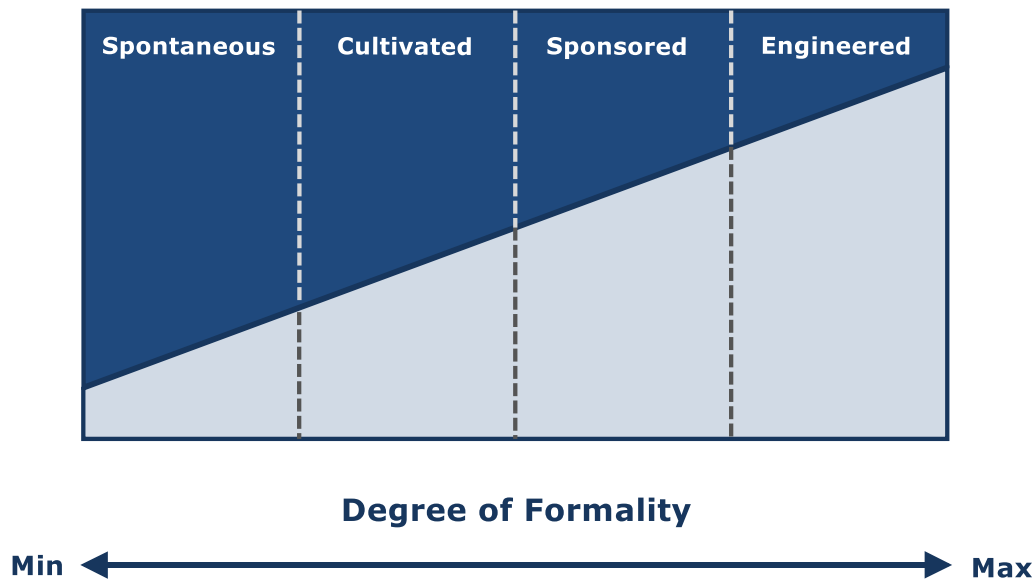


Tools for Knowledge Workers

Types of CoPs



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Communities of Practice (CoPs) vary in numerous ways. One of the most basic is the degree of formality. As the diagram above shows, Spontaneous CoPs have the least amount of formality and Engineered CoPs have the most. Cultivated CoPs and Sponsored CoPs are in the middle. Spontaneous CoPs start up on their own. Cultivated CoPs might start out on their own but management can launch them, too. The key quality here is that they are supported but that support is done with a light hand. Sponsored CoPs are also supported by management and management's involvement is much more noticeable. Lastly, Engineered CoPs are established by management and management takes an active role in the operation of this kind of CoP. For more about the types of CoPs and the other ways in which they can vary visit the CoP section of my web site by clicking [here](#).

