

# CHNC Educational Package

## *Developing Leadership Skills for a CoP*



## Overview

The purpose of this educational package is to provide community health nurses and organizations with the resources and a process to organize and use a CoP to increase the use of evidence in nursing practice.

## 5 Modules in Education Package:

### **Introduction to Modules and Key Concepts**

- Forming a CoP
- Learning to Work Together
- Developing a Shared Body of Knowledge
- Towards Sustainability



# Discussion question

- 1. Before starting the modules, take a few minutes to write down how you/your organization might use the educational package.***

# Developing Leadership Skills for a Community of Practice

## Module 1: Overview and Introduction of Key Concepts

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# Learning Objectives

1. Describe the modules in the series
2. Explain the concepts of:
  - a) A community of practice (CoP)
  - b) Model for CoP development
  - c) Canadian Community Health Nursing Standards of Practice (CCHN Standards)
  - d) Evidence based practice
3. Describe the resources needed to support a CoP including:
  - a) Leadership knowledge and skills
  - b) Administrative processes
  - c) Technology

# Using Material in Each Module

## Material

- (This) Audio presentation
- Resource & study guide
- Example resources

## What to do with it

- Review and respond to questions
- Review with audio, including checking out websites
- Review in preparation for responding to questions and discussion

# A community of practice defines itself along three dimensions:

1. **What it is about** - its joint enterprise as understood and continually renegotiated by its members;
2. **How it functions** - the mutual engagement that bind members together into a social entity; and
3. **What capability it has produced** - the shared repertoire of communal resources (routines, sensibilities, artifacts, vocabulary, styles, etc.) that members have developed over time.

Wenger (1998)

# Key Steps in Setting up a Community of Practice (Wenger, 2007)

- Define the area of shared enquiry and key issues
- Form relationships and a sense of belonging



- Create the body of knowledge:
  - methods, - stories, - cases, - tools, - documents



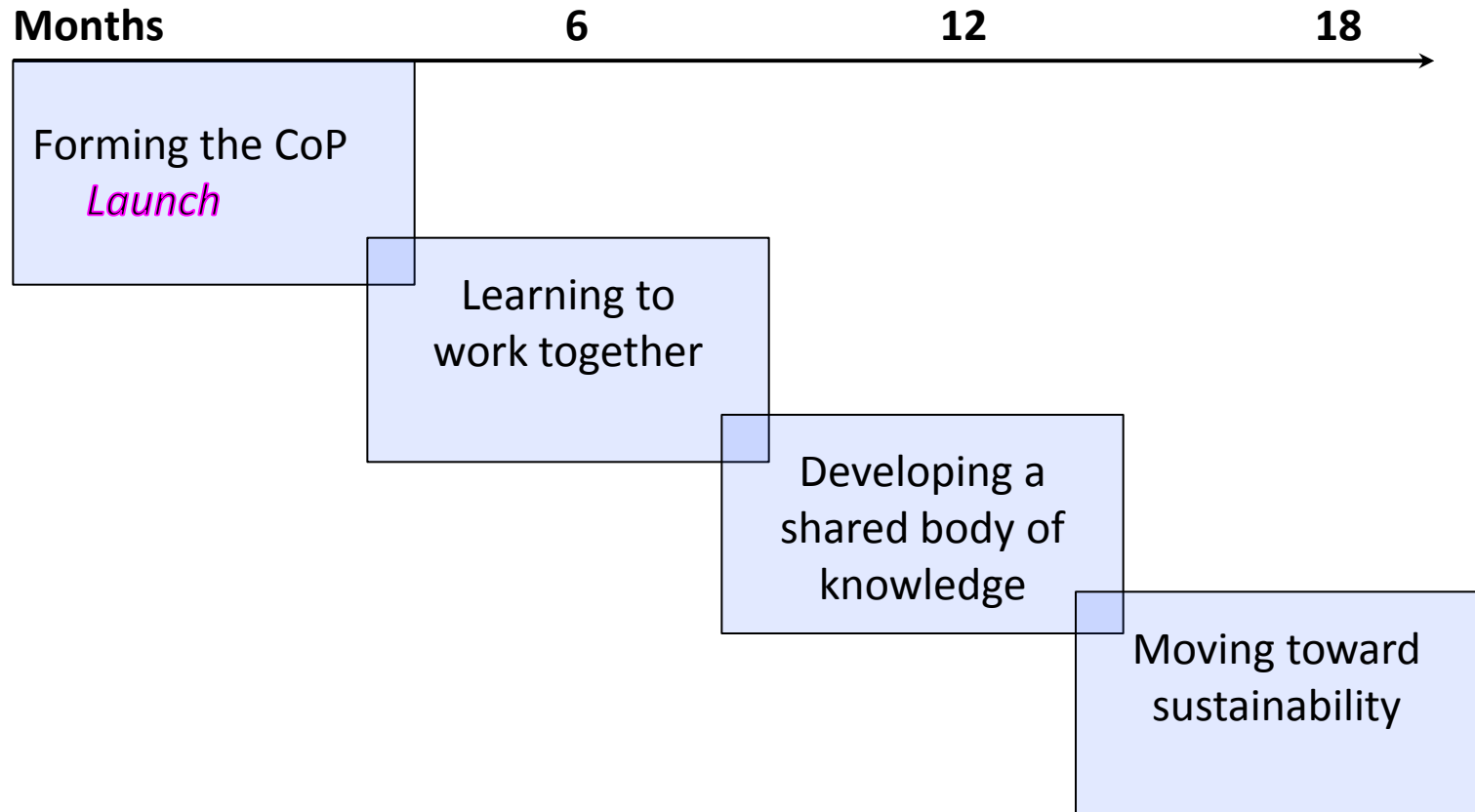
## Discussion question

***2. What do you feel would be the main focus of a CoP for your organization?***



# Model of CoP Phases & Timing

(18 month timeframe of study)

