Communities of Practice at UCL

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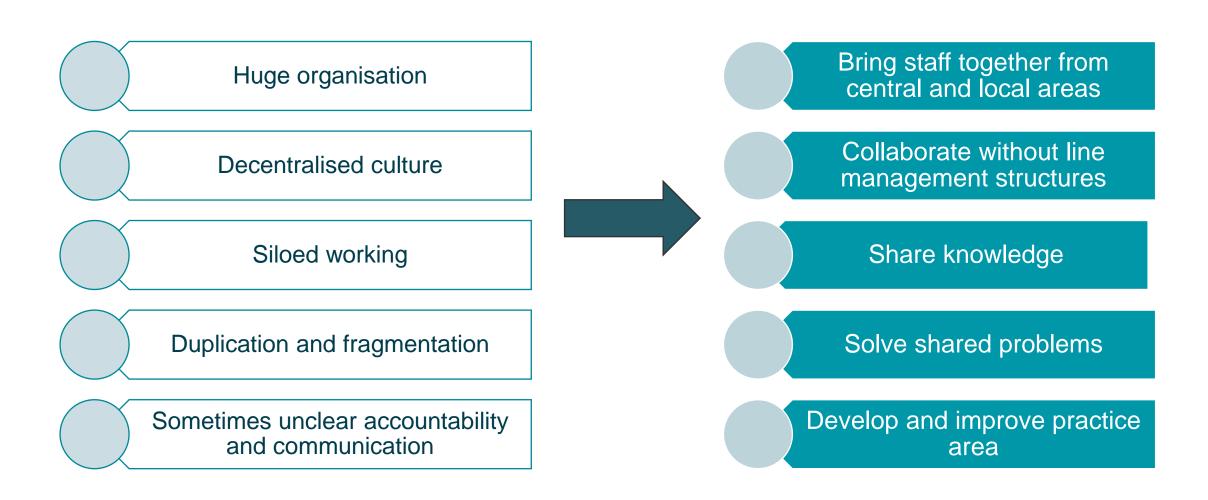


"A community of practice is a group of people who perform similar functions and share a concern or a passion for something they do and learn how to do it better as they interact regularly."

Wenger-Trayner (2015)

- Communities that bring people together from across UCL who perform similar functions, work in defined practice areas, and need to build similar capabilities
- Grassroot model to help staff collaborate and improve their practice areas
- Started out as UCL Transforming Our Professional Services project in 2017; now BAU in Organisational Development





- Data and Insight
- Digital Communications
- Engineering Technical Staff
- Entrepreneurship
- Executive Assistants and Personal Assistants
- Events Management
- Facilities Management
- Financial Management
- HR Generalists
- HR Recruitment
- Impact

- Internal Communications
- IT Management
- Partnership Development
- Procurement and Purchasing
- Programme Administration
- Project and Programme Management
- Research IT
- Research Support
- Student Health and Wellbeing
- Student Recruitment
- Widening Participation

Projects	Events	Regular meetings and networking	Online community
 Led by Core Members Collaborate to improve practice area or solve common problem 	 Usually organised by Leads Upskilling (Lunch and Learns) 	 Leads meet with Leadership forum and Sponsor regularly Regular Core Members meetings 	 Use MS Teams for regular chats and knowledge sharing Online resources on SharePoint

They bring	Form connections with colleagues whom they wouldn't have otherwise met
people	– 92%
together	Help improve communication between different areas of UCL – 90%
They help you learn new skills	Develop skills and/or gained knowledge – 84% Apply new skills and knowledge to your job – 79%

They help make UCL a better place to work	Increased sense of belonging at UCL – 89% Improve UCL's workplace culture – 88% Team/department benefits – 83%
They help improve how things work at UCL	Help improve service delivery in the practice area – 80% Activities that directly benefit UCL – 84%

- Leadership Development Programme
- Leads' toolkit
- Increased visibility in UCL channels and comms materials
- Creating case studies
- Working to position CoPs (and Career Pathways) for career development opportunities
- Aligning with and supporting new UCL Strategy
- Search for: UCL Communities of Practice



Thank you.

OD supports a UCL staff culture of learning, progression and leadership.



