

Date: July 26, 2021

From: VHA Acting Chief Learning Officer

Subj: Veterans Health Administration Communities of Practice Guidebook

To: VHA Senior Leaders
Veteran Integrated Service Network Directors (10N1-23)

Through: Workforce Committee

1. The purpose of this memorandum is to convey to VHA program offices and Veterans Integrated Service Network (VISN) Directors of a newly developed VHA Communities of Practice (CoP) Guidebook. Although not always formally termed "Communities of Practice," CoPs exist across disciplines and entities within VHA and serve to support VHA as a learning organization through transformation. The level of involvement may be determined by an individual's role or interest in the domain. CoPs are often formed to create, expand, and exchange knowledge and can develop individual community member capabilities.

2. Transformation is occurring within our organization which means the creation or review of many CoPs are occurring to determine if the needs have changed. There are limited resources to assist the successful collaboration, relationship building, sharing of experiences/best practices and achievement of goals within those communities. The VHA CoP Guidebook offers information and examples to make a CoP successful.

3. The Learning Organization Transformation (LOT) subcommittee has collaborated on the development of the VHA CoP Guidebook. The subcommittee modeled the guide from resources available through the Centers for Disease Control and Prevention and received input from the Office of Veterans Care (OVAC) Group Practice Management CoP.

4. While the use of this guide is not mandatory, it serves as a resourceful tool to CoPs across VHA. The use of the guide will result in standardized, efficient and effective CoPs that support VHA priorities and mission. Effective and efficient communication of the guide is critical to a successful socialization of the tool. This tool will support the Field and program offices. The VHA COP Guidebook can be accessed at the following link [VHA COP Guidebook](#).

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5. If you have any questions or need any additional information, please contact the Learning Organization Transformation Coordinator, Ms. Mindy Jacquez at Mindy.Jacquez@va.gov.

Dr. Elizabeth James

Attach: VHA Communities of Practice Guidebook