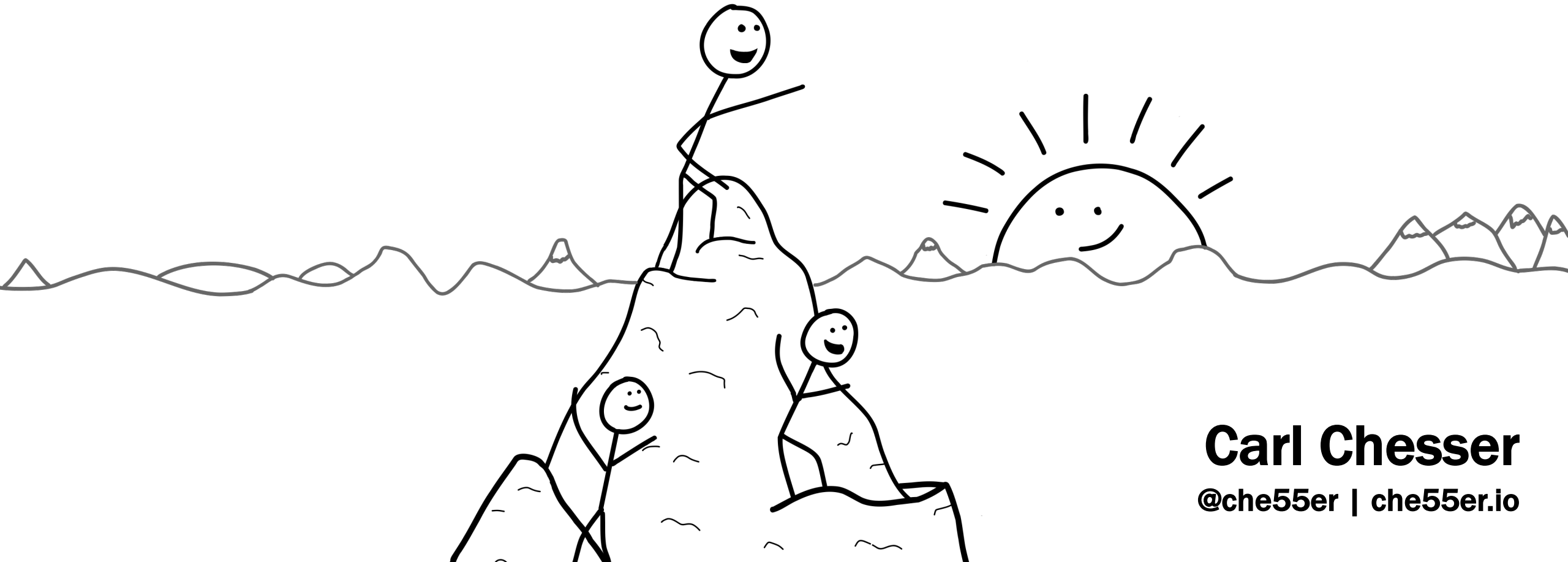
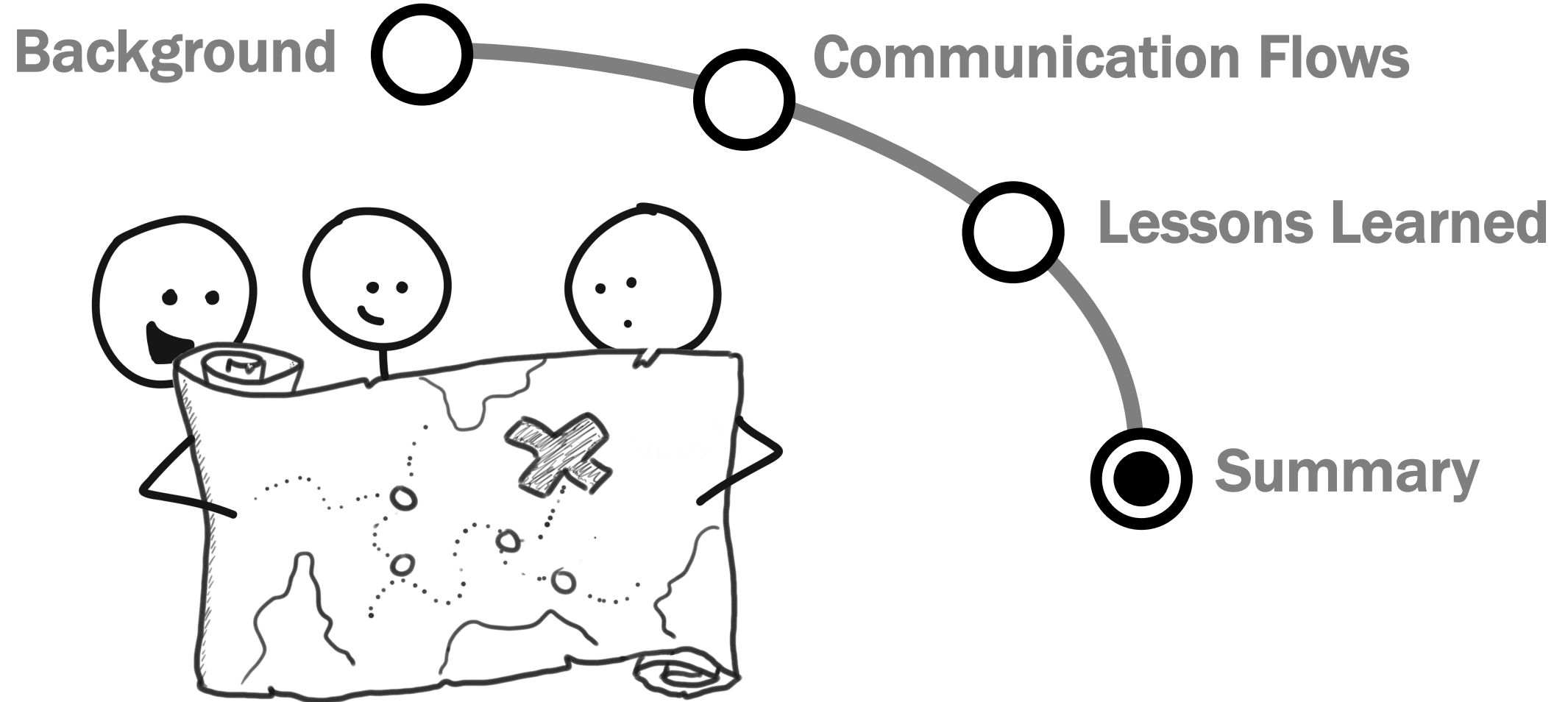


