

COMMUNITIES OF PRACTICE

RECENT
DEVELOPMENTS
IN SOCIAL
LEARNING
THEORY



YOUR LEARNING THEORY MATTERS



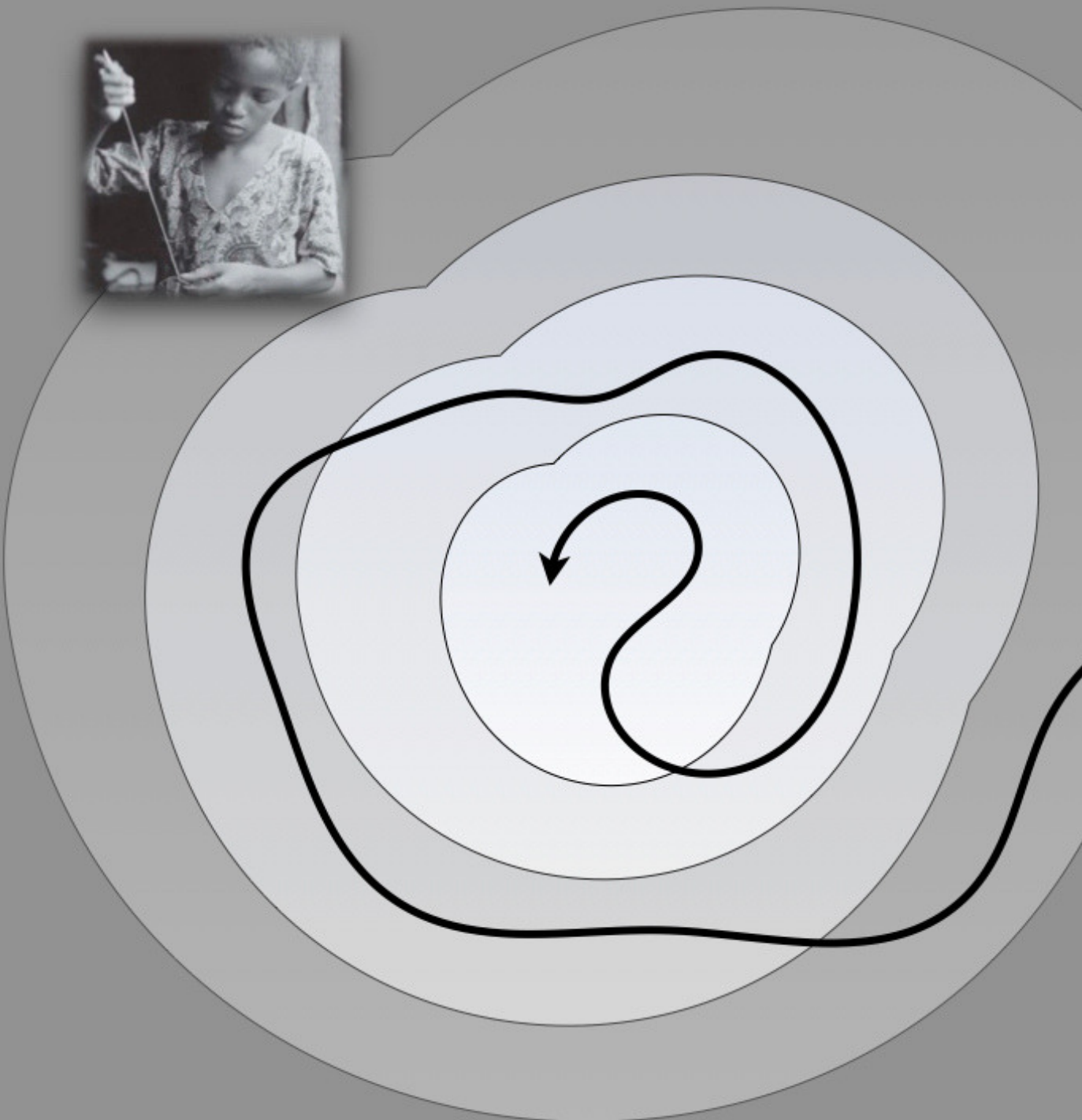
BEHAVIORISM
REWARDS &
PUNISHMENTS



COGNITIVISM
METHODS &
EXPLANATIONS



CONSTRUCTIVISM
CREATE OWN
KNOWLEDGE



PHASE 1

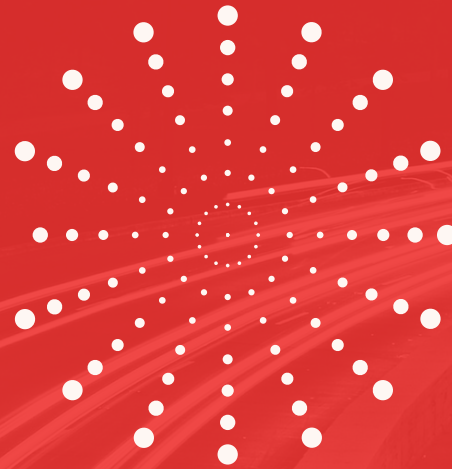
LEARNING AS A
TRAJECTORY INTO
A COMMUNITY OF
PRACTICE

Access to competence
in authentic practice

KEY CONCEPTS

MEANING

what is our
experience?

