Overview

The purpose of this educational package is to provide community health nurses and organizations with the resources and a process to organize and use a CoP to increase the use of evidence in nursing practice.

5 Modules in Education Package:

- Introduction to Modules and Key Concepts
  - Forming a CoP
  - Learning to Work Together
  - Developing a Shared Body of Knowledge
  - Towards Sustainability
Discussion question

1. *Before starting the modules, take a few minutes to write down how you/your organization might use the educational package.*
Developing Leadership Skills for a Community of Practice

Module 1: Overview and Introduction of Key Concepts

Liz Diem & Alywn Moyer
June, 2010
Learning Objectives

1. Describe the modules in the series

2. Explain the concepts of:
   a) A community of practice (CoP)
   b) Model for CoP development
   c) Canadian Community Health Nursing Standards of Practice (CCHN Standards)
   d) Evidence based practice

3. Describe the resources needed to support a CoP including:
   a) Leadership knowledge and skills
   b) Administrative processes
   c) Technology
# Using Material in Each Module

<table>
<thead>
<tr>
<th>Material</th>
<th>What to do with it</th>
</tr>
</thead>
<tbody>
<tr>
<td>• (This) Audio presentation</td>
<td>• Review and respond to questions</td>
</tr>
<tr>
<td>• Resource &amp; study guide</td>
<td>• Review with audio, including checking out websites</td>
</tr>
<tr>
<td>• Example resources</td>
<td>• Review in preparation for responding to questions and discussion</td>
</tr>
</tbody>
</table>
A community of practice defines itself along three dimensions:

1. **What it is about** - its joint enterprise as understood and continually renegotiated by its members;
2. **How it functions** - the mutual engagement that bind members together into a social entity; and
3. **What capability it has produced** - the shared repertoire of communal resources (routines, sensibilities, artifacts, vocabulary, styles, etc.) that members have developed over time.

Wenger (1998)
Key Steps in Setting up a Community of Practice (Wenger, 2007)

- Define the area of shared enquiry and key issues
- Form relationships and a sense of belonging
- Create the body of knowledge:
  - methods,
  - stories,
  - cases,
  - tools,
  - documents
Discussion question

2. What do you feel would be the main focus of a CoP for your organization?
Model of CoP Phases & Timing

(18 month timeframe of study)

- Months
  - 6: Forming the CoP
    - Launch
  - 12: Learning to work together
  - 18: Developing a shared body of knowledge
  - Moving toward sustainability
3. Would you find it difficult to ‘sell’ a CoP in your organization if it takes at least 6 months to see some results?
Canadian Community Health Nursing (CCHN) Standards, 2003/2008

PROMOTING HEALTH
A. Health Promotion
B. Prevention & Health Protection
C. Health Maintenance & Restoration

BUILDING RELATIONSHIPS

BUILDING INDIVIDUAL/COMMUNITY CAPACITY

FACILITATING ACCESS & EQUITY

DEMONSTRATING PROFESSIONAL RESPONSIBILITY & ACCOUNTABILITY
Discussion question

4. How important it would be to you or your organization that the work of the CoP support the CCHN Standards?
Evidence Based Practice

- Sources of evidence to make decisions about clients (CNA 2002)
  - Research
  - Clinical expertise
  - Client preferences
  - And other available resources
Discussion question

5. How do you/does your organization support evidence based practice?
Resources needed to support a CoP (Garcia & Dorohovich, 2005)

- People - required leadership roles
- Processes for conducting a CoP
- Technology
Required Leadership Roles
(Garcia & Dorohovich (2005))

• Community sponsor
• Community leader
• Subject matter experts
  - content editor
• Facilitator
• Community member
(Administrative) Processes to Support a CoP

- Organize meetings
- Document and distribute information
- Evaluation
Technology

• Need for a website
• Technology for communication - eg. teleconferences, videoconferences, and/or computer conferences
6. Would your organization provide dedicated time for people to lead a CoP?

7. What types of meetings and timings work best in your organization?

8. What technology would you have available to provide information and support communication?