# Navigating Change with Communities of Practice



**Carl Chesser**  
@che55er | che55er.io

# Journey

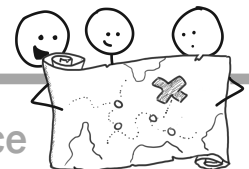


# What is it?

*“Communities of practice are groups of people who share a concern or a passion for something they do and learn how to do it better as they interact regularly.”*

- Etienne and Beverly Wenger-Trayner.

"Introduction to communities of practice" (June 2015)

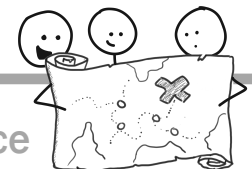


# What it is not...

- a central enforcement body on technology choices
- a team which takes on broad or highly coordinated development work

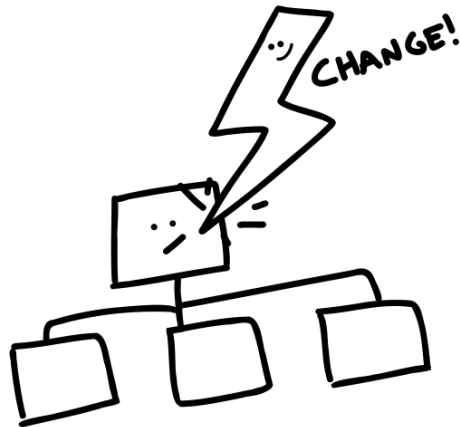
...rather, they may inform what is best for governance

...rather, a community is defined by their knowledge area (not the task) and can improve the consistent application of the work

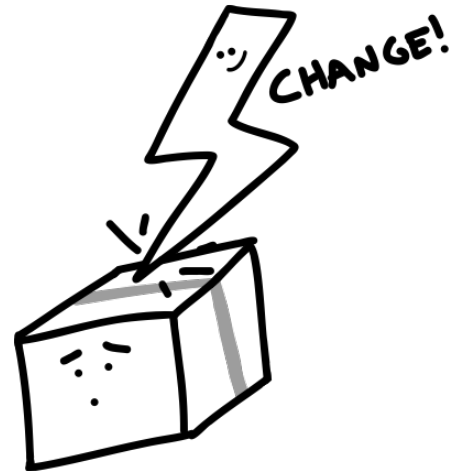


# Disruption of Change

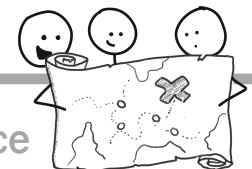
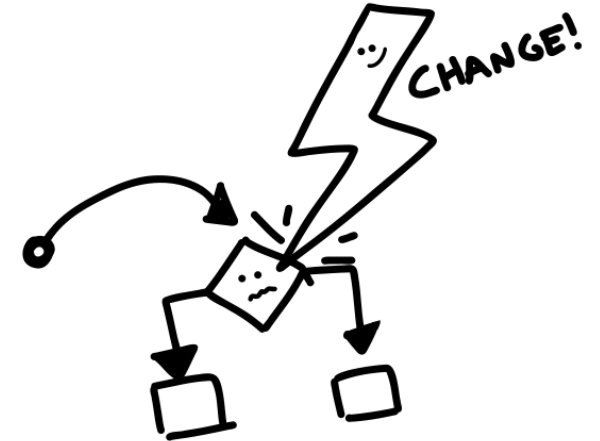
Organizational  
change



