ObjectivesActivities: Connecting individual objectives with CoP activities

Summary
- Objective: to plan activities related to the individual objectives and needs of the CoP members.
- Scenario: analysis of the "**NeedCoP**: Understanding the perceived needs of CoP members" activity by the coordinator, then face-to-face or online discussion with the members, finally decision making on the activities to organise.
- Tools: forum, (collaborative) mind mapping software or web service.

Objectives
After having identified the individual objectives of the CoP members (see LOR "**NeedCoP**: Understanding the perceived needs of CoP members"), this activity aims at supporting CoP coordinators to develop suitable activities. The objective is thus to connect activities with the perceived needs and objectives of the members.

Scenario
1. The coordinator firstly organises a discussion about the objectives of each member through the activity '**NeedCoP**'. Through this activity, the coordinator can have a global view of the focus of the members of the CoP.
2. Different types of activities may be organised with a CoP. They can be individual, group-based or organised with the whole group. They can be focused on specific professional practices (how to), professional issues and challenges (status, development of the profession, relations with other professionals, etc.), projects, etc. The LOR2 provide a range of CoP activities.
   Regarding the results of the questionnaire used in the previous activity ('**NeedCoP**'), the coordinator can identify tendencies in the objectives of the members:
   o whether the members are more focused on their personal development or the group's one;
   o whether the members are willing to change their practices and views or rather to confirm their existing ones;
   o whether they prefer to learn from experts or to share with peers.
   The coordinator can also identify whether the members rather feel experts or novices.
3. The coordinator prepares a brief report of the results of the survey (2 or 3 slides) and proposes a list of activities in line with the results (see the LOR "Organising, managing, developing, and evaluating").

4. The members can comment the results and proposals, and propose their own ideas.
5. The result of the activity is a list of activities that the coordinator plans.

Tools to support activity
Tools may be used if the activity takes place at a distance:
- a forum that allows reading the comments of each one at one place.
- a collaborative mind mapping software can be used :
  - Bubbl.us (http://www.bubbl.us/), nice and easy to use application.
  - a CoPe_it! workspace (http://copeit.cti.gr - http://palette.ercim.org/content/view/156/119/), PALETTE service that allows creating a map in which the coordinator can add the different types of individual objectives, and links between these objectives and proposals of activities. The members can then add their own ideas of activities into the same map and comment the ideas of others. Synchronous discussions may also be organised for directly discussing the different ideas.

Further resources
- The LOR "**NeedCoP**: Understanding the perceived needs of CoP members" can be organised before the present LOR in order to identify the individual objectives and needs of the CoP members.
- The LOR "Organising, managing, developing, and evaluating" propose a range of CoP activities classified following 3 main axes: informal/formal, community/domain-oriented, short/project activities.