

Communities of Practice at UCL

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What are Communities of Practice?

“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



Why are they needed at UCL?



Current CoPs at UCL

- 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

- Led by Core Members
- Collaborate to improve practice area or solve common problem

Events

- Usually organised by Leads
- Upskilling (Lunch and Learns)

Regular meetings and networking

- Leads meet with Leadership forum and Sponsor regularly
- Regular Core Members meetings

Online community

- Use MS Teams for regular chats and knowledge sharing
- Online resources on SharePoint

They bring
people
together

Form connections with colleagues whom they wouldn't have otherwise met – 92%

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.