Technology  
change

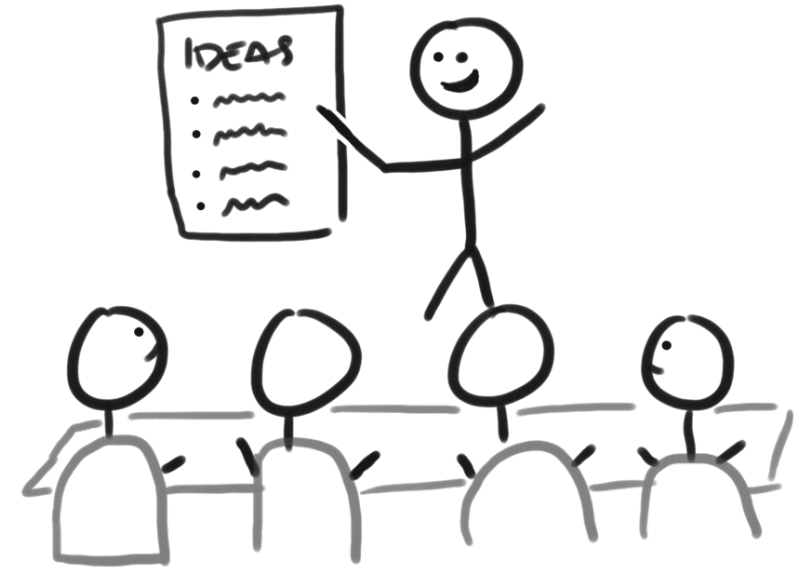


Process  
change

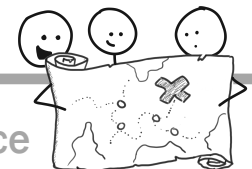


# Minimizing Feeling Isolated

When change occurs, it is valuable for teams to discuss, rationalize, and adapt.



Local concerns of a change, may become identified as a shared global concern when discussing across a community.

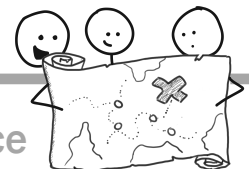
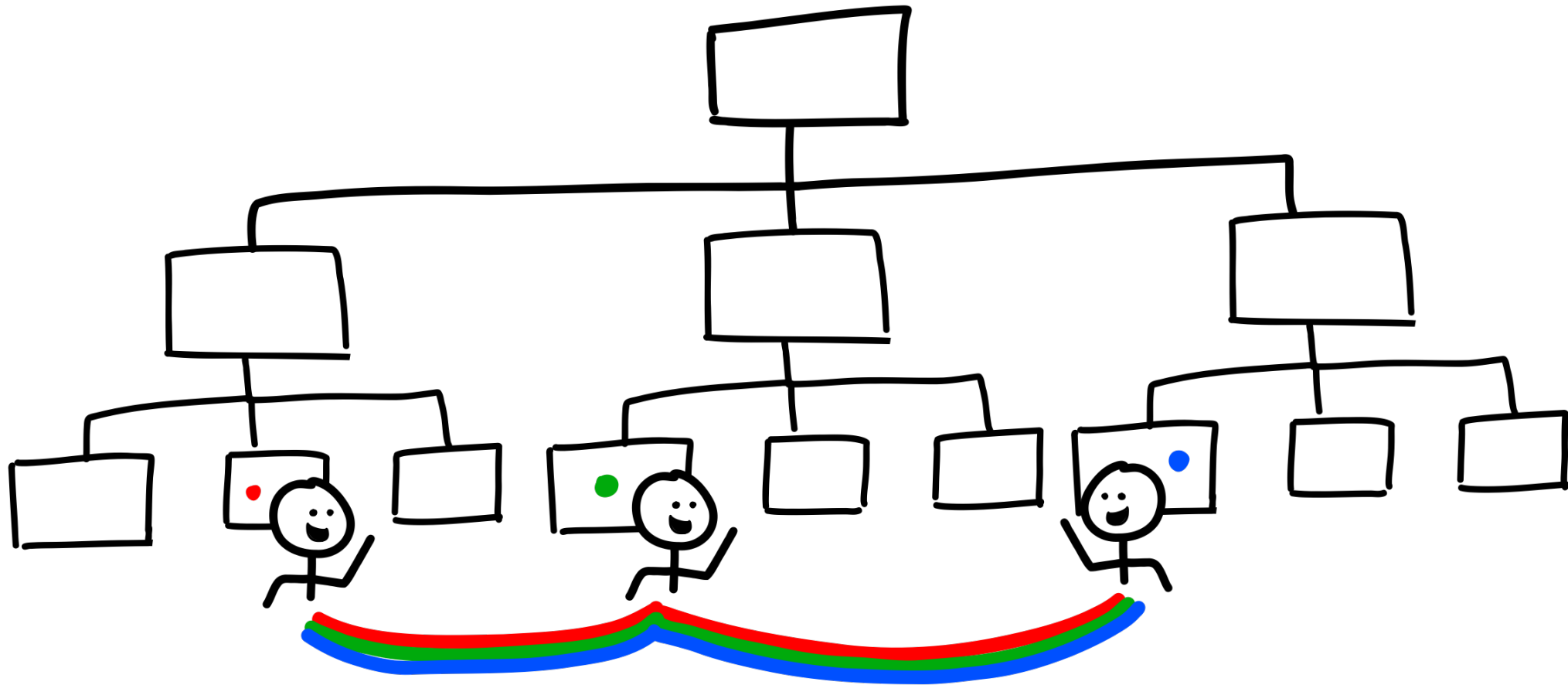


