

Community of Practice



Peer Facilitated Learning

Community of Practice



Community of Practice

- Is an informal, peer-facilitated gathering that convenes regularly to consolidate and continue learning and practicing skills that were acquired during training and follow-up coaching sessions





Community of Practice

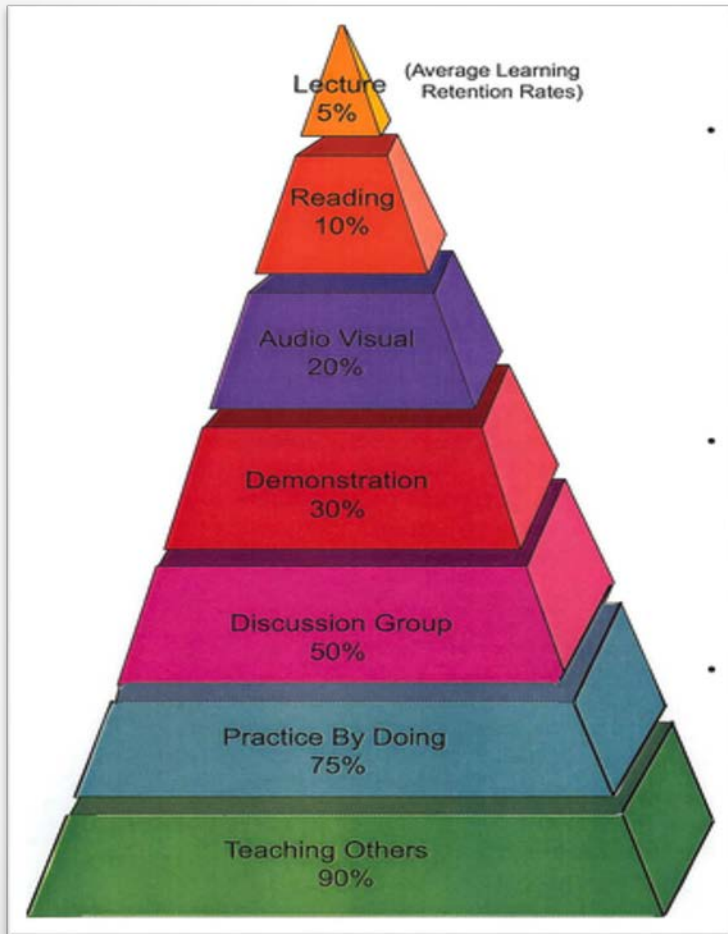
Technical Change

- Problem is clear, solution is known
- Change is typically visible, measurable and trainable
- Solution is usually plug and play, get it right and you are done
- Short term pain while learning new skill
- Requires a new skill

Adaptive Change

- Problem not easy to define, solution must be created collaboratively
- Change may be internal, hard to measure, and may take more than training
- Takes time to create and test a solution, requires feedback and revision
- Long term discomfort due to uncertainty
- Requires a new mindset

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“Taking about MI is not as likely to promote learning as actually practicing skills within a supportive learning community.”



Miller and Rollnick
Motivational Interviewing, 3rd Edition

Community of Practice

- Collaborator vs. Expert
- Coach vs. Teacher
- Leader vs. Authority
- Questions vs. Answers
- Overseeing vs. Overstepping

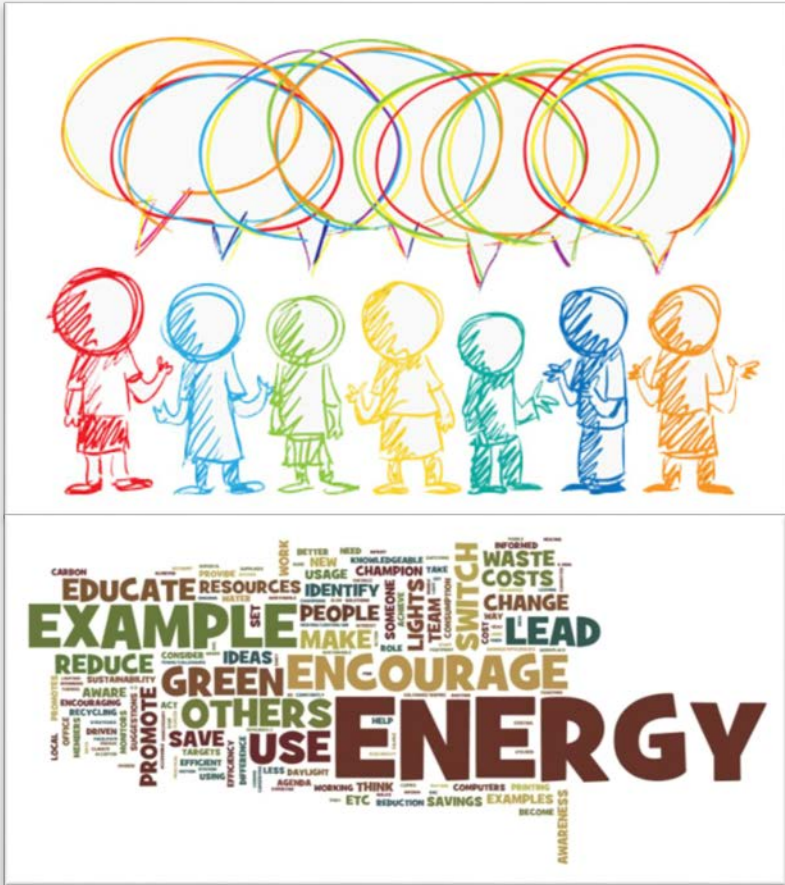


Community of Practice



- Problem-Solving
- Skill Practice
- Requests for Information
- Seeking experience
- Sharing assets
- Coordination and Synergy
- Discussing developments
- Documentation projects
- Visits
- Mapping knowledge and Identifying gaps

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Thanks for listening!