



CONVENE & CONNECT

Convening is the art of bringing the community (of practice) and relevant stakeholders together to connect members and engage them in meaningful conversations. The diversity of a community and a risk-free and inclusive environment help develop conversations and engage members.

Start small, create the conducive environment to convene and network people.

Proper community management to ensure diversity of views, prioritize equity for access to opportunities and resource and where everyone feels they belong and can actively participate.

Diversified, equity and inclusiveness environment where there is diverse representation, fairness and everyone feel valued and heard.

Activities oriented to developing the practice – Visits, Field Trips and Learning Expeditions

WHAT

Visits, field Trips and Learning Expeditions

To gain a concrete sense of a practice by visiting a specific location where it operates.

WHY

Field trips are a fun way to learn together. They create good community memories in addition to the practical learning of visiting an organization or site relevant to the practice.

HOW

We find that it is good to have a local practitioner to act a guide familiar with the location (or the website if it is an online visit). The actual experience of practice and all the connections it involves may not be evident just by visiting a physical or online site.

In some face-to-face but geographically dispersed communities, members take turns hosting meetings at their location. Local members can organize a tour of their place of practice or involve other relevant people from their location in a case clinic. They can even invite a manager for certain sessions and thus gain some legitimacy for the value of their practice. It enriches the

conversations and deepens the opportunities for mutual learning when members have seen each other's situations.

One mistake we have seen is to simply have the visitors in one room, with one or two people, often managers, giving presentations about the local practice that could have been given in any hotel room in the world. The art of organizing field trips and visits is to take full advantage of all the learning opportunities afforded by being on site, including seeing the loci of practice in action and interacting with a broader range of practitioners.

Field trips are traditionally done in-person, but we have seen some well-organized trips online. Most comments in this section apply to both. One advantage of online tours is that these visits are easier to organize while still quite effective at giving a good, situated sense of the practice.