# Detecting Paper Walls

Barriers encountered by one team can be eroded faster by expanding the challenge to the larger community with diverse experiences.



# Interfaces in a Network

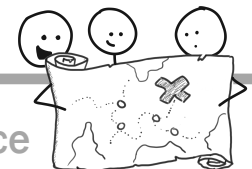
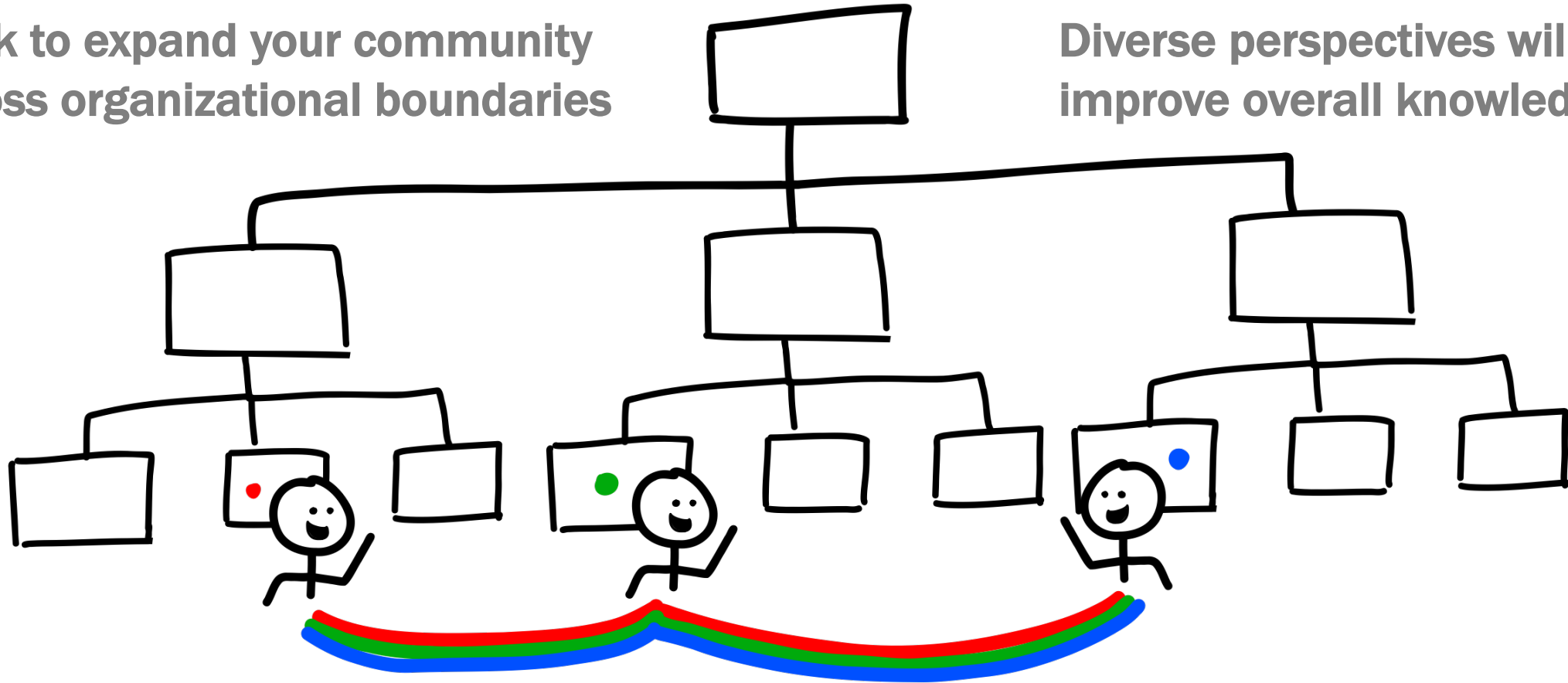




