Title: *Improving nursing home care services through information and communication technology*
Speaker: [Guy Paré](#), Professor, Information Technologies, HEC Montreal and Canada Research Chair in Information Technology in Health Care

February 24 - 27, 2011
[ITCH 2011 - Health Informatics - An International Perspective](#)
Victoria, British Columbia

March 9, 2011
[HPME eHealth Speaker Series](#)
University of Toronto, Toronto, Ontario
Seminar Title: *From the Foundational to Meaningful: The Maturing of Hospital eHealth*
Speaker: [Anthony Jonker](#), Director, Hospital Business Initiatives, OHA

HEALTH INFORMATICS bootcamp

June 17-19, 2011
[Click Here for More Information](#)

eHealth Risk WORKSHOPS

April 11 - 13, 2011
[Click Here for More Information](#)

Advances in Health Informatics Conference

2010 Archive Now Available!
www.ahic.nihi.ca

Become a NIHI Member
[Click here to request NIHI membership](#)

Become a Student Member of the National Student Forum (NSF)
[Click here to request NSF membership](#)

HI-HIM Program Survey 2010-2011 (PDF)

[Click Here to View](#)

COLLABORATIVE BOOK AUTHOR GROUP

(Open to academics)

Software:
Wikispaces
Facebook
Email
MS Office

CollaborativeBook

Actions

- Join this Wiki
- Recent Changes
- Manage Wiki

Search

Navigation

Home

- About this Wiki
- Last 20 Changes
- Tag Cloud
- Schedule
- Overview
- Contributors
- Contact Information
- Discussions
- Chapter Abstracts
- Social Bookmarking
- Meeting Archives
- Meeting Room
- Copyright
- Stylesheet
- Our Publisher
- Publication Formats
- Peer Review Team
- OpenEd Conference
- PCF6

1st Edition

- 1st Edition Reviews
- List of Pages



guest · Join · Help · Sign In · wikispaces

Table of Contents

[Welcome to the Collaborative Book wiki - 2nd edition!](#)

[Site Visitors](#)

[Twitter Feed](#)

[Pages in use space-wide](#)

[Abstract](#)

Sample chapter maps from the first edition of

[zK](#) Jan 24, 2011 7:43 pm

[zK](#) 05 pm

[7-19. http://bit.ly/gQgAzK](#) Jan 7, 2011

[7-19. http://bit.ly/gQgAzK](#) 11 0:50 pm

CANADA HEALTH INFOWAY

[KnowledgeWay](#)

And

Standards
Collaborative

Support Peer to
Peer Networks

(Open to health
professionals)

Software: Custom

The screenshot shows the Canada Health Infoway website. At the top, there is a navigation bar with links for Resource Centre, Media Room, Blog, Careers, Contact Us, RSS Feed, and Français. Below this is a login section with fields for Username and Password, and a Login button. There are also links for 'Forgot your password / username?' and 'Create an account'. A search bar is located in the middle section, with a 'SEARCH' button. Below the search bar are several menu items: 'About Electronic Health Records', 'Electronic Health Records and You', 'About Canada Health Infoway', and 'Standards Collaborative'. At the bottom of the page, there is a footer with copyright information and links for Home, Site Map, Terms of Use, Privacy Policy, and Disclaimers.

Resource Centre | Media Room | Blog | Careers | Contact Us | RSS Feed | Français

Canada Health Infoway | Inforoute Santé du Canada

Forgot your password / username? | Username | Password | Login

Create an account

Remember me

About Electronic Health Records | Electronic Health Records and You | About Canada Health Infoway | Standards Collaborative | Keywords | SEARCH

Info for Health Care Providers | Info for Jurisdictions | Info for Solution Providers | Resource Centre | KnowledgeWay

Be part of the e-evolution. What's your role?

Implementing EHR

Provinces and territories are bringing EHRs to their communities, creating more services and providing access to better care.

