



LEARNING CULTURE IN THE EUROPEAN COMMISSION- THE COMMUNITIES OF PRACTICE

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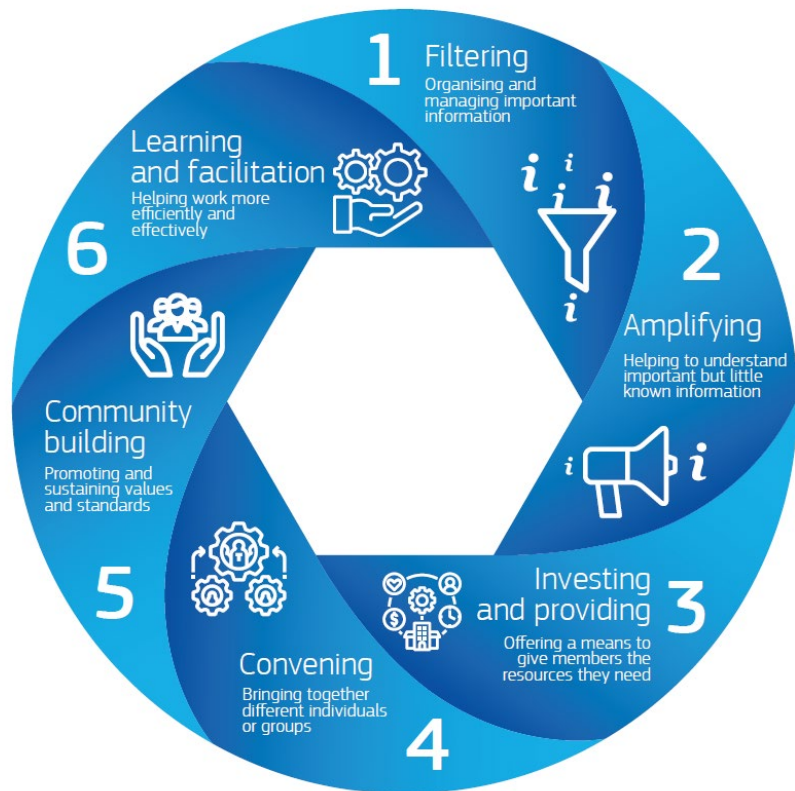
LEARNING CULTURE OF THE EUROPEAN COMMISSION

- The Commission also tries to address the challenges of the **future** which call for more cooperation: tackling of **complex issues** require **inter-disciplinary approaches** and **cross-sectoral collaboration**.
- Better **gathering, sharing and using of data, information and knowledge** in public organisations such as the European Commission are essential to deliver integrated policy work and overcome **silos mentalities**.
- VDL work guidelines stipulate **transparency** and the ambition to become a **digitally transformed, user-focused and data-driven** administration.

COMMUNITIES OF PRACTICE

- **Groups** of people working together to master, achieve or solve something in a collective manner.
- They are set up for tackling **cross-sectoral** and **complex** policy issues, including participants from the Commission but also **external experts and citizens**.
- instrument for **fostering collaboration** among **internal and external stakeholders** and for achieving better policy and practice outcomes by **learning together, sharing expertise and co-developing solutions**.

COMMUNITIES OF PRACTICE – WHEN FORMED?



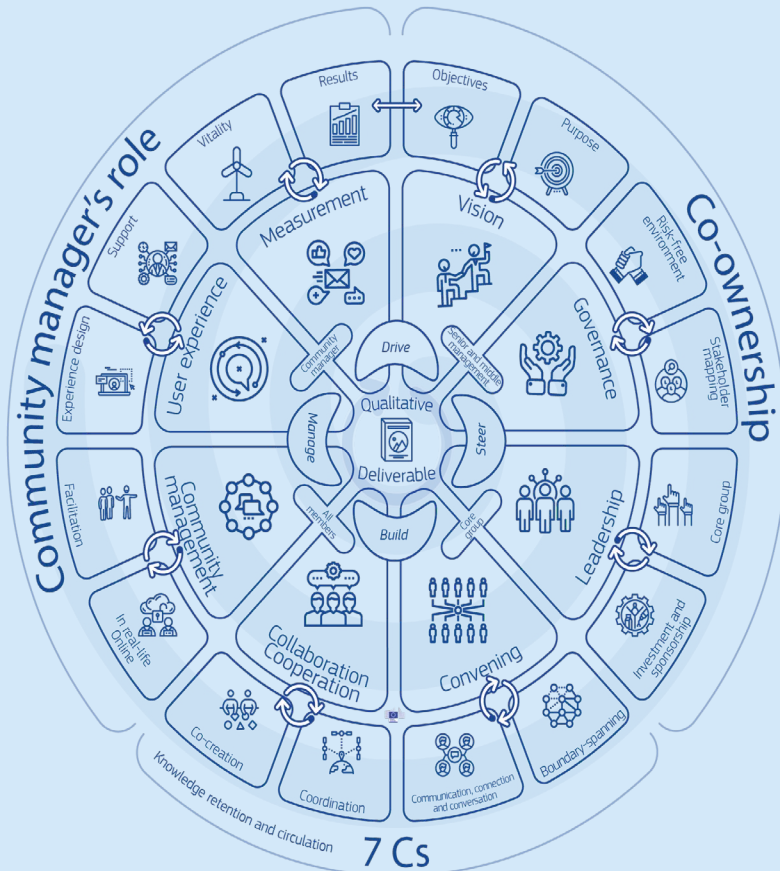
- **cross-sectoral** work is involved and **collective** knowledge is sought
- citizens' **engagement** for increasing awareness and direct input
- to bridge **internal expertise** with **external knowledge** on implementation aspects of certain policies (e.g. the Disaster Risk Management Knowledge Centre)
- to bring together in-house experts with private/ public experts and citizens to design **innovative solutions** (e.g. EducationForClimate)

WHO CAN USE A COP?

- can be applied in any organisation
- it assists organisations in developing communities, networks and other **formal or informal structures**
- **When collaboration and cooperation** is required between various stakeholders who need to work together **with a common purpose and vision**

SUCCESS FACTORS

- Shared vision on long-term objectives
- Appropriate **governance**: structures and decision making rules for co-ownership
- **Leadership** from within the CoP and **sponsorship** from management
- **Collaboration mindset**: work together towards a **purposeful** objective for concrete deliverables.
- **Continuous learning**: Knowledge pooling and delivery of new ideas .
- **Continuous community management**: Long-term **engagement** strategies for all community members is key, supported by the appropriate **digital tools** and a team of community managers with a **diverse skillset**.



THE EUROPEAN COMMISSION COMMUNITIES –THEIR NATURE

Around 80 communities of practice:

Thematic

Horizontal

Formal (or linked to a formal structure)

Informal, as bottom-up initiatives from employees (e.g. EUStaff4Climate)

Internal/external (with external partners),

e.g. [the Education for Climate Community](#), the [European Civil Protection Knowledge Network](#)

CHECK IT OUT



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