# Knowledge Network

Seek to expand your community  
across organizational boundaries

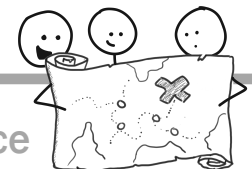
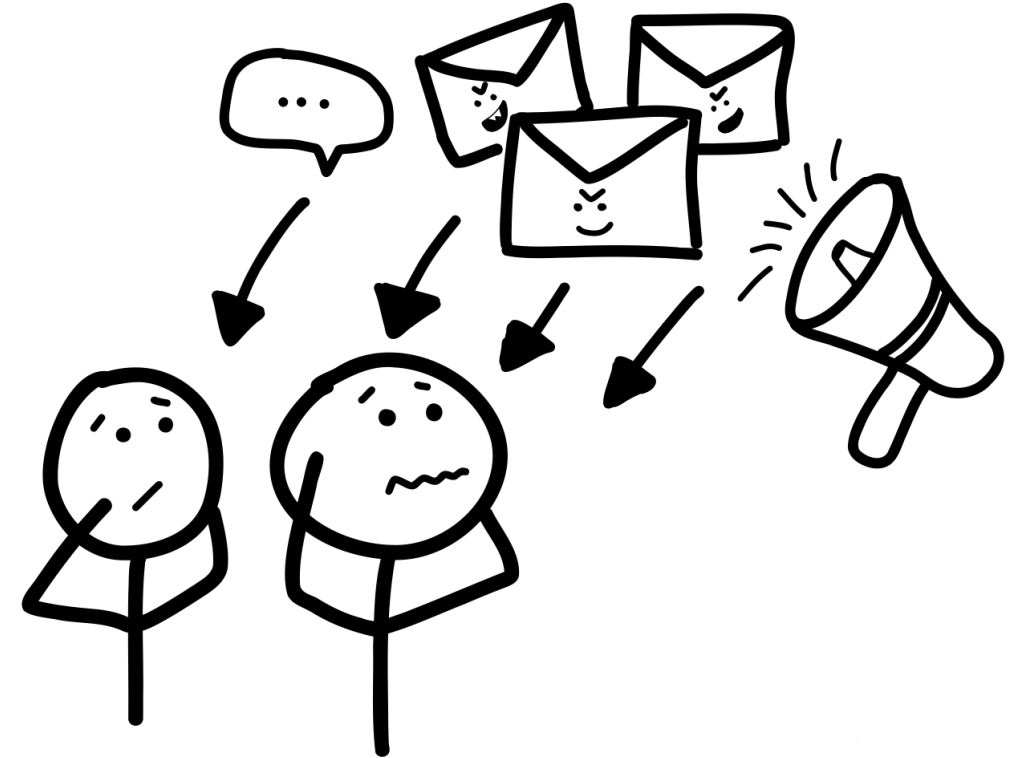
Diverse perspectives will  
improve overall knowledge



