



How can CoPs promote change in organisational cultures **Communities of Practice in Higher Education**

2nd ACT International Synergy Conference

11 – 12 February 2021

Daniela Bultoc

Higher Education Communities of Practice Expert

Organisational Development Consultant

Vitae Senior Fellow Researcher Developer

Implementing successful CoPs (in HE)

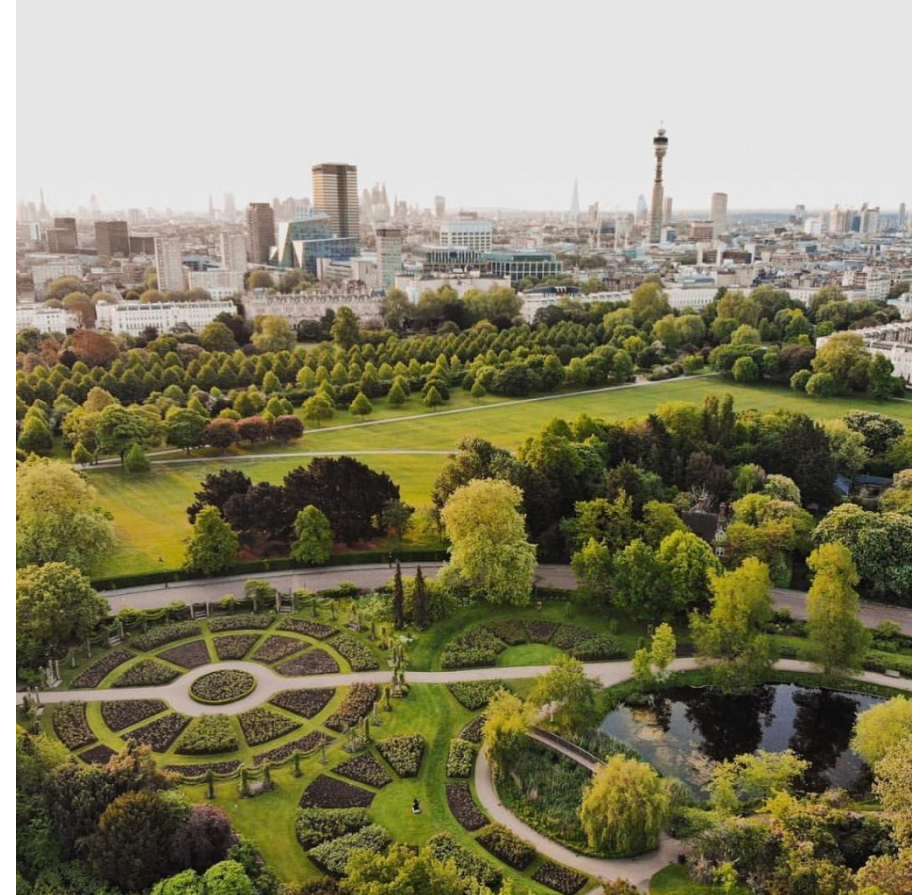
5 important elements

1. Context
2. Needs
3. CoPs positioning
4. CoP implementation
5. Measuring success



5 key lessons – practitioner reflections

- Link to important measurable strategic agendas, charters, goals; CoPs need to be routed in strategy – **CoPs act as shortcuts**
- Clearly communicate the CoP scope and vision – **CoP as action and purpose-led groups**
- Identify common challenges that can be addressed through collective effort – **CoPs enable co-creation**
- The CoPs and their Members need to be visible and be given **recognition** for their work
- Don't assume that CoPs will emerge organically – they need sowing, pruning and watering to grow and make a real impact – **CoP need clear roles and dedicated support.**





Daniela Bultoc

HE CoP Expert & Consultant

LinkedIn:

<https://www.linkedin.com/in/daniela-bultoc-consultant/>

Email: dbultoc@icloud.com

Twitter: @DanielaBultoc