

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: Debate & Decide

LearningSwot: The learning SWOT

Summary

- Objective: to identify the main learning processes that occur in a CoP.
- Scenario: group discussion about the Strengths, Weaknesses, Opportunities and Threats (SWOT) of the learning processes experienced in the CoP.
- Tools: Amaya, SweetWiki, CoPe_it!

Objectives

The objective of this LOR is to evaluate the learning processes that occur in the CoP. It is about a group discussion aiming at identifying the Strengths, the Weaknesses, the Opportunities and the Threats of the learning processes experienced by the CoP members.

Scenario

1. The coordinator organises a group discussion preferably on a face to face mode. This discussion may last between 1 and 2 hours.
2. Firstly, the discussion is oriented towards the 'past' in order to evaluate the activities of the CoP from the learning point of view. The main question asked is: 'From the learning point of view, what are the Strengths and the Weaknesses of the activities organised by the CoP in the last months?'. Other sub-questions can be asked such as: 'Did the activities support learning of the members?', 'What are the outcomes of the activities in terms of learning?', 'Did they enable efficient learning process: analysis, reflection, debates, etc.?', etc.
3. Secondly, the discussion is oriented towards the 'future' in order to identify the future Opportunities and possible Threats. The main question is: 'From the learning point of view, what are the Opportunities that we could take and what are the Threats that we should expect and avoid?'. More specific questions could be asked such as: 'What kind of activities could we organise in order to meet the objectives and needs of the members?', 'What kind of activities could we organise in order to meet the preferred learning processes of the members?', 'What should we avoid?', etc.
4. Finally, the coordinator writes a report and proposes a list of decisions (activities that could be organised). The CoP members can then express their opinions regarding these proposals and vote (or negotiate).

Tools to support activity

- In order to take notes during the discussion, the coordinator can use Amaya (<http://www.w3.org/Amaya/> - <http://palette.ercim.org/content/view/164/>

[119/](#)) with an appropriate template. The file produced can then be easily shared or displayed on a web page. When several discussions will have been organised, the format of the reports will allow easily searching and reusing pieces of contents for other purposes (an annual report of the CoP activity for example).

- SweetWiki (<http://sweetwiki.inria.fr/> - <http://palette.ercim.org/content/view/160/119/>) can also be used in order to take note during the meeting (take care to regularly save the page; sessions can not be open more than 60 minutes). After the meeting, the members can then add their additional comments.
- In order to debate and decide the future activities to organise by the CoP, CoPe_it! (<http://copeit.cti.gr/> - <http://palette.ercim.org/content/view/156/119/>) can be used. The coordinator can open a workspace with a list of possible activities and the members express their opinions and arguments towards or against each proposal.

Further resources

- http://www.daretoshare.ch/en/Dare_To_Share/Knowledge_Management_Toolkit/SWOT is a general resource on SWOT analysis in CoPs, not necessarily focused on learning. Further texts in English, French, German and Spanish are presented.
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