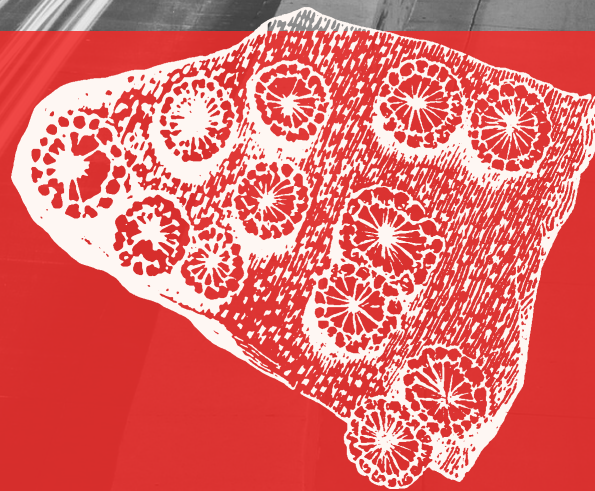


IDENTITY

who are we
becoming?

COMMUNITY

where do we
belong?



PRACTICE

what are we doing?



A BASIC MODEL

DOMAIN

What is the community about?

What do people identify with?

COMMUNITY

Who should be at the table?

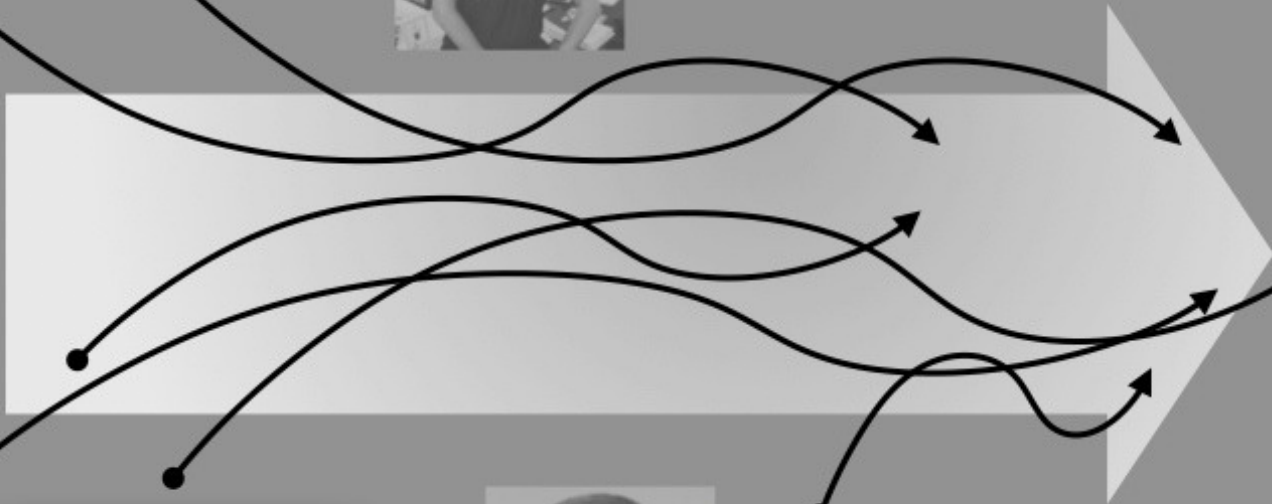
What kind of relationships should they form?

PRACTICE

What should they do together?

How can they make a difference in practice?





