



# Communication, collaboration and knowledge sharing in the course of the digital era

*Sebastian Schulz*

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Project Report from the year 2013 in the subject Business economics - Personnel and Organisation, grade: 1,0, University of Cooperative Education Stuttgart; Horb, language: English, comment: Die vorliegende Projektarbeit erforscht die praktische Umsetzung lokaler Communities of Practice auf virtuelle Ebene und nimmt Stellung zu relevanten Erkenntnissen wie Human Resource Development, Knowledge Sharing, Virtuelle Communities und Communities of Practice. Die Arbeit schließt mit zwei Navigatoren ab, welche erheblichen Mehrwert sowohl auf theoretischer als auch praktischer Ebene bieten. , abstract: Abstract This paper explores the practicable establishment of local Communities of Practice (CoP) on a virtual level to foster the augmentation of knowledge, sharing of practice and employee development. Communities of Practice have been identified as important sites of learning through creating and sharing knowledge within its social structures. The thesis examines how learning develops in this context and constitutes the basic theoretical attainment that is aligned to CoP. Furthermore, the paper reviews how technology can be introduced to reinforce communication and collaboration within the community. In order to build an understanding of how CoP create organizational value, the thesis not only focuses on the acknowledged learning theory models but also on the characteristics and benefits of those communities themselves as well as on virtual communities in general. Significant learning opportunities are identified within those communities, which are affirmed through a well-founded literature review on the topics "Learning Organizations", "Web-based Learning" and "Development of a framework for Human Resource Development". The review includes the identification of the HR-professional as a key player and stakeholder within the context of establishing a digitised CoP. The paper concludes with a navigator that has been evolved through merging the major findings of the litera

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