

Best Practices for CCNet Regional Networks & Communities of Practice

This topic was the subject of a session at the 2013 CCNet Coaches Rally, facilitated by John Morrison, CCNet Coordinator, and Ilke Tilders, CCNet/Europe Regional Network Co-Leader. After an overview of the development of Regional Networks in the TNC Efroymsen and CCNet Coaches Networks, the session focused on identifying desired best practices. Ilke presented what her European Regional Network has been attempting to do - as a strawman. The assembled Regional Network leaders discussed each of the elements of Regional Network best practices (see figure below), and then voted for the top 8 practices. The assembled Regional Network leaders agreed that these 8 items were a reasonable minimum standard for Regional Network performance.

The top 8 identified best practices, arrayed by category were:

Leadership & Role Models

1. ensure that the Regional Network leader has the support of a core team who together drive the Regional Network ;
2. attempt to tap the talents of high energy individuals (university students, other NGOs, etc.);

Team of Active & Good Quality Coaches

3. ensure a variety of training opportunities;
4. maintain an overview of people that want to become a coach, and of coaches that would like to be involved in training other coaches;
5. all coaches should be encouraged to use the self assessment – based on which the Regional Network leads form an idea of overall training priorities. The overall category (trainer, coach, coach-in-training) should be visible to other coaches, but the details of the self-assessment need only be shared with the Regional Network leader(s);

Cadre of Well-Informed Coaches that Well Inform

6. a dedicated person is needed to ensure some kind of Regional Network web-presence and news distribution service (newsletter, etc.);

Shared Mission & Joint Delivery on Objectives

7. stay connected to global CCNet Coordinating Team (via email, Board Calls, feeding stories into the global newsletter, etc.);

Enablers

8. accessing a bit of working capital is helpful.

In addition to the above, a couple other principles popped up:

- PATIENCE IS IMPORTANT in developing a Regional Network;
- "Accept the onion" - there will always be variability in the activeness of coaches - including variability for individual coaches over time.

Under duress, the Regional Network leaders also agreed that a brief, 1-2 page annual Regional Network workplan sent to the CCNet Coordinator is reasonable.

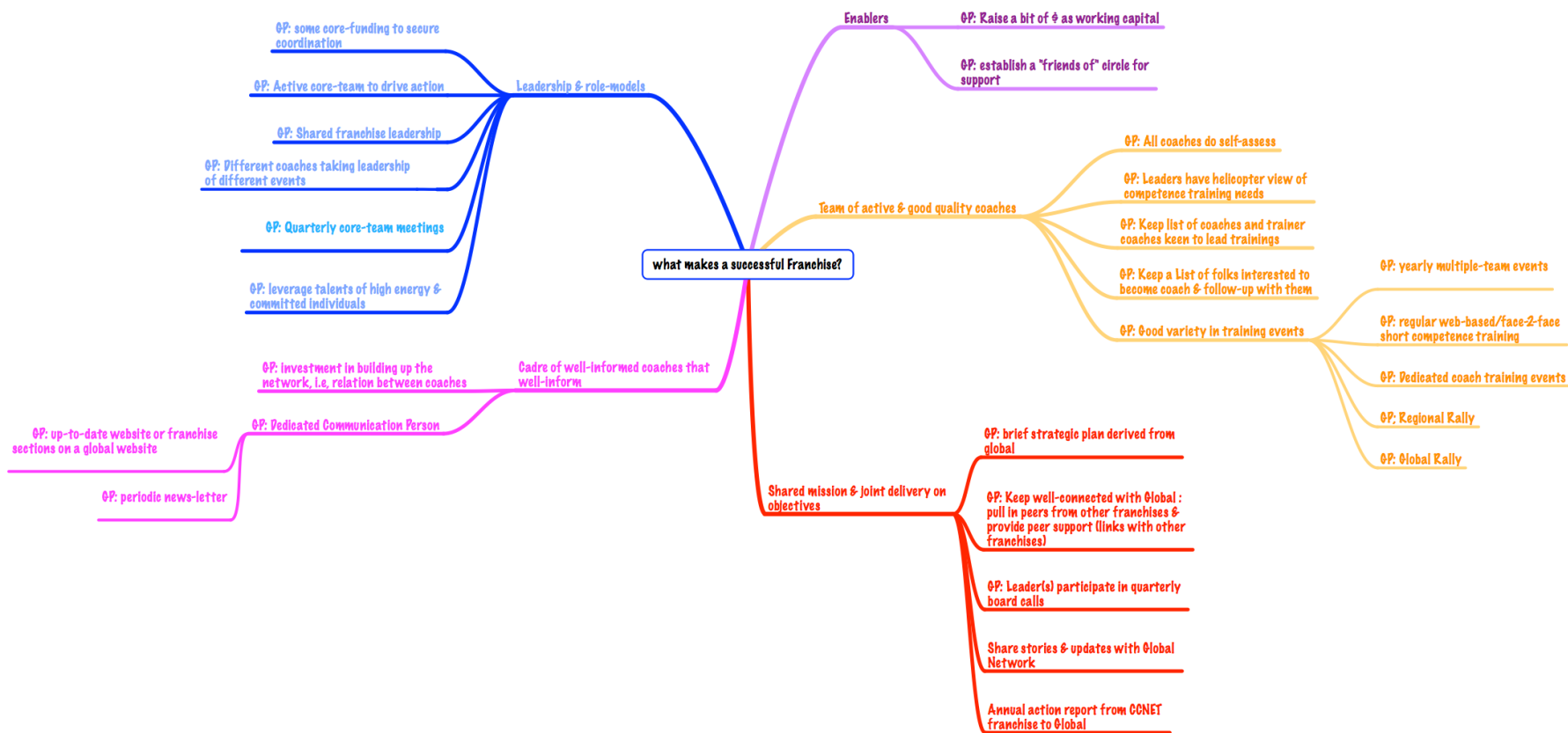


Figure 1. Ideal CCNet Best Practices

The mindmap above reflects the thoughts of a group of predominantly Regional Network leaders at the 2013 CCNet Coaches Rally. It was developed based on the developments in the CCNet/Europe Regional Network – complemented by thoughts from other Regional Networks represented in the Rally session.