

Mission

This *Learning Community* is a group of individuals voluntarily working to improve themselves and the company by *focusing attention on a common area of interest* that has the potential of adding value to the company.

Goals

- Promote a learning organization
- Encourage collaboration, destroying silos
- Incubate innovation and risk taking in a supportive environment
- Communicate innovative ideas and practices

All Communities of Practice (CoP) should have a mission and goal statement to serve as an anchor for the group. However, this document should not be static, but should be reviewed periodically to confirm it adequately matches the desires of those actively involved in the CoP. Over time, the goals will obviously change as earlier goals are attained. Even the mission may evolve as the group composition changes and new interests arise. If there is sufficient disagreement over this statement, the community may choose to split or reorganize with other CoPs. This is all part of seeing CoPs as dynamic and living organizations of individuals seeking their vision within a community of others.

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