Learning and Organisational Resources for Communities of Practice

Type of resource: Managing, supporting and evaluating (individual and collective, and informal and formal) learning
Type of scenario: Reification

IndividualIssue: Individual issue analysis

Summary
- Objective: to discuss an individual professional issue and propose solutions.
- Scenario: presentation and discussion of an individual issue and reification of the experience.
- Tools: SweetWiki, Amaya, or word processor

Objectives
The objective is to discuss a personal issue experienced by a CoP member and to propose answers to this issue that the presenter will implement in his/her practice.

Scenario
The activity is based on a face-to-face discussion that could last between 1 and 2 hours. The group can be composed of 8 to 12 participants. The coordinator should play the role of the moderator of the discussion and avoid expressing his/her own point of view on what is discussed.

1. One voluntary participant proposes the discussion topic: a professional situation in which he/she experienced a dilemma, or felt to not have chosen the right behaviour, or felt to not know what to do. The situation should be based on a personal dilemma or a contentious topic. The presenter is free to present his/her situation during about 15 minutes. Nobody should interrupt the presentation.
2. The other participants ask questions of clarification. Here, the coordinator/moderator should avoid questions that are judgments of the situation or actions of the presenter. The presenter answers the questions.
3. The other participants then propose actions to implement in such situations. There is no debate at this stage. Each participant tells his/her solutions in turns.
4. The presenter summarizes the different solutions (questions of clarification may arise) and tells which one he/she finds the most suitable to his/her personal situation. Again, the coordinator makes sure on the non-judgement of the questions and answers.
5. The presenter elaborates an action plan for implementing the chosen solution. The other participants propose possible advices.

After or during the activity, the coordinator or a participant can take notes for describing the situation, the proposed solutions and the chosen action plan. The account (anonymous) can then be shared.

After the meeting, the presenter will implement the action plan. A second meeting can then be organised in order to debrief the implemented action and possibly refocus it. The results of the action can be reported by the coordinator and shared.

Tools to support activity
For the discussion itself, there is no need of tool. However, during or after the discussion, the coordinator or a participant can use SweetWiki (http://sweetwiki.inria.fr/ - http://palette.ercim.org/content/view/160/119/), Amaya (http://www.w3.org/Amaya/ - http://palette.ercim.org/content/view/164/119/) or a word processor in order to summarize the discussion and proposed solutions, and share it with all the participants.

Further resources
- A short practical guide of the "Co-développement professionnel" in French: http://provirtuel.com/doc/gr-codeveloppement.html.
- Questions and answers about Professional Codevelopment: http://www.cva-acfp.ca/annual_conference_2001_reports/Conference2001Workshop5EnglishWeb.htm.