Communities of practice are groups of people who share a passion for something they know how to do and who interact regularly to learn how to do it better. By engaging in rich conversations in informal and welcoming social environments, they break down communication barriers to populate and reference their knowledge network workspace. By asking, learning, and sharing, they help manage tacit knowledge.

In varying domains, functions, and forms, communities of practice can filter information, amplify ideas, invest and provide resources, convene people, promote community building, and effect learning. This provides short- and long-term value to their members and the organizations that host them. The simple act of joining and being regularly involved in organized groups also has a very significant impact on individual health and well-being.

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Creating Value through Knowledge Networks

TIMELINE OF ADB-HOSTED COMMUNITIES OF PRACTICE

February 2011

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COMMUNITIES OF PRACTICE OFFER A VERSATILE SOLUTION.
The diverse and numerous communities of practice (CoPs) of the Asian Development Bank (ADB) have become the heart and soul of knowledge generation and sharing in ADB.

**A TIMELINE OF ADB-HOSTED COMMUNITIES OF PRACTICE**

1990s

- **1990s**: The concept of CoPs begins to take shape, driven by a need to capture and share knowledge within the Bank.

2000s

- **2001**: The first CoP is established in ADB.
- **2002**: The CoPs become more formalized, with clear roles and responsibilities.
- **2003**: The Regional and Sustainable Development Department drafts a discussion note on committees and networks.
- **2004**: The Education CoP organizes an international workshop on improving e-learning policies and programs.
- **2006**: The Agriculture, Rural Development, and Food Security CoP organizes its first retreat in partnership with the International Fund for Agricultural Development.
- **2007**: The CoP on Managing for Development Results is established.
- **2009**: The Transport CoP helps organize the first transport forum.
- **2010**: ADB's Energy Policy is approved with preparatory inputs by the Energy CoP.

2010s

- **2011**: The Vice-President for Knowledge Management and Sustainable Development encourages CoPs to review ADB's long-term strategies in developing member countries.

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**The numerous and diverse communities of practice (CoPs) of the Asian Development Bank (ADB) have become the heart and soul of knowledge generation and sharing in ADB.**

This table outlines the major decisions, events, and activities that have shaped the evolution of ADB's CoPs. It highlights the importance of these communities in fostering knowledge sharing and capacity building within the Bank and across its member countries.

**Notes:**
- *This timeline is not an exhaustive treatment of decisions, events, and activities.*
- *The Vice-President for Knowledge Management and Sustainable Development encourages CoPs to review ADB’s long-term strategies in developing member countries.*
- *ADB’s Communities of Practice: First Achievement Report.*
- *E-News Media (ADB)."*
The numerous and diverse communities of practice (CoPs) of the Asian Development Bank (ADB) have become the Heart and Soul of Knowledge Generation and Sharing in ADB.

This is attributed to the culturally varied social and organizational approaches; and

The numerous CoPs have responded to the Bank’s need to develop a more effective mechanism for knowledge management, leading to the establishment of CoPs as an integral part of ADB’s strategic framework. Within CoPs, knowledge creation, development, sharing, and transfer for staff development, and learning were undertaken. CoPs resulted from an ADB internal survey on the Bank’s human resources, including the development of professional staff positions.

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A TIMELINE OF ADB-Hosted Communities of Practice

**1990s**

- The concept of a regional and thematic committee is introduced to ADB’s strategic framework.
- ADB enters into the World Bank’s Network of Economists.
- ADB develops a financial strategy.
- ADB establishes CoPs on Transport and Energy.

**2000s**

- In the early 2000s, ADB CoPs became more organized and started to play a leading role in helping ADB to achieve greater development effectiveness.
- ADB launched the Knowledge Management and Sustainable Development Department.
- A review of ADB’s management structure, and the concept of networks and communities of practice is introduced.
- ADB’s new business processes introduce the concept of sector and thematic committees.
- A working group on the review of sector and thematic committees submits its report toward an assessment of the effectiveness of the reorganization of ADB.

**2010s**

- A working group on the review of sector and thematic committees submits its report toward an assessment of the effectiveness of the reorganization of ADB.
- The Gender Equity CoP and the Southeast Asia Department launch the Waves e-newsletter.
- A working group on the review of sector and thematic committees submits its report toward an assessment of the effectiveness of the reorganization of ADB.

**2020s**

- The 2020s saw a rapid increase in the number of CoPs, with the establishment of 19 committees and networks across 9 sectors and 10 themes.
- A paper on the reorganization of ADB introduces the concept of networks.
- A working group on the review of sector and thematic committees submits its report toward an assessment of the effectiveness of the reorganization of ADB.

**2020s and onwards**

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This is attributed to the culturally varied social and organizational capital (experiences, perspectives, insights, competencies) of ADB's clients, audiences, and partners with specific answers.

In 2001, the ADB introduced the concept of communities of practice to better inform dialogue, and maximize individual and collective learning and the integration of perspectives and experiences across different disciplines.

This includes brainstorming and discussions on a wide range of topics, from technical assistance, and a blogging facility.