PHASE 2

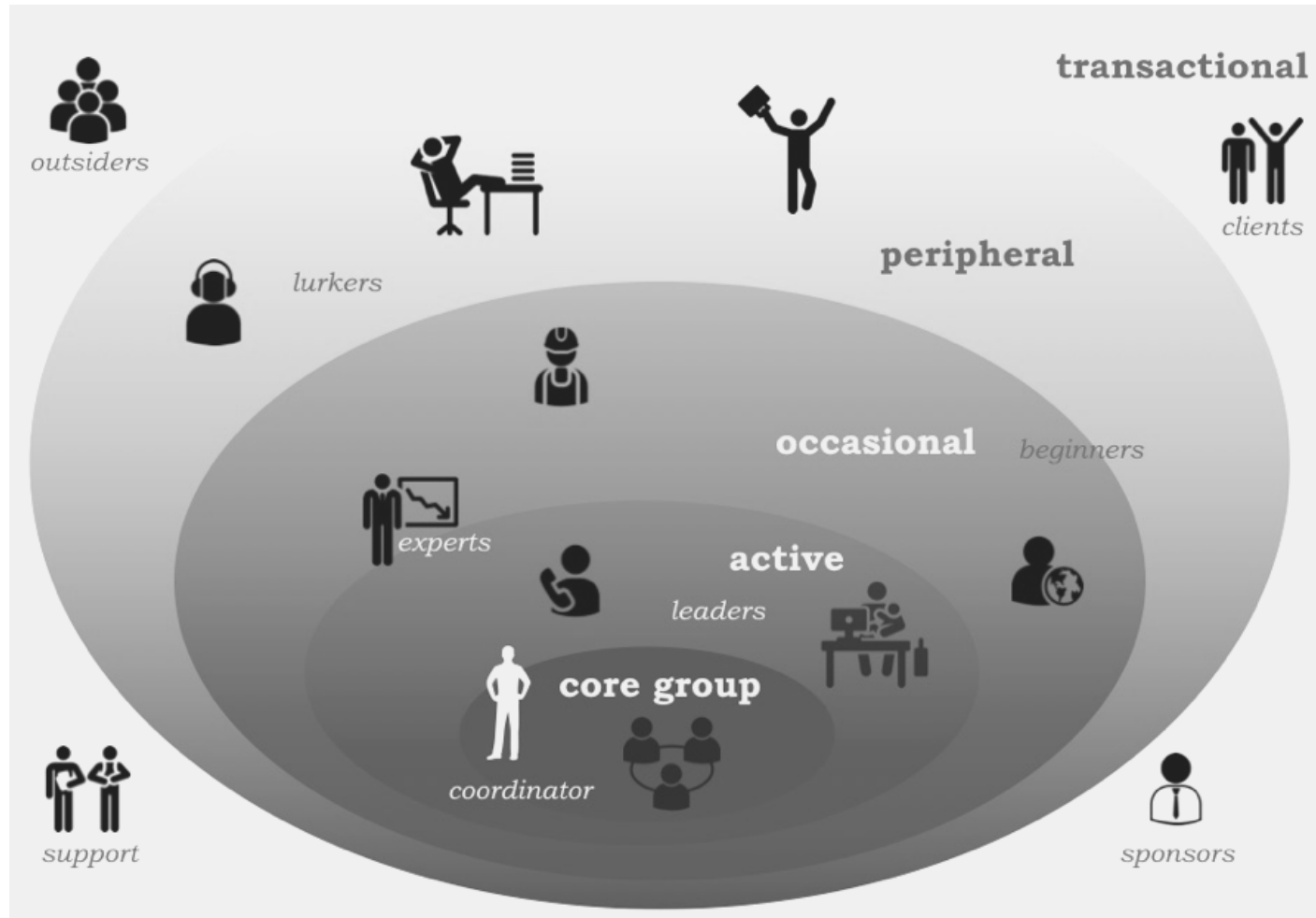
EMERGING SOCIAL
LEARNING
PARTNERSHIPS

Negotiating
competence

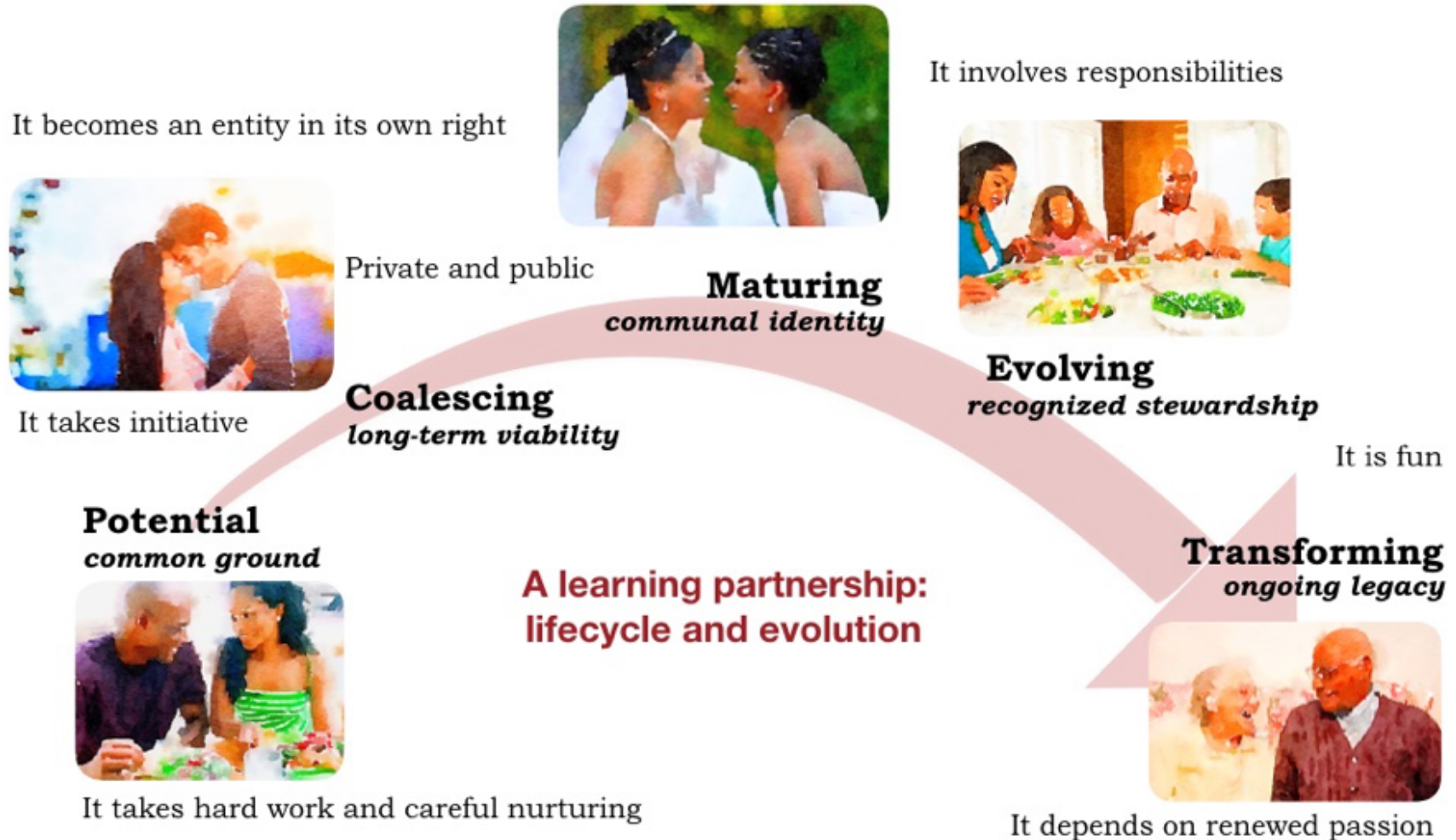
DIFFERENT LEVELS OF PARTICIPATION

When are voices a contribution to the conversation?

When are they a distraction?



EVOLVING LIFECYCLE AND EVOLUTION





PEOPLE NEED A COMMUNITY TO...

help each other solve problems

hear each other's stories across contexts

reflect on their practice and improve it

