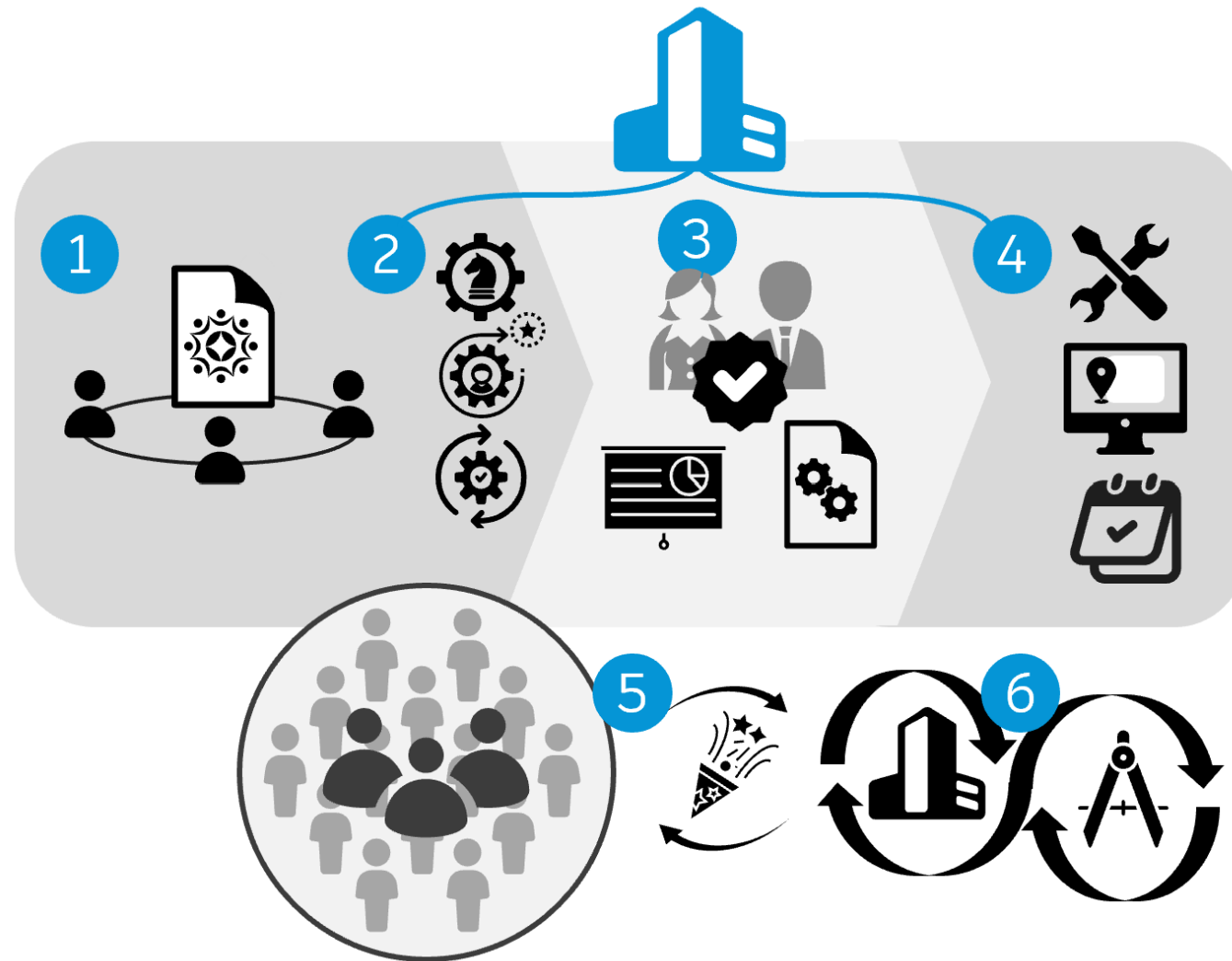


Company Practice Groups

When developing internal communities of practice within your company, there are both unique challenges and opportunities to design for.



Colleagues are connected deeply in their work and practice, over time. This creates the potential to build strong relationships and do meaningful projects together as a company practice group. But for the group to be successful, it needs to fit within - and help advance - the company's culture and processes.

- 1 **Start scoping the group with a few colleagues**
Develop the idea with several colleagues from different teams and projects. How can the group help you all? How will you make space for it in your workday? See steps 1-3 in [Starting a Group](#).
- 2 **How will the group help company operations and strategy?**
Spell out how the group will contribute to initiatives like training/ mentorship, innovation, and standards/ methods/ procedures. Build a [movement of stakeholders](#) throughout the company.
- 3 **Find executive champions**
A mandate and commitment of support from leaders can help bring the group to life. [Get buy-in](#) on a business case and operational plan, then do steps 5 onward in the [Starting a Group](#) guide.
- 4 **Create a space for the group. Start talking and meeting.**
Choose tools and communication methods that are appropriate to how your company already works or aspires to work. Build membership by start to [engage as a group](#).
- 5 **Make it fun, celebrate successes, appreciate others.**
Can your group help spark motivation and fulfillment? Take time to [celebrate and appreciate](#) each other as you get to know each other and as you accomplish things individually and collectively.
- 6 **Spur practice-improvement, innovation, evolution, and growth**
What can your group endeavor to do that will fuel improvements to [company practice and industry innovation](#)? Pilot projects, partnerships, presenting at events?

See the Guides: [Starting a Group](#), [Running a Group](#), & [Tools for Groups](#). The tips in those guides also apply to company practice groups.