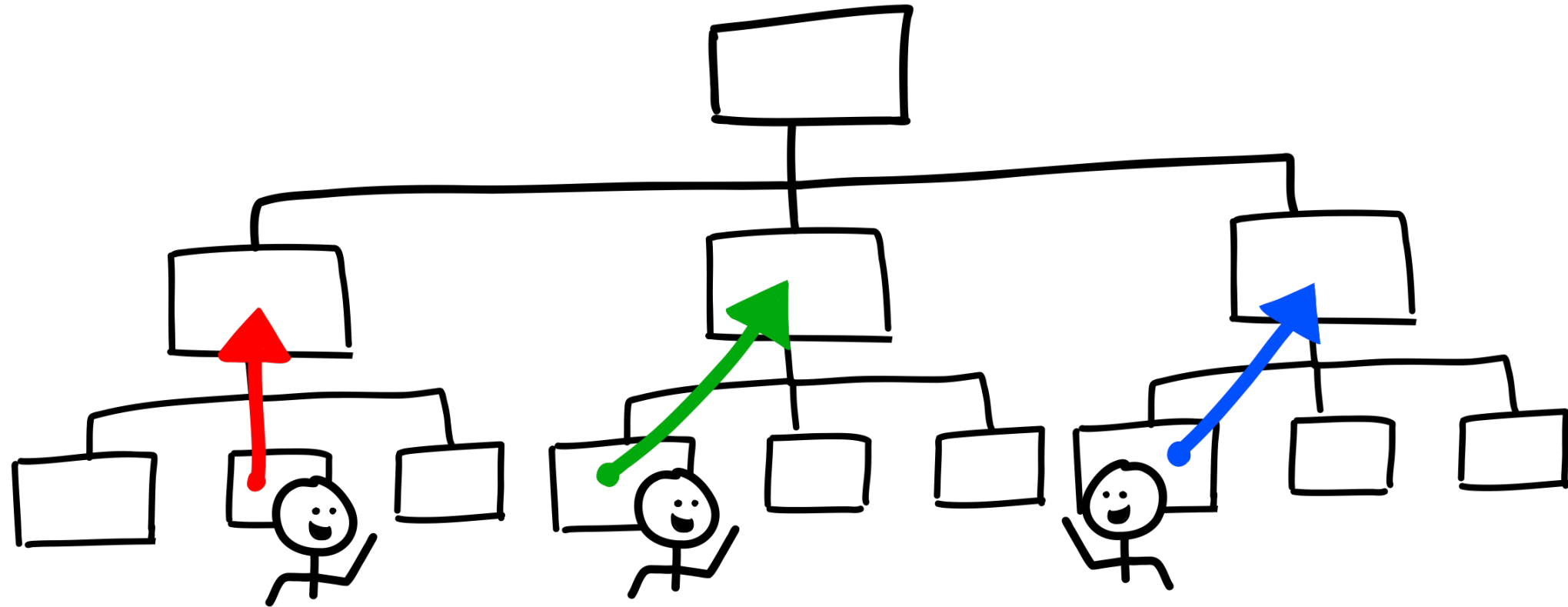
# Communication and Cognitive Load

Having a known interface into teams can simplify incoming team communication streams.

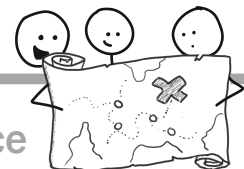
→ reducing a team's cognitive load.