build shared understanding

gain confidence

keep up with change

cooperate on innovation

explore the landscape

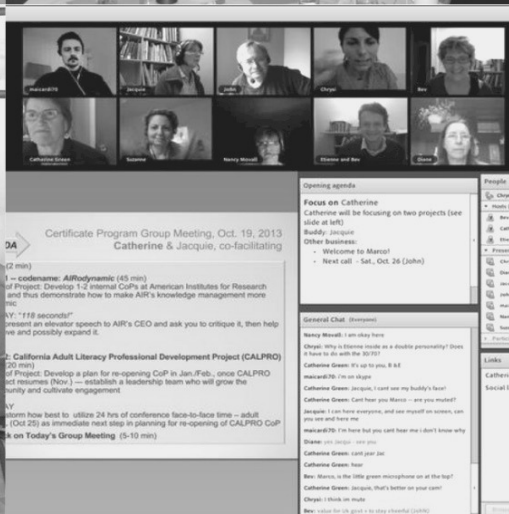
find a voice and gain strategic influence



DESIGNING ACTIVITIES



A social learning mindset





PHASE 3

**COMPLEX
COMMUNITIES
ACROSS MULTIPLE
PRACTICES**

missed learning
potential across
boundaries



LANDSCAPES OF PRACTICE

what's out there?

who else has a stake?

