



Co-Leader Role: *Kenissa* Communities of Practice

What is a Community of Practice (CoP)?

Simply put, a Community of Practice (CoP) is a network that's about something. It's been called "a container that sparks wise sharing among peers" on an ongoing basis. CoPs are designed to bring members of the *Kenissa* Network together for sharing, thought partnership, and mutual support regarding topics of common interest and concern. People who sign up for *Kenissa* CoPs agree to meet at least five times with the group, participate in defining group mission and ways of operating, contribute actively to the conversation, and share cases and resources from their experience and learnings.

Why Co-Lead a CoP?

Becoming a *Kenissa* CoP Leader is an opportunity to contribute not only to your own professional growth but also to step up as a leader and provide a valuable service to your peers. Volunteering to co-lead a CoP gives you the chance to create a rich and meaningful conversation that both you and the group can benefit from. It allows you to build a meaningful learning community in which everyone is focused on improving their practice in areas that the group all cares about. And it enables you to be proactive—along with a partner—to prevent the isolation you may feel by tapping into the wisdom of others who are walking similar paths—in some cases a few steps ahead of you.

What a CoP Co-Leader Does

Here are the responsibilities you'll take on when you agree to be a CoP Leader:

Handle Group Logistics

- Schedule meetings with those who signed up for your CoP:
 - Use Doodle polls or Meeting Wizard to schedule an initial organizing meeting. After the first meeting we encourage you to establish a regular meeting time e.g. first Tuesday of each month at 1:00 pm ET;
 - Work with Lisa Sacks in the *Kenissa* office who will set up a Zoom link through the *Kenissa* account on the dates you choose.
- Notify and remind CoP members of the meeting times;

Establish Mission and Ways of Working

- Lead the group to define its mission and establish how it will operate including:
 - How often the group will meet,
 - Norms and expectations about, e.g. showing up, participating, volunteering,
 - Topics and questions to focus on,
 - How (and if) the group will interact between CoP sessions and how/where it will share and store resources, and
 - How the group will make decisions.

Plan CoP Sessions

- Work with your co-leader to plan the content and process of each session including:
 - A content centerpiece such as an article, case study, panel, guest expert, specific practice, or question/dilemma for discussion;
 - A volunteer from the group to take the lead in the session, e.g. present a case, outline a question/dilemma, arrange and introduce a guest; and
 - A protocol or process for conducting the conversation and processing the centerpiece content with the group (using or adapting protocols and processes provided by *Kenissa*);

Keep the Group Energized

- Set up and maintain a CoP Facebook Group, Google Group or similar to share resources and materials with CoP members and *Kenissa* staff; and
- Work with your co-leader to monitor development and energy of the CoP:
 - Get to know the members of the CoP, their interests and what they hope to gain from participating;
 - Check in with the CoP members at the fifth session (and again at similar intervals after that) to gauge what's working and what's not (using check-in protocol provided by *Kenissa*); and
 - Co-determine with group members the focus, content, and direction of the CoP going forward. The CoP will continue as long as its members find it useful.

Rob Weinberg, *Kenissa* CoP Coordinator, will provide some guidance to help you get going and will check in from time to time.