

Recipe for a good *community of practice*

At the Queensland Place-based Community of Practice launch, we listened out for ingredients for a good community of practice.

Clarity of purpose

1. Having a clear scope for the community of practice is an essential ingredient. We have a shared purpose of coming together to share learnings, build shared understandings, and create opportunities for collaboration.

Regularity and structure

2. We meet regularly. There is enough informality in our processes to support trust building, and enough formality to create structure and productivity, for example by having clear agendas, topics for discussion, working groups and shared project outcomes. Our structures are flexible to the needs and interests of community members.

Authentic and active participation

3. Membership in the community requires a willingness to actively participate and contribute. Long-term commitment and consistent attendance - according to our personal capacity and interest - help to build authentic relationships. We take part in the community of practice as a member beyond our formal titles and roles. We park our egos and individual agendas.

A culture of learning

4. We learn through action and collaboration. We are prepared to workshop, problem-solve and brainstorm together. We actively share our learnings and our failings. We support each other to build our capacity. We translate theory into practice. We work towards a shared understanding and methodology.

Safe space to share

5. We have agreements around privacy, confidentiality and conduct that support a safe space for sharing. We host ourselves and engage respectfully and non-judgmentally. We share knowledge, information and data openly and with generosity.

Resourcing and facilitation

6. We have resources and infrastructure to sustain our joint activities. This includes each of us dedicating resources, in-kind support and time to participate and meet. It includes good facilitation and group support by dedicated role(s) to maintain commitment and motivation, bring out everyone's voices, and manage conflict. It also includes using a variety of platforms to engage.

Accessible and diverse

7. We welcome members to the community with a diverse range of backgrounds, kinds of skills and levels of experience. We have a range of activities, means of communication and structures to support people participating at different levels, in different ways and in different places.