transforming something bigger

companion sojourners

BOUNDARIES

boundary encounters

boundaries as learning assets

boundary objects

brokers





SOCIAL LEARNING SPACE

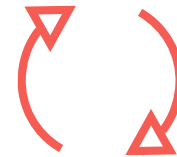
CARING TO MAKE A DIFFERENCE



ENGAGING UNCERTAINTY

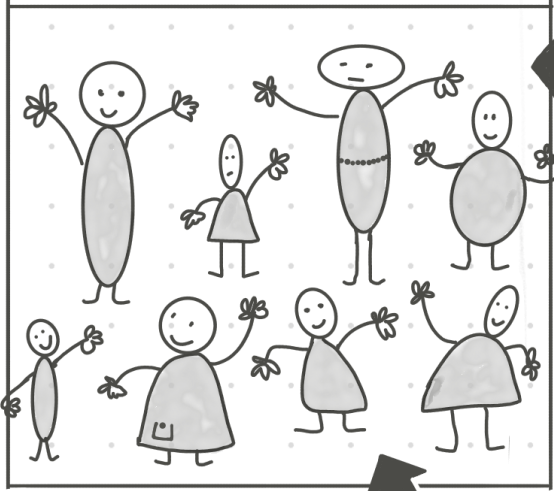


PAYING ATTENTION TO DATA

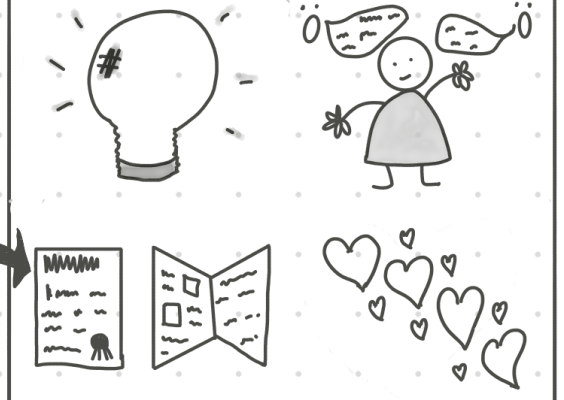


MAKING A DIFFERENCE


WE DO STUFF TOGETHER BECAUSE WE WANT TO MAKE A DIFFERENCE



I LOVE BEING WITH OTHERS WHO RECOGNIZE THE DIFFERENCE I WANT TO MAKE...
... AND WHO APPRECIATE MY UNCERTAINTY.



I GET IDEAS, TOOLS, TIPS, FRIENDSHIPS...



TAKING THIS BACK TO OTHERS WHO WANT TO MAKE A DIFFERENCE ;)



... AND SEE THE EFFECT



AND TAKE THEM BACK AND PUT THEM TO USE



We visited The Hunger Project in 2015 and they took us to the field in Bangalore to see what they do.

We met them we fell in love. We saw ourselves and our work in what they do. And we felt a great rapport and sympathy.

Something that interested us on this trip was the way they have a five year cycle strategy. In other words they have different strategies for women's empowerment depending on where they are in the election cycle. Our own election was coming up and we recognized that we were in the cycle called "pre-election mode." **We crammed ourselves with information** about what happens in this cycle.

Back in Bhutan we adapted their pre-election mode strategy to our own context. We worked on sensitizing officials on the ground to the election process and we rolled out a series of potential leaders' workshops. We zoomed in on those women with the most potential and who were most likely to stand for election. We mobilized around 3,000 women for local elections.

As a result 80% of women standing for elections passed the Functional Literacy Test and **women's representation went up from 6.9% to 11.2%**. Out of 205 local governments we increased the number of women chairs from 1 to 2 and deputy chairs from 12 to 24.



I work with BNEW - a network for empowering women for political participation in Bhutan. LOGIN set us up with The Hunger Project in India who have been working on women's empowerment for 15 years.

Phuntshok, Bhutan

A VALUE-CREATION STORY

EVENT

We visited The Hunger Project in 2015 and they took us to the field in Bangalore to see what they do.

EXPERIENCE

We fell in love... we saw ourselves completely in what they do... we felt great rapport and sympathy

TAKE AWAYS

We were interested in their five-year strategy. We were in the "pre-election cycle" and crammed ourselves with information about it

DO WITH IT

Back home we adapted this strategy... sensitized officials... and rolled out workshops. We focused on women with potential... and mobilized 3,000

RESULT

80% of women passed the FLT, women's representation went up from 6.9% to 11.2%... Women chairs increased from 1 to 2 and deputy chairs from 12 to 24.

