Communities of Practice Development Model

1. Conceiving & Catalyzing
   - Why are we forming?
   - Desire to control
   - Preconceptions
   - Unreal expectations

2. Connecting People
   - Who will participate?
   - No place to engage
   - Conflicting demands
   - Non-supportive organization

3. Sharing Know-How
   - What will we share?
   - Lack of openness
   - Expertise gaps
   - No time to participate

4. Building Trust
   - How will we interact?
   - Self-serving orientation
   - Skepticism
   - Levying demands

5. Collaborating
   - Where can we impact?
   - Helpful relationships
   - Shared values
   - Vigorous commitment

6. Creating Knowledge
   - Flow!
   - Vested interests
   - Fear of innovation
   - Rigid boundaries

7. Continuation
   - Renewal?
   - New Choices?
   - Attention shifts
   - Disconnections

APPRECIATION STAGES

CO-CREATION STAGES

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