



The HR CoP Chapter A New Paradigm



HCS, the national CET centre for HR WSQ competency-based training, has received support from WDA to create 12 Communities of Practice (CoPs) across 6 industries in the Human Resources profession to pilot CoP concepts for our professional fraternities.

The evidence is clear that CoP can be an effective approach to learning, especially when it comes to practical knowledge about getting the job done. The pilot project adapts general CoP ideas to work in the professional context in Singapore to develop an additional approach to professional learning and knowledge development.

Although many renowned businesses have adopted and benefitted from CoP thinking and methods, finding the right approach in the Singapore context has not been easy and will require considerable time and effort. However, at HCS we believe the rewards will easily justify the investment for everyone involved, as well as position our companies and talents to better compete in the 21st century.



“I discovered early in office that there were few problems confronting me in government which other governments had not met and solved. I made a practice of finding out who else had met the problems we face, how they had tackled it and how successful they had been.”

Minister Mentor
Lee Kuan Yew's
2000 Memoir

Approved National CET Centre



15 Hoe Chiang Road #23-01
Tower Fifteen
Singapore 089316
www.hcs.com.sg

- Learn from your fellow CoP facilitators
- Opportunity to pioneer other CoPs in Singapore

Be an HR CoP Facilitator Seeking the Best and the Brightest



Facilitator learning and status opportunity

- Two days of training in methods designed to cultivate a CoP made up of practising professionals. (2-day commitment)
- Real-world practice in facilitating a CoP into existence. Each facilitator works with a partner facilitator to nurture a single community of HR professionals through three development sessions. Each session generates a stipend. (Three 4-hour sessions per year)
- Founding member status in the CoP Facilitator CoP (FCoP) which will meet regularly through to December 2010 with the clear purpose of sharing CoP practices that are working. The pilot is designed to optimise learning from experience to be shared among practitioners in the FCoP, who in turn will define the practice of cultivating professional CoPs in Singapore. (6 to 8 half-day commitment)
- Opportunity to continue with an HR CoP (for learning, not for fees), as well as other professional CoPs as the programme expands beyond HR to other professional groups. (more days if you choose to continue)

Do you have extensive experience in facilitation?

Do you have some background in the HR profession?

Do you have the flexibility to facilitate in an extremely dynamic process, adapting methods and techniques to meet the needs of the CoP?

Do you want to be a pioneer in the development of CoP in Singapore?