IMMEDIATE
VALUE

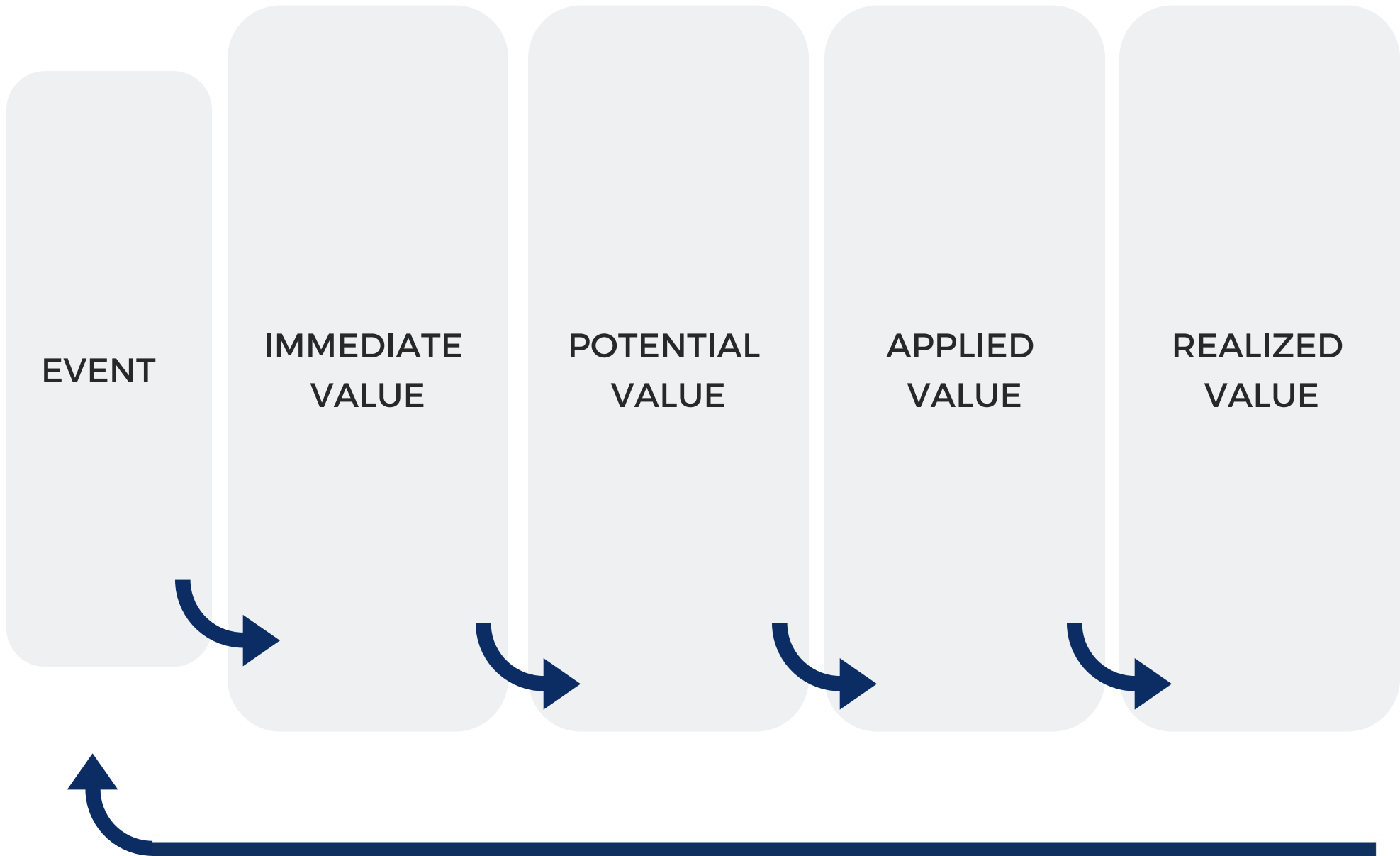
POTENTIAL
VALUE

APPLIED
VALUE

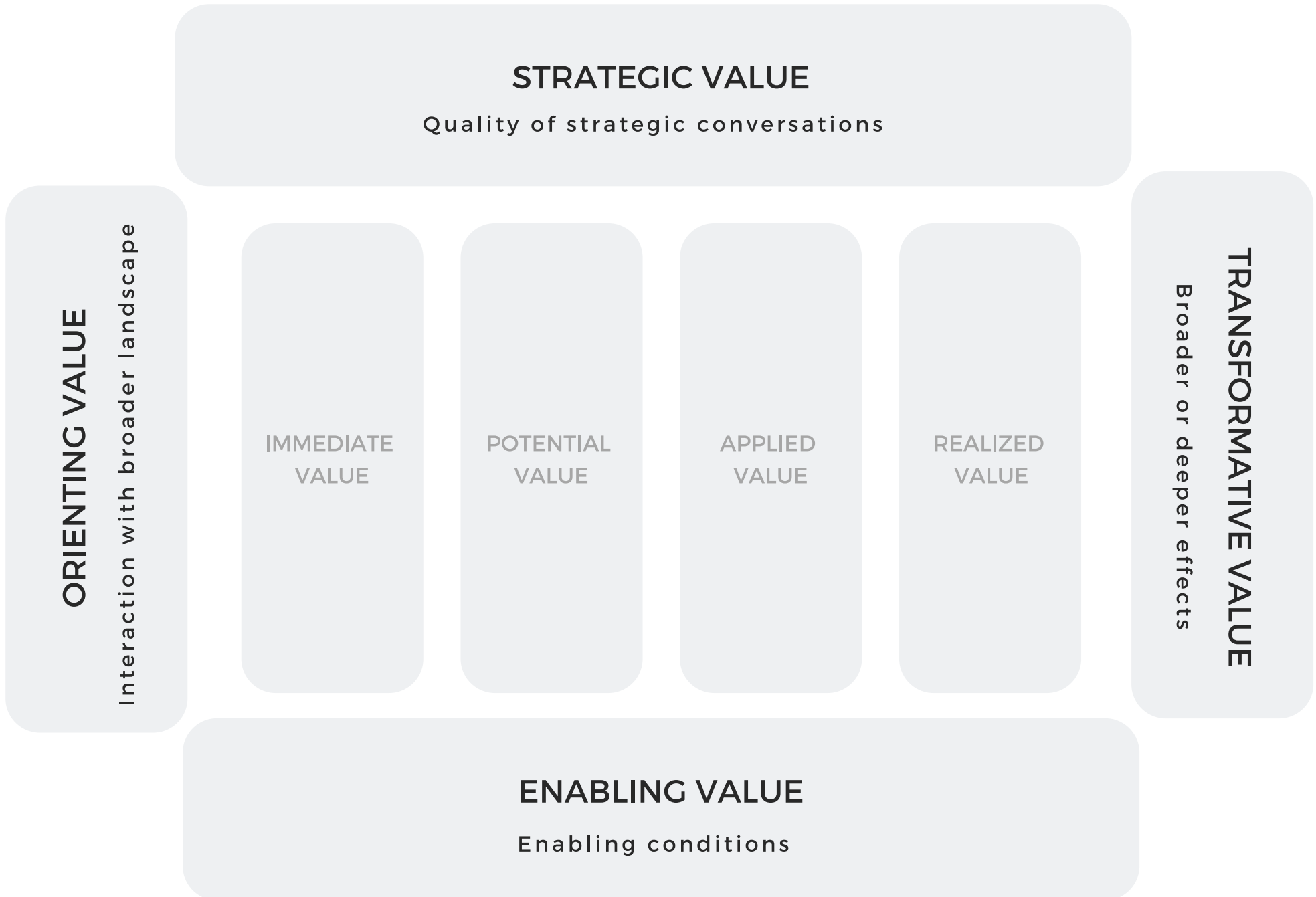
REALIZED
VALUE

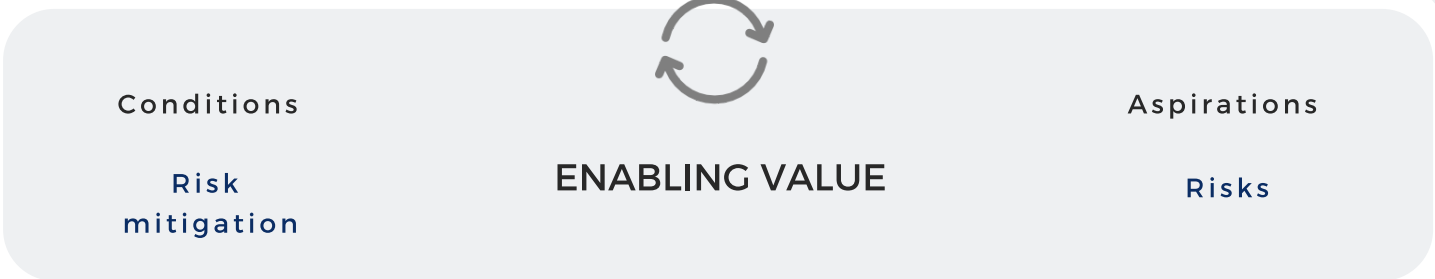
