



Community Intelligence

Enabling the next stage of development in people and organisations

Who we are

Community Intelligence has been serving organisations to build their collective intelligence since 1986. We are a team of 9 people offering services in various parts of the world and have worked with a diversity of clients in the public, private and social sectors.



Jane Pightling has spanned boundaries and woven networks across the healthcare system for 20 years. She has founded CoPs to support leadership development and innovation in the day to day learning of large organisations. She is currently an active member and convener of several CoPs in and beyond public sector healthcare.



Anna Betz helps individuals, groups and organisations to discover their true potential and gifts. She has helped establishing a co-creation network of CoPs, commissioned by the Leadership Academy of the NHS. She is a certified Mindfulness coach and is using her training for enhancing worklife quality and workplace cultures.



George Pór is a pioneer of “communities of practice,” “collective intelligence,” and “innovation ecosystems” research, spanning decades of work, key disciplines for the future of organisation design. His clients include the European Commission, European Investment Bank, Ford Motor, Greenpeace, Intel, Siemens, UN and WWF.

Why choose us

We are community intelligence in action and have experience with facilitating CoPs for over 30 years. We envision and want to live in a world in which **the full development and blossoming of everyone is driving society** and its institutions. A world in which domination is replaced by partnering as the mainstream way of organising, and unprecedented synergies arise from **webs of healthy, mutually supportive relationships**.

www.community-intelligence.com/what/collective-intelligence/communities-of-practice

COMMUNITIES OF PRACTICE

Connecting - Growing Next Stage Organisations - Co-learning



If you want to go fast go alone
If you want to go far go together

African proverb

Communities of practice (CoPs) are self-organizing and self-governing groups of people who share a passion for the common domain of what they do and strive to become ever-better practitioners.

They create value for their members and stakeholders through developing and spreading new knowledge, productive capabilities, practices worth replicating, and fostering innovation.

CONTACT US

anna@community-intelligence.com / +44 7731584358
jane@community-intelligence.com / +44 780 2846612
george@community-intelligence.com / +44 7780 181865



Traditional hierarchies value CoPs primarily, because they contribute to **cost saving**, shorter cycles, better customer delivery, better adaptability to complex market contexts and **increasing revenues**.

Forward-thinking leaders, who perceive organisations as living systems, appreciate communities of practice, not only as stewards of core competences but also important collective sensing and meaning making organs.



Next-stage organisations experimenting with new organising models value CoPs for, being a **low-risk**, low-cost opportunity for piloting self-management and collective intelligence practices essential to **succeeding** in the knowledge economy.

Change initiatives are struggling to engage people in the public sector. Transformation programmes find it difficult to gain traction. Imposed solutions are resisted. CoPs offer an **evidence-based solution** to solve new problems, deploy best practices and share new knowledge at pace.



Working with CoPs enables practitioners to access the most **up to date** knowledge and experience, whilst cultivating the autonomy to develop the most **effective applications** in their own unique environment.

Organisations seeking to adopt new ways of working that **enable frontline services** to respond flexibly to the needs of communities and individuals recognise that CoPs offer a methodology that aligns with these new ways.



THE VALUE MATRIX OF COMMUNITIES OF PRACTICE

SHORT TERM BENEFITS	LONG TERM BENEFITS
Quick answers to questions	More effective knowledge management
Unfettered flow of information and inspiration in and across communities of practice	Increased retention of talent
Improved quality of decisions	Forum for “benchmarking” against leading practice
Better coordination across teams	Breaking silos, departmental barriers
Decrease the learning curve of new recruits	Responding more rapidly to new policy requirements
Reducing need for rework	Preventing waste due to “reinventing the wheel”
Highly increased employee engagement	Emergence of unplanned capabilities
People aligned with initiatives for implementing strategies	Capacity to develop new strategic options
Experimenting with low-risk introduction of next-stage processes and structures	Bringing the “organisation of the future” into the present organizational competences
Improved Experience of Work	Fosters Professional Development