

## Workshop on Social Learning at URK, May 2019

**Title** Workshop on Social Learning at URK, May 2019

**Key Learning** Key learning from this event:

- Developing CoP's is a competence - it is a methodology that can be practiced: Wenger et. al: 7 principles
- CoPs requires that the organisation has capacity to build and maintain and a management understanding of what CoPs are (and are not)
- CoPs are a designed learning experience and must be facilitated/moderated
- Kindling the fire is the most important thing: finding what motivates the individual
- The success of the community relies on the personal motivation of the participants
- You need a digital infrastructure and tools to support the CoP
- It is important to remember that the CoP should solve problems for the participants
- It is a challenge to frame the CoP - when is it a CoP and when is it a working group?

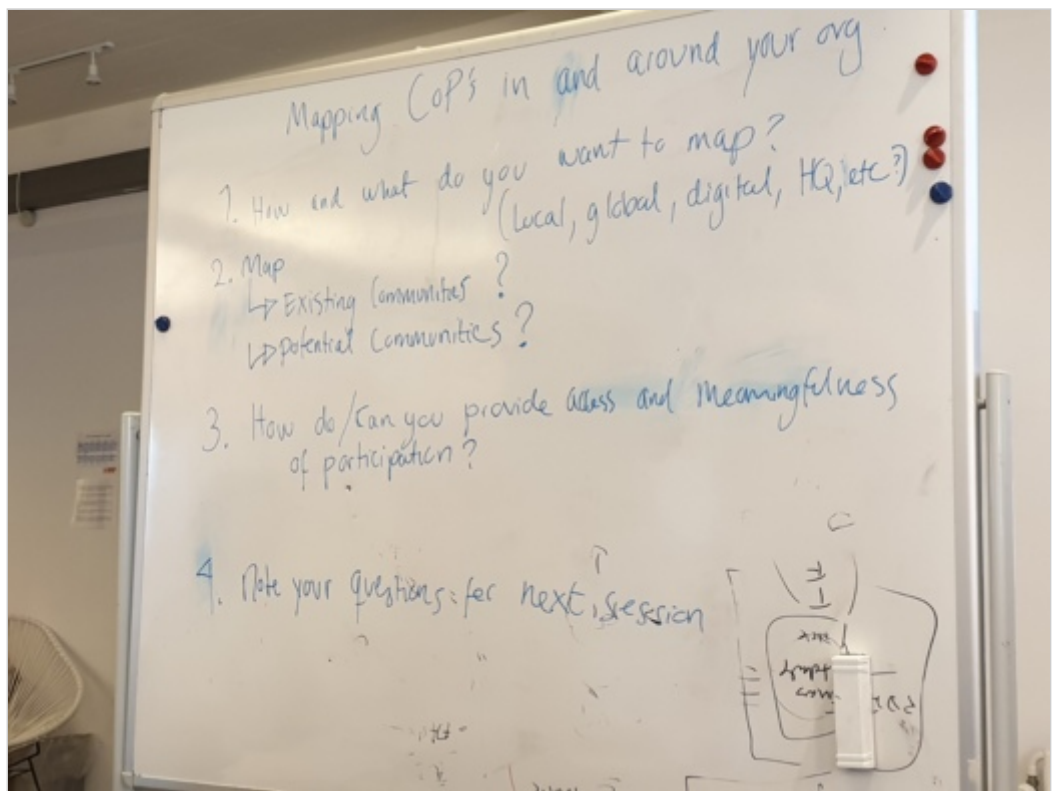
How can this be transferred to practice:

- Include resources for building CoPs in planning of the work done by our team
- Remember to think about the participant's needs and
- Involve HR
- Finding themes/topics in the organisation that would make sense to create a CoP around
- Possibly start a CoP around Cops for the participating organisations

### Pictures







**Description** "How can we learn together? - network based and collaborative learning". During the workshop we examine the concept of social learning as a special kind of learning activity. The goal is to investigate how network based learning - especially in the form of 'Communities of Practice' - can be used strategically as a learning environment - and to examine how we can understand learning as ecosystems and not only as separate learning events. The program is as follows: An introduction to the relevant concepts when it comes to social and network based learning, a mapping and discussion of the communities of practice in which the participants are engaged and a case from IBM – a company, which for many years has worked to cultivate and shepherd communities of practices. As preparation for the day you may read the article [“Seven Principles for Cultivating Communities of Practice”](#) Etienne Wenger et al.

**Date** 06/05/2019

**Location** Hejrevej 30, 2400 København, Denmark



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**Tags** cop, minilæringsforløb, netværksbaseret\_læring, social\_learning

**Files** 7Principles\_Community-of-Practice.pdf

Communities of Practice the IBM way, PP by IBM 06.05.19.pdf

Concepts & Context\_sociale learning, PP by Simon Skårhøj 06.05.19.pdf