

# Collaboration & Partnerships

Building effective communities



**Waiho i te toipoto, kua i te toiroa**

Let us keep close together, not wide apart

**A community is only a community if  
people show up.**

## The benefit of communities

- Provide a safe environment for our people to share knowledge and create genuine connection.
- Connect the organisation on a broad scale, rather than being limited to one team or group.
- Break traditional hierarchies to connect different levels in the organisation, and give a holistic perspective.
- Form a shared understanding of who is doing what, both within Waka Kotahi and with our partners/stakeholders.
- Create opportunities for micro-learning within the organisation.
- Provide a channel for the business to communicate their experts - internal or external.
- Create a space where our people can invest in relationships and access different ways of thinking/working.
- Provide an opportunity for folks to share their pilots/early thinking.
- Increase visibility of innovation, leverage lessons learned, and connect work.



# What is a “Community”?

## Communities of Practice

- Communities of Practice are defined by a shared area of expertise or specialty.
- Community members are practitioners and committed to learning/growing through active participation. All are welcome within the community, and communities are not limited by formal structure/hierarchy.
- The goal of the community is to create connections, share tacit and explicit knowledge, encourage thought diversity, and grow expertise/proficiency.
- Community members will apply their learnings as part of their practice.
- Communities can be role-based or expertise-based.

# Think about a community you have been part of?

- It doesn't have to be work related
- Share with your neighbour what that community is/was



# Imagine if being part of that community is 'hell'

- What makes it terrible?
- What are some things that are happening that you don't like?
- What are areas if the community that don't work well?



# Now, think about what would make that community better – if it were more like ‘heaven’ to be in that community?

- What are the things that make your community a great place to be part of?
- What does ‘heaven’ look like for your community?