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This is attributed to the culturally varied social and organizational structures of communities, networks, and committees (hereafter referred to as “communities” for simplicity) that are key drivers of knowledge management and sharing. CoPs are important nodes in the network, and like other nodes in knowledge networks, CoPs’ knowledge management strategies should be resilient to unexpected disruptions. CoPs are not only the “nodes” that can generate knowledge and share it, but also the “enablers” that can sustain and support other nodes. The end goal of the Action Plan for Knowledge Management, 2009–2011, is to create a platform to serve CoPs.

This timeline is not an exhaustive treatment of decisions, events, and activities. It highlights developments and activities that have contributed to CoPs’ evolution and integration in ADB. Other events, partnerships, and CoPs may not be included in this timeline.

**A TIMELINE OF ADB-HOSTED COMMUNITIES OF PRACTICE**

**DECEMBER 1995**

- ADB’s new business processes introduce the concept of sector and thematic committees.
- The Environment CoP helps implement the Asia Solar Energy Initiative.
- ADB’s Energy Policy is approved with preparatory inputs by the Energy CoP.
- ADB and GTZ conduct a joint review of the implementation of ADB’s knowledge management framework.

**2001**

- A paper on greater relevance and effectiveness of the Regional and Sustainable Development Department is approved.
- The 2003 annual reports of sector and thematic committees are summarized to boost outreach.
- User requirements for a knowledge sharing platform to serve CoPs are surveyed.
- The Education CoP organizes an international workshop on improving e-learning policies and programs.
- The Environment CoP launches the Environment Program Series.
- The Social Development and Poverty CoP and Gender Equity CoP are established.
- The peer review guidelines for quality assurance of country partnership strategies take effect under ADB’s streamlined business processes.

**2002**

- The Water CoP helps establish the Water Financing Partnership Facility.
- The C-Cube (Communicate, Coordinate, and Collaborate) knowledge sharing platform is launched to serve CoPs.
- The first ever survey of ADB-hosted CoPs is conducted.
- The Agriculture, Rural Development, and Food Security CoP is established.

**2003**

- The Water CoP organizes the first ADB–DMC sanitation dialogue.
- The Water CoP launches the Water CoP Catchment Series.
- The first year-end gathering of CoPs is convened.
- A paper on the reorganization of the committees and networks is approved, leading to their amalgamation into 10 committees.

**2004**

- The Environment CoP launches the Environment Program Series.
- The Water CoP helps formulate the Water Financing Program.
- The Urban CoP is established.
- A new budget management and control system enables CoPs to plan annual and mid-year budgets.
- A tab on CoPs is given prominence on myADB.
- A new internal CoPs forum is established.

**2005**

- The Environment CoP launches the Environment Program Series.
- CoPs feature prominently in the planned interactive video documentary titled “ADB: Sustainable Development for Fortifying Lives.”
- The Urban CoP is established.
- The Urban CoP is established.

**2006**

- The Environment CoP launches the Environment Program Series.
- The Education CoP helps implement the Asia Solar Energy Initiative.
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**2007**

- The Environment CoP launches the Environment Program Series.
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**2010**

- ADB Director-General categorizes CoPs into three groups for discussions among agency leaders and professionals.
- The Environment CoP launches the Environment Program Series.
- The Urban CoP is established.

**2011**

- The Environment CoP launches the Environment Program Series.
- The Urban CoP is established.

**2012**

- The Environment CoP launches the Environment Program Series.
- The Urban CoP is established.

**2013**

- The Environment CoP launches the Environment Program Series.
- The Urban CoP is established.

**DECEMBER 2018**

- The Environment CoP launches the Environment Program Series.
- The Urban CoP is established.

**2019**

- The Environment CoP launches the Environment Program Series.
- The Urban CoP is established.

Notes

1. *The ministries, sector project units, operations, and policies.*
Asian Development Bank

Creating Value through Knowledge Networks

TIMELINE
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ADB

About the Asian Development Bank

ADB works in a close and friendly, open, transparent manner to help countries in the Asia and the Pacific region reduce poverty and increase the living standards of their people. The region’s many successes, however, do not mean that we can relax. The same issues that beset the wider world are also faced by the 67 member countries of the Asian Development Bank (ADB). ADB is committed to helping them achieve their own development goals.

ADB’s mission is an Asia and Pacific region free of poverty. Its vision is to help its developing member countries reduce poverty and improve the quality of life of their people. Despite the region’s many successes, it remains home to two-thirds of the world’s poor. Of these people, 1.5 billion live on less than $2 a day, and 903 million struggle to live on less than $1.25 a day. ADB is committed to removing poverty through inclusive economic growth, environmentally sustainable development, and regional integration.

 Based in Manila, ADB is owned by 67 members, including 48 from the region. Its main instruments for helping its developing member countries are policy dialogue, loans, equity investments, guarantees, grants, and technical assistance.

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ADB is committed to achieving a sustainable future through inclusive economic growth, poverty reduction, environmental sustainability, and regional integration. We are helping countries to develop policies and programs that will support their progress.

They provide advice and help design projects in such areas as energy, transportation, agriculture, health, education, and the environment. They also provide technical assistance, grants, and loans.

Adb.org is a comprehensive gateway to all of ADB’s resources-

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ADB serves in a close and timely partnership with its members to help them reach their development goals. It does this by fostering sustainable and inclusive economic growth and providing financial and technical support for poverty reduction and other development initiatives. ADB’s members are committed to creating a prosperous, inclusive, and sustainable Asia and the Pacific region.

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