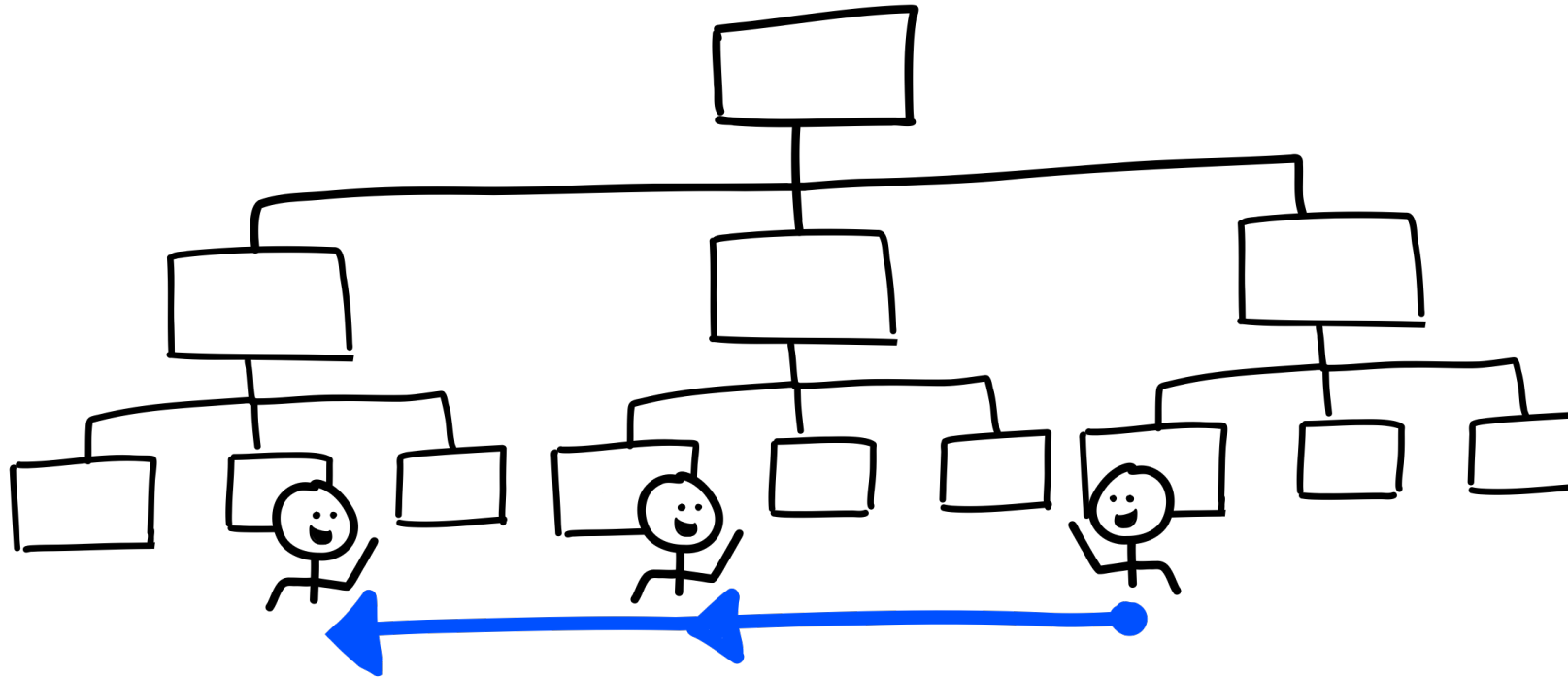
# Communication: Vertical



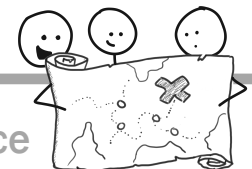
Effectively improve the communication of broad topics to what areas of interest in their organization



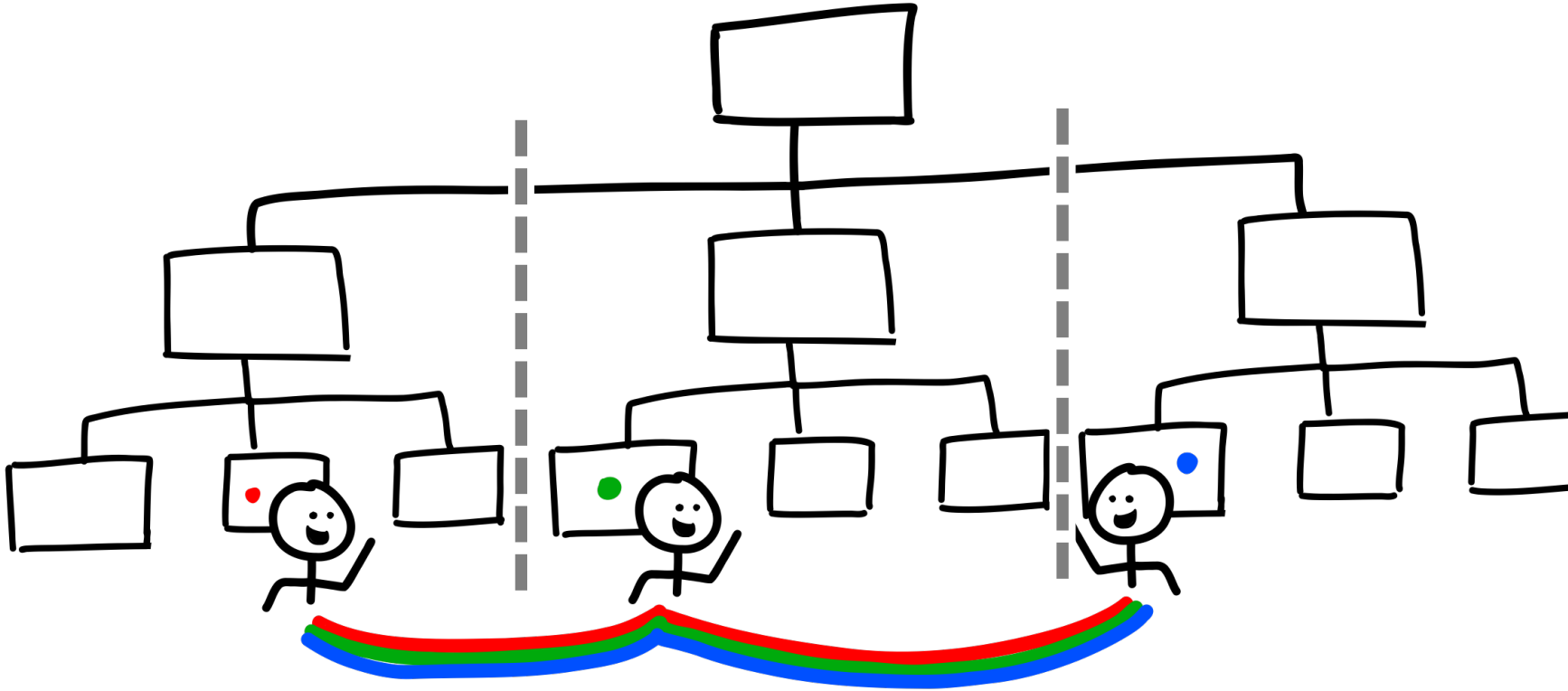
# Communication: Horizontal



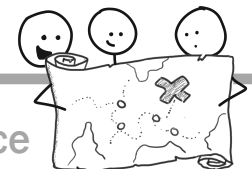
By communicating locally perceived problems from one part of the organization, you can identify broader problems based on feedback across the organizations.



