

# Communities of Practice

Anytime,  
anywhere



A Community of Practice is a group of individuals who come together to share ideas, develop expertise and solve problems around a topic of interest. Communities of practice can be made up of people across the NHS and beyond, so that knowledge is shared and re-used widely.

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## Three Characteristics of a Community of Practice

### 1. The Domain

An identity defined by a shared domain of interest – similar roles or expertise

### 2. The Community

Interaction and learning together members of the community engage in joint activities and discussions, help each other and share information.

### 3. The Practice

Developing stories, cases, documents and lessons learnt to inform shared practice. Building a knowledge base.

## Steps for building a community

**1. Planning:** Is there a need? Is there a common purpose? Who will be core members?

**2. Creating:** How will you recruit? How will you encourage interaction – in person or virtually? What tools will you use to support the Community?

**3. Building the knowledge base:** How will you capture and present knowledge from experience? Will you provide an alerting service to keep members up-to-date?

**4. Reviewing:** Is your community still relevant and meeting needs? Does the community need to evolve into something new? If no longer active does the community need to be closed and the knowledge archived?