

## USAID Knowledge Management Inventory

### Management Sciences for Health-Communities of Practice

1. *Describe your knowledge sharing activity - what did you do? – how did you do it?*

MSH has implemented Communities of Practice (CoP), first in the form of technical clusters during the FPMDII Project (1995-2000) and now in the form of Learning Groups under the Management and Leadership Program. These CoPs provide an organized forum in which to exchange ideas, information and experience on particular technical topics. CoPs at MSH have explored or current share knowledge on the topics of leadership development, health information systems, organizational performance improvement, human resource management, health sector decentralization, evaluation, health care finance, leadership transition, organizational sustainability, quality of care, and strengthening women in management.

2. *Describe your motivation / rationale / value proposition / business case for the initiative – why did you do it? – for whom?*

CoPs were developed to assist MSH technical staff to learn from each other, develop and test tools and processes, examine and share lessons learned, and develop knowledge folders and other types of resource packages and materials to benefit client and partner organizations.

3. *Describe the results of the effort – who and/or what was impacted and how? – what are the benefits?*

Regular meetings of these technical CoPs afford busy technical staff the opportunity to explore idea and technical approaches, to examine successes and failures, and to work together on approaches and products to enhance our approaches to providing technical assistance, training, and other forms of consultation. Ultimately our clients benefit from our ability to perform our work with higher quality and greater efficiency.

4. *Describe any future implications or issues related to the initiative, e.g., what plans are in place? What current constraints or challenges are you facing? How is the initiative being sustained / maintained? How can it be replicated or scaled up?*

To date these CoP initiatives have been largely project-funded. The challenge is to convert them to a valued knowledge sharing resource so that MSH leadership chooses to preserve them as a corporate asset, capturing the vast wisdom and talents of our staff from throughout the world. An additional challenge is how to ensure involvement of a widely scattered staff who serve MSH throughout the world.

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Electronic documentation link: [www.msh.org](http://www.msh.org) (contains many of the tools and products evolving from MSH CoPs over the past 7-8 years).