# Recognize Conway's Law



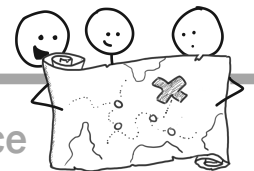
Unite development efforts by intentionally fostering communication across development teams that span organizational boundaries.



# Meet Consistently

Find a meaningful cadence that can work and ensure you maintain it.

When the community doesn't have a known time to share ideas, they don't plan to share ideas.



# Make it Easy to Follow

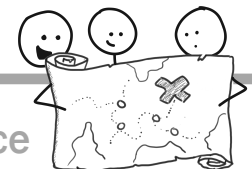
## Maintain an open discussion forum.

Not required to “be in the community,” everyone in your company can participate or follow if they wish.

Capture and provide meeting write-ups or shared meeting recordings.

The  
CHANGELOG

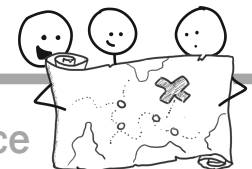
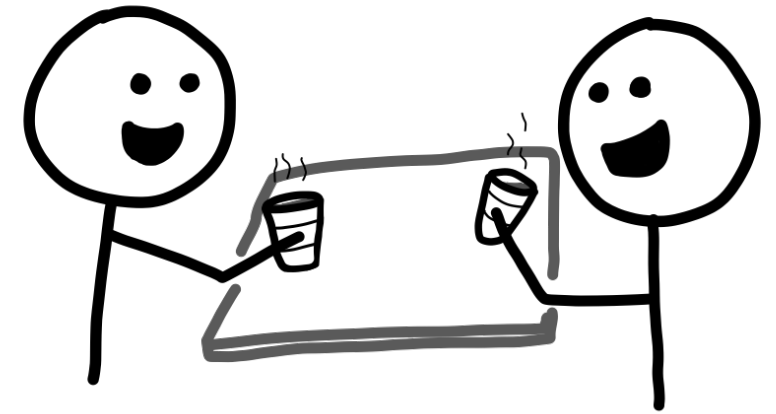
Try a simple index of what has changed on a routine schedule (weekly)



# Foster Small Group Discussion

Your community has grown, time to adapt to increase engagement.

Apply break-out sessions and then bring ideas back to the group.



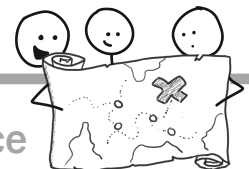


# Celebrate these Efforts

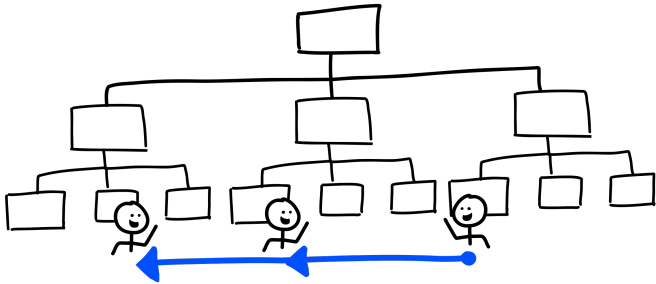
It requires effort and discipline to maintain vibrant communities.



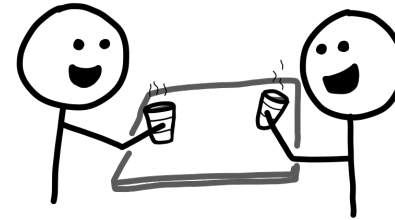
Highlight this importance and your appreciation for those who grow it.



# Summary



Enable horizontal communication, optimize vertical communication



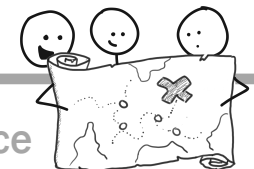
Recognize continual energy is needed for community management and growth



Enable open communication forums to foster organic growth and consider pairing with simple digests of content



Recognize the value of knowledge building across your organization



# Thank You!



**Carl Chesser**

@che55er | che55er.io