Adopting EHR

Health care professionals are accessing new tools that enable them to focus on what's important... their patients.

Building EHR

IT vendors and solution providers are finding new ways to innovate that help them share their expertise and grow their business.

KnowledgeWay

Read the Blueprint and other essential information on working with EHRs.

[SIGN IN TO VIEW THESE PAGES](#)

Don't have an *Infoway* Passport? Create one here.

The Standards Collaborative

Learn more about the standards for Canada's EHR.

Go to the Standards Collaborative section.

Certification Services

Learn more about *Infoway's* new service: pre-implementation certification for Consumer Health Platforms.

Go to the Certification section.

Copyright © 2010 Canada Health Infoway. All rights reserved. | Home | Site Map | Terms of Use | Privacy Policy | Disclaimers

STTI

The Circle

(Open to all
STTI
members)

Software:
Custom

The screenshot shows the homepage of the STTI 'The Circle' website. At the top left is the Sigma Theta Tau International Honor Society of Nursing logo. A navigation bar contains links for Home, My Profile, Chapters, Directory, Discussions, Events, Groups, and FAQs. A search bar is located on the right of the navigation bar. The main content area features a large 'Welcome to The Circle' banner with a colorful circular logo and a list of six tips for getting started. To the right of the banner is an 'Announcements' section with two posts: 'Share your induction story!' and 'Need help getting started?'. Below the banner is a link to 'Learn more about The Circle!'. The lower half of the page is divided into three columns: 'Share your story' with four recent posts, 'Discussions' with a login prompt, and 'STTI Events' with a list of upcoming events including a webcast, a summit in Europe, a nursing research congress in Mexico, and a biennial convention in the US.

**Sigma Theta Tau International
Honor Society of Nursing®**

Home My Profile Chapters Directory Discussions Events Groups FAQs **SEARCH** Search Keyword(s)

Welcome to The Circle

Welcome to The Circle
STTI's new online professional networking site!

Get started with these tips:

1. Sign In using your STTI username and password.
2. Customize your profile and preferences
3. Adjust your e-mail settings through My Subscriptions
4. Start a discussion!
5. Share your story
6. Questions? [View the FAQs](#)

[Learn more about The Circle!](#)

Announcements

Share your induction story!
By: [Michelle Lilly](#), Jan 21, 2011 3:12 PM
Were there any memorable moments during your induction ceremony? Who inspired you to join STTI? Hit "post" on the Share your story section and share your experiences with other members!

Need help getting started?
By: [Michelle Lilly](#), Jan 10, 2011 4:01 PM
[Read "10 Easy Steps to Getting Started"](#)

Share your story

Posting of Five Surveys
By: [John Nelson](#), Jan 25, 2011 11:35 PM
[Caring as an Intervention of Healing](#)
I hope the surveys that I've provided are helpful... [more](#)

A little Justice goes a long, long way
By: [Laura Bonnard](#), Jan 24, 2011 2:49 PM
On graduation day, May, 2005 I kept shaking my head... [more](#)

Clinical Process Innovation
By: [Susan Benson](#), Jan 18, 2011 8:22 PM
"Moving into the next century, the most important... [more](#)

My induction day and beyond
By: [Sharon Swain](#), Jan 14, 2011 10:13 PM
I was inducted into Nu Xi Chapter-At-Large in April... [more](#)