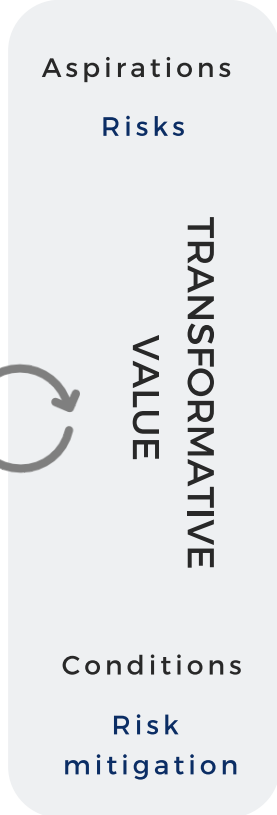
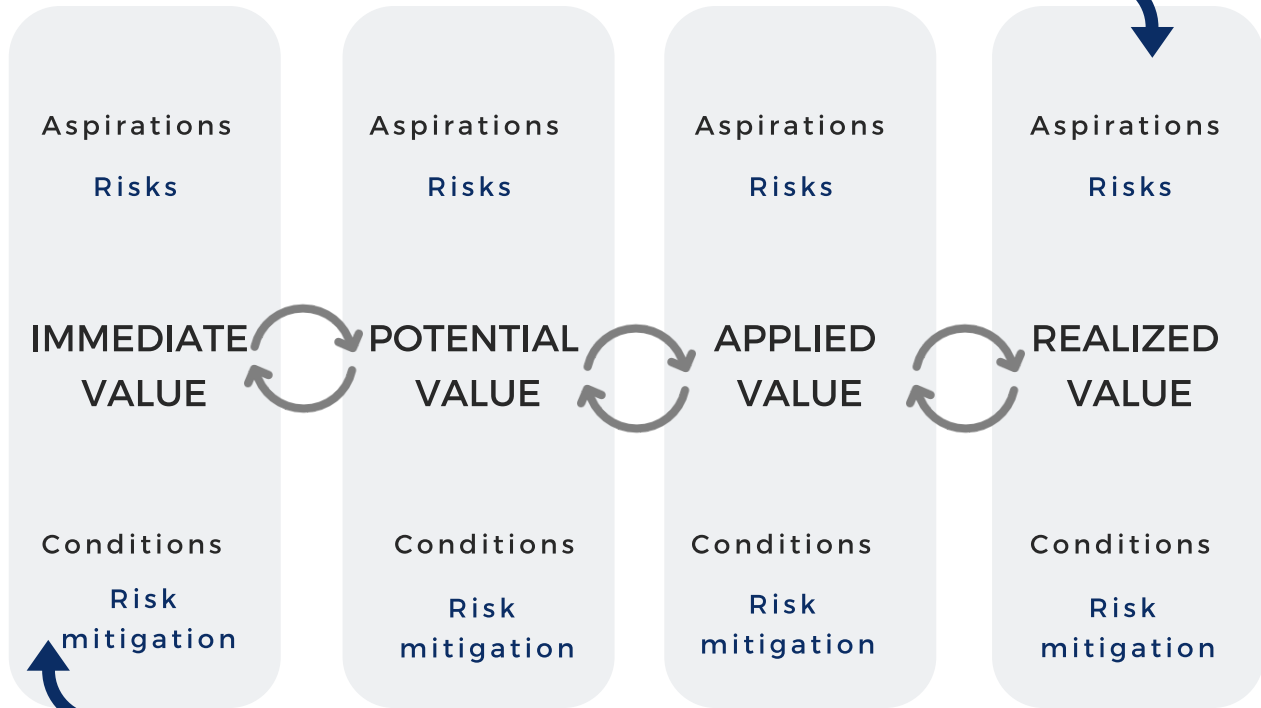
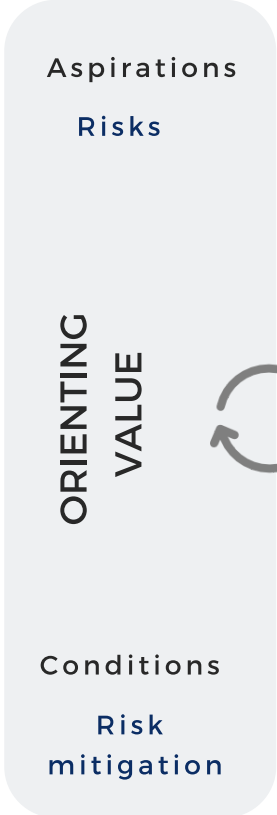
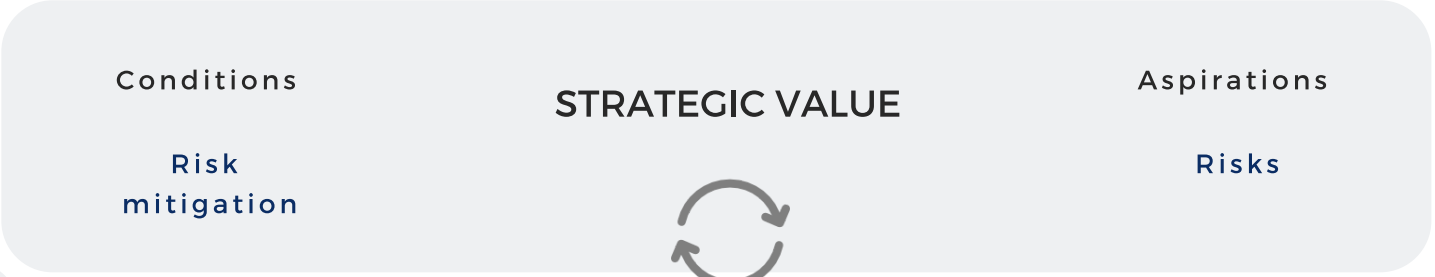


A VALUE-CREATION FRAMEWORK (I)



A VALUE-CREATION FRAMEWORK (II)





THANK YOU

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RETREATS, WORKSHOPS, STRATEGY,
COACHING, TALKS, FELLOWSHIP