Building Learning Communities (part 1)

written by Manoj Khanna | January 22, 2013

For past couple of months I've been working on my latest book on Agile Learning and Knowledge Sharing – and have found a very close association of coaching with building a learning community within an organization. As someone said – "It is hapless without the hopeless, and the worthy for the just cause", needless to say it is important to look beyond the obvious and dig deep into the realms rather just the facts in order to attain the knowledge required by each individual or a group as a whole.

I'm deeply inspired by the book "The Fifth Discipline" by Peter Senge. Though the book has a total different meaning, cause and inspiration, but it fairly well talks about the elements for building learning communities and where they stems from. As the culture within the organizations develops overtime, and the breed of experience cogs starts to accumulate and a plethora of structure of work is built around the masses – it becomes known where all the knowledge is getting piled up and built.

Knowledge creation is a key element for building the learning community, and Peter and his group talks about following key critical elements within knowledge creation:

Research

This is the area where a disciplined approach to discovery is required, and a development of understanding with a commitment in order to share what's being learned.**Practice**

Everyone works towards producing some practical results, and more so the application of energy, tools and efforts applies to all individual who consistently perform the work diligently and get better at it over time.

Capacity Building

This is a bridge between research and practice. These are those who help others build skills and capabilities through the use of new methods and tools – in a common lingo development of best practices and processes proven over time through the use of research, discovery and practice.Next, I'll talk about how to take these three elements within Agile concept and apply.

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