Discussions
Please login to see this information

STTI Events

What's in it for me? A New Member's Guide to STTI (Webcast)
Feb 22 - 24

Leadership Summit Europe
Apr 1 - 2
Amsterdam, Netherlands

22nd International Nursing Research Congress
Jul 11 - 15
Cancun, Mexico

41st Biennial Convention
Oct 29 - Nov 2
Grapevine, TX, United States

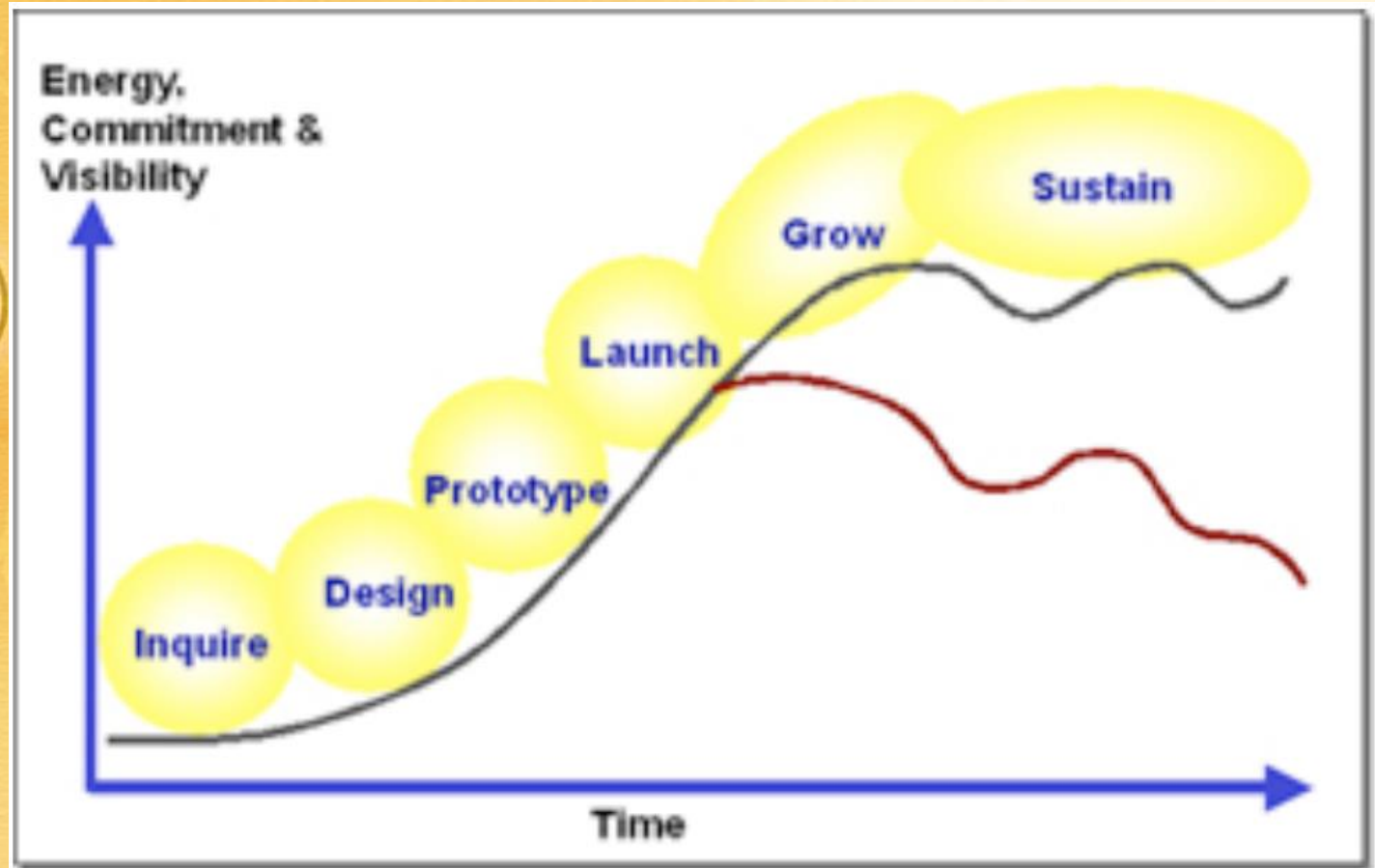
[View Calendar](#)



Introduction:

Community of Practice
Group Planning Exercise

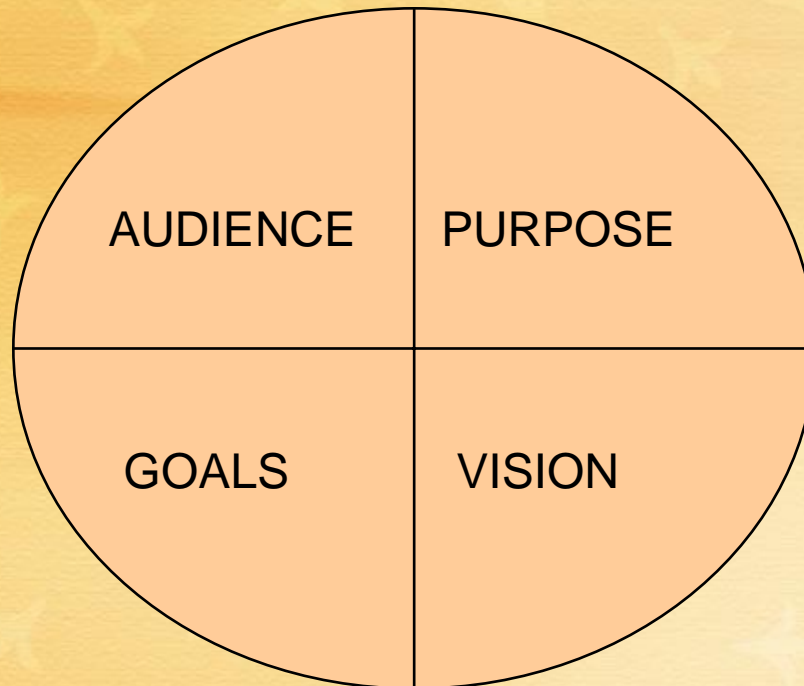
CoP Lifecycle Phases



12. Wenger, Etienne, McDermott, Richard & Snyder, William. (2002). [Cultivating Communities of Practice: A Guide to Managing Knowledge](#)

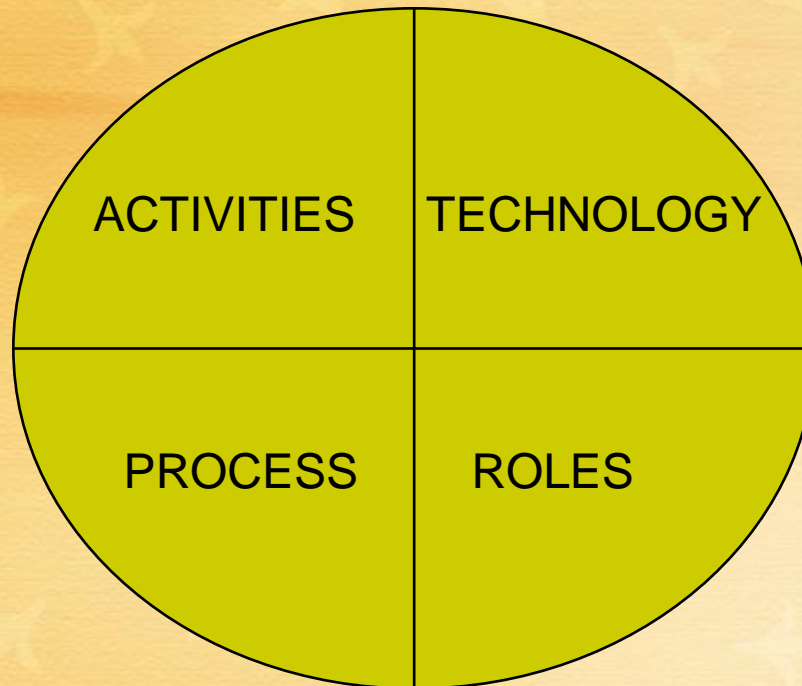
1. Inquire Phase

Identify the Audience, Purpose, Goals, and Vision for the Community



2. Design Phase

Define the activities, technologies, group processes, and roles that will support the community goals.



