

Communities of Competence as Catalysts for Change

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ABSTRACT

The author's concept of Community of Competence™ is a framework and methodology to describe, assess, and combine separate strengths and core competencies of individuals, groups, and organizations into a meaningful whole. Each community of competence consists of a team of highly skilled and specialized people who have proven skills, abilities, and knowledge or competencies. Work assignments and roles performed are clearly defined to maximize job fit and streamline work efforts to increase productivity. These goal-oriented, flexible, dynamic groups resemble learning organizations and can readily respond to today's constantly changing work demands and environments.

In this article, the roles competence and socialization play in the evolution and maintenance of these highly cohesive groups are discussed. The importance of communication, knowledge, knowledge management, emotional intelligence, and leadership are examined. Reasons to create communities and detailed steps outlining ways to form and maintain these communities are provided.

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