

Noriko Hara

Communities of Practice

Fostering Peer-to-Peer Learning and
Informal Knowledge Shaiing in the
Work Place

HOCHSCHULE
LIECHTENSTEIN
•
fififlloft*

&A Springer

Contents

1	Introduction	I
1.1	Inirodiiclion	1
1.1.1	LCT Use to SuppuC Learning	2
1.1.2	Comrriuiilie of Practice	2
1.2	The Ficldwnrfc	5
M	The Plan of this Book	6
2	Theoretical Foundation	7
2.1	IiHroduuction	7
2.2	Research in Cognate Areas Relevanl to lilt Topic ,	3
2.2.1	Situated CogiiL mi	3
2.2.2	Organizational Limning	8
2.2.4	Knowledge Management	16
2.2.5	lirtomiation and CojiuiiUiii;aLi(jn TucTifulgrieB	21
2.3	Suuuniif ¹ uf What is tChi>wn and Unknown	22
3	Etbnugraphii! Acui>unl<< nfa CommunHj ¹ of Practice in ftjuirY County	25
3.1	.V] public Delenders	25
3.2	Sile DeLi ipiuji	26
3.5	What ji is hl:r, m be a Public Uflftnder	2R
3.5.1	L^A.3.1 Public Defenders'Daily Pracikcs	2\$
3.5.2	3,3 2 Natiut ofPuMiirDefciidur*' Jnh	32
3.4	T\vo Public Di:lt:ndi!rn' Trials	53
3.4.1	3AI Absha'sTrial	34
3.4.2	3.4.2 Nick's Trial	39
3.4.3	3.4.3 Comparison of Two TYialx (rommenlary)	44
4	CharatU:rihiit>i«rar*HnmiiniIy of Practice in Square Counly	A1
4.1	4 I Tnirminrrion	47
4.2	4 2 AulonQmous Learucii: Suiting tu Become RfHer Public Defenders	49

of

In Iht CinJe County Public Delender's Offlee

Commnnlies «F Practice: Reviinii Or^iini/iifMinal Bimndarits 'S

6.1	Online CommuniTy ot Practice among Public Defender.	95
6.2	Online Communities of Piaclice. for Oilier Protes&ions,	99
	ft.2.1 SiteKltorcripiiuns.	* f)
6.3	Uypes of Knowledge.	100
6.4	Types of Knowledge Sfared in Ociine Conunumiies of <i>Prrtt&f</i> .. Wl	
6.5	WliaL Mdki>r Knowlud^t Shuiii^ SiiiLuuiuble in Online Communitiesnf <i>VTHCHCC?</i>	104
	6.5.1 Relationships Among the Six Factors.	JU&
6.6	Commentary ,	10y

7.1 Characteristics of ComimimlieHnrPraeiicB	^i^ . j^w . . .	113
7J.I Social Construction of Knowledge in Coramuniries of Practice: Thiee Kinds of Kiicwledge		113