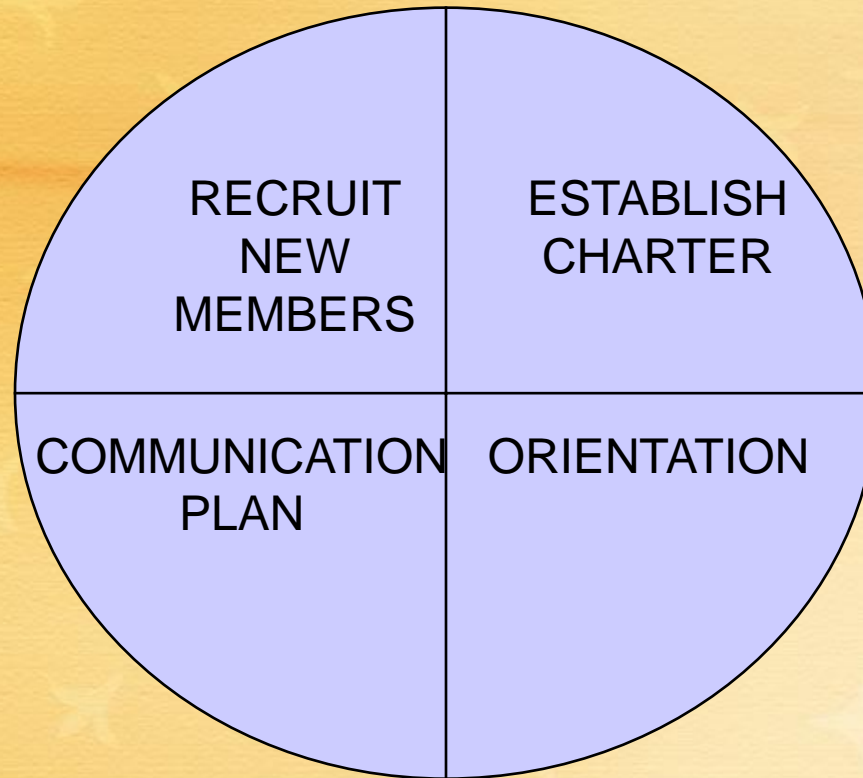
3. Prototype Phase

- Pilot the community with a select group



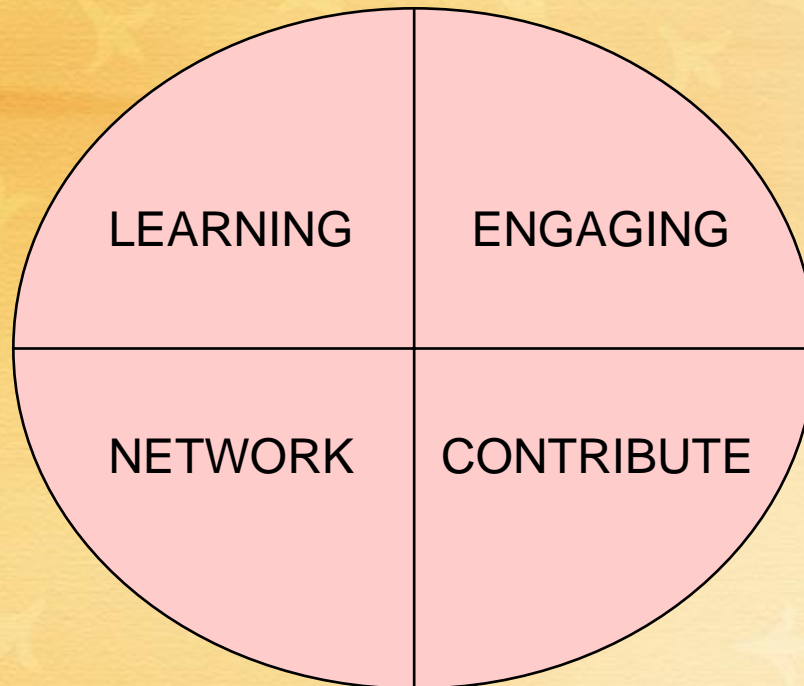
4. Launch Phase

Present community to larger audience



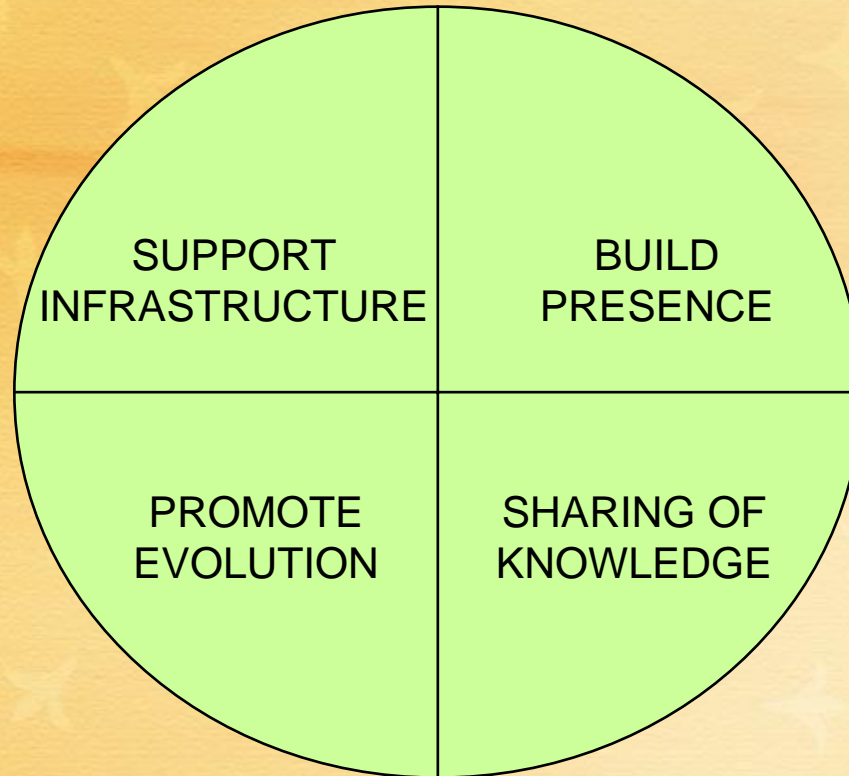
5. Grow Phase

Collaborative learning and knowledge building activities, develop relationships



6. Sustain Phase

Cultivate, evaluate, redirect growth to inform future growth

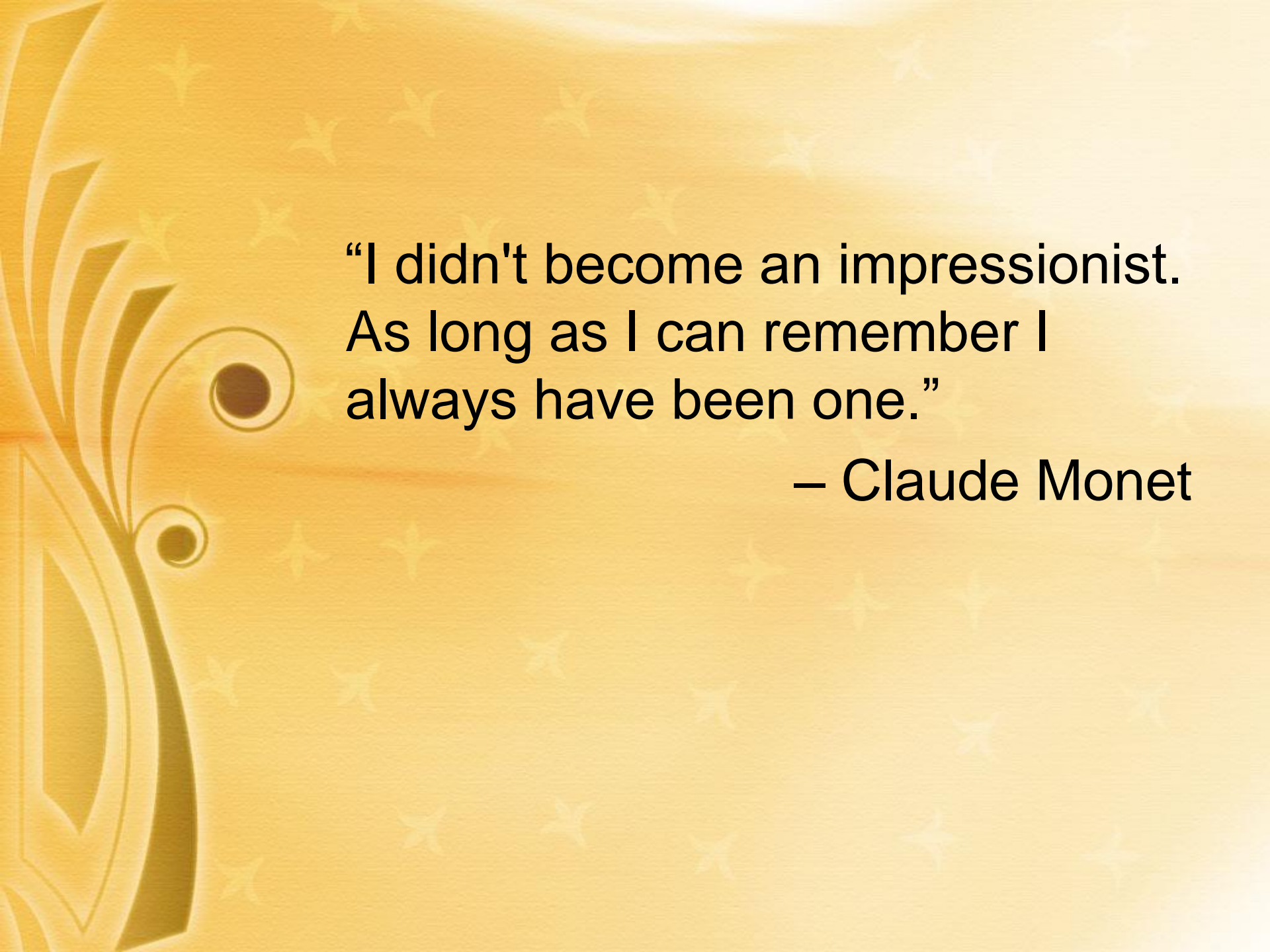




CONCLUSIONS

CoP are valuable to Nursing

- ✦ Grounded in Individual Expertise, coupled with Group Dynamics
- ✦ Promote synergy and sharing
- ✦ Support momentum, taps each person's knowledge and abilities as equals
- ✦ Provides a milieu for sharing and growth of explicit and tacit knowledge
- ✦ Supports innovation, synthesis, genius



“I didn't become an impressionist.
As long as I can remember I
always have been one.”

– Claude Monet

“Personally I would like to have pupils, a studio, pass on my love to them, work with them, without teaching them anything...”

**...A convent, a monastery, a phalanstery of painting where one could train together... ..but no programme, no instruction in painting...
...drawing is still alright, it doesn't count, but painting – the way to learn is to look at the masters, above all at nature, and to watch other people painting..”**

- Paul Cezanne

One last thought....

“Healthy communities mature into “influence structures” or active teams of peers who demand or are asked to take on influential roles in their organizations. These teams set short- and long-term goals, establish formal roles and structures, and assume vital organizational tasks.”

– Richard McDermott