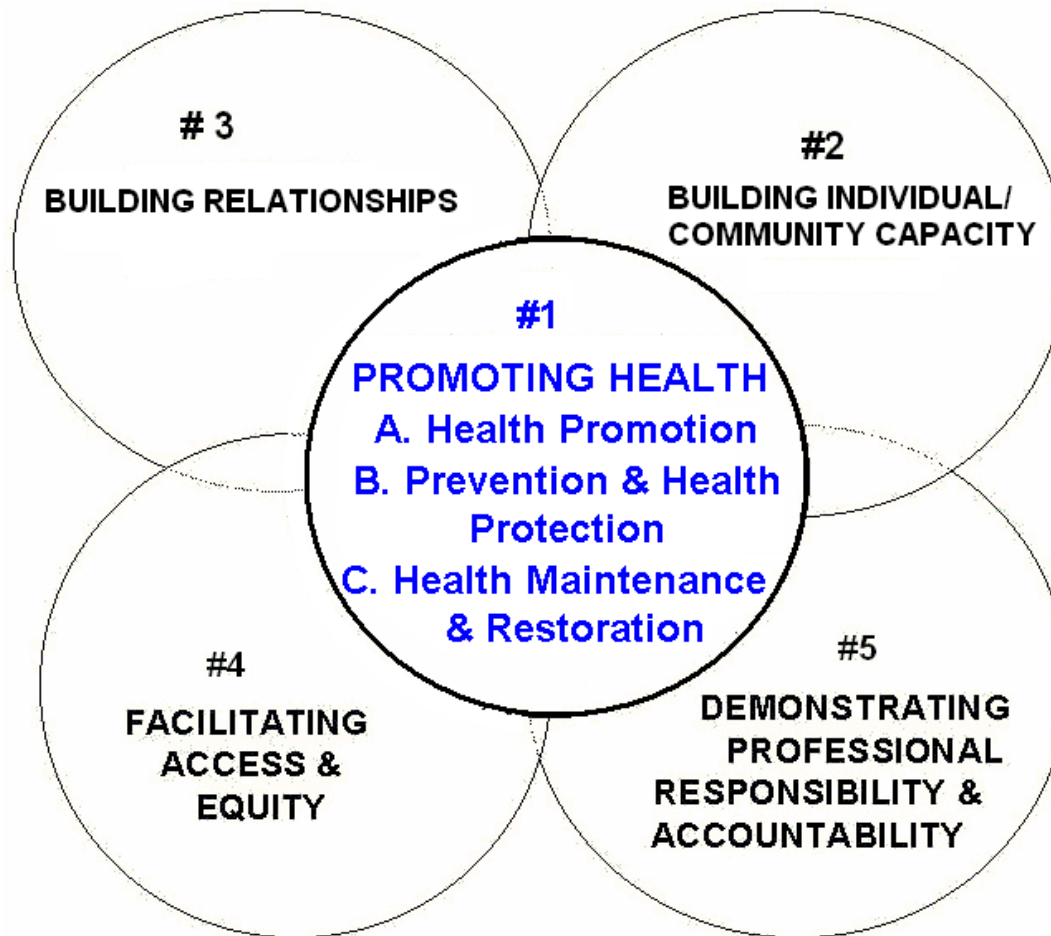




## Discussion question

***3. Would you find it difficult to ‘sell’ a CoP in your organization if it takes at least 6 months to see some results?***

# Canadian Community Health Nursing (CCHN) Standards, 2003/2008





## Discussion question

***4. How important it would be to you or your organization that the work of the CoP support the CCHN Standards?***

# Evidence Based Practice

- Sources of evidence to make decisions about clients (CNA 2002)
  - Research
  - Clinical expertise
  - Client preferences
  - And other available resources



## Discussion question

***5. How do you/does your organization support evidence based practice?***

# Resources needed to support a CoP (Garcia & Dorohovich, 2005)

- People - required leadership roles
- Processes for conducting a CoP
- Technology

# Required Leadership Roles

(Garcia & Dorohovich (2005))

- Community sponsor
- Community leader
- Subject matter experts
  - content editor
- Facilitator
- Community member



# **(Administrative) Processes to Support a CoP**

- Organize meetings
- Document and distribute information
- Evaluation

# Technology

- Need for a website
- Technology for communication - eg. teleconferences, videoconferences, and/or computer conferences



# Discussion questions

- 6. Would your organization provide dedicated time for people to lead a CoP?***
- 7. What types of meetings and timings work best in your organization?***
- 8. What technology would you have available to provide information and support communication?***