

Building Internal Learning Communities: Overcoming the Most Common Mistakes

Ada Lovelace Festival

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Dr. Kimo Quaintance

Chief Product Officer

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Alex Kempkens

Head of Transformation and Culture

Continental AG, Autonomous Mobility

Why are you here?

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Our learning community is ...

- working great and management wonders if the investment pays off.
- struggling to bring the new skills and competence into the company.
- running in circles and we can't leverage the potential.
- individually the learning is great – as an organization we can't see the benefit

In case you agree to at least 2 of these statements, you are in the perfect place.

We want to talk about how to further **foster your learning communities.**

What we hear?

Expectations to their community

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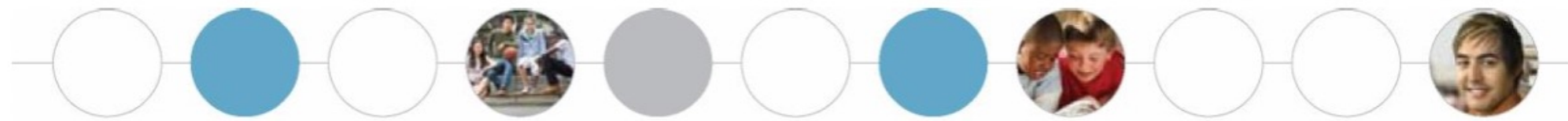
Foto by [David Clode](#) on [Unsplash](#)

Common mistakes we see (and have made)

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- Uncertainty and unclear understanding of the roles (Fellow, Fellowship Lead, Sponsor & ada team)
- Not accessing the energy of choice (esp. in role selection)
- Community activity focus on control over learning
- Not learning what your community actually needs
- Organizations overlooking their actual culture and what ada is driving





Sense of Community Index 2 (SCI-2):[©] Background, Instrument, and Scoring Instructions



11.	I put a lot of time and effort into being part of this community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12.	Being a member of this community is a part of my identity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13.	Fitting into this community is important to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14.	This community can influence other communities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15.	I care about what other community members think of me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16.	I have influence over what this community is like.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17.	If there is a problem in this community, members can get it solved.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18.	This community has good leaders.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19.	It is very important to me to be a part of this community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20.	I am with other community members a lot and enjoy being with them.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21.	I expect to be a part of this community for a long time.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

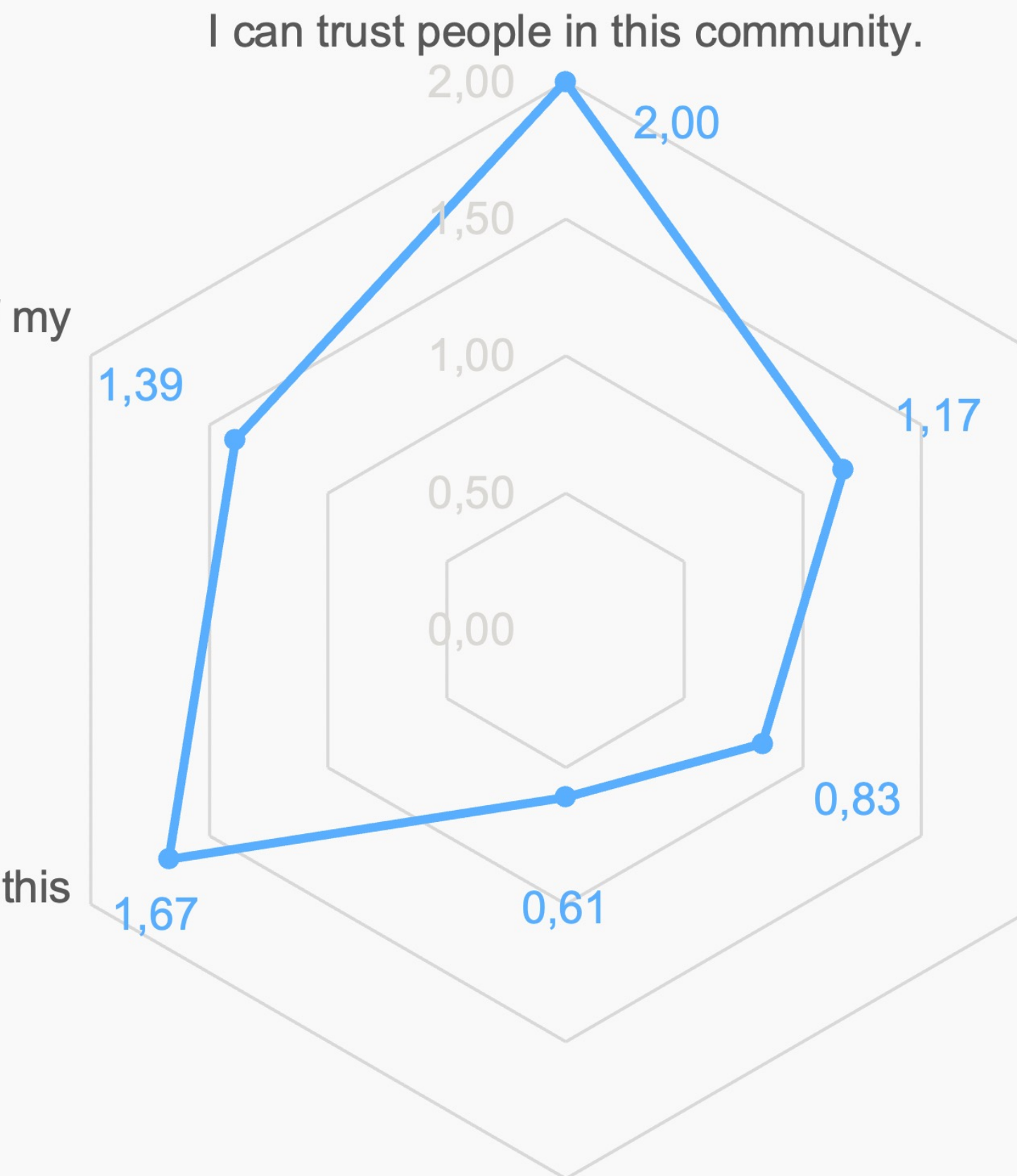
Membership

Being a member of this community is a part of my identity.

I can recognize most of the members of this community.

I put a lot of time and effort into being part of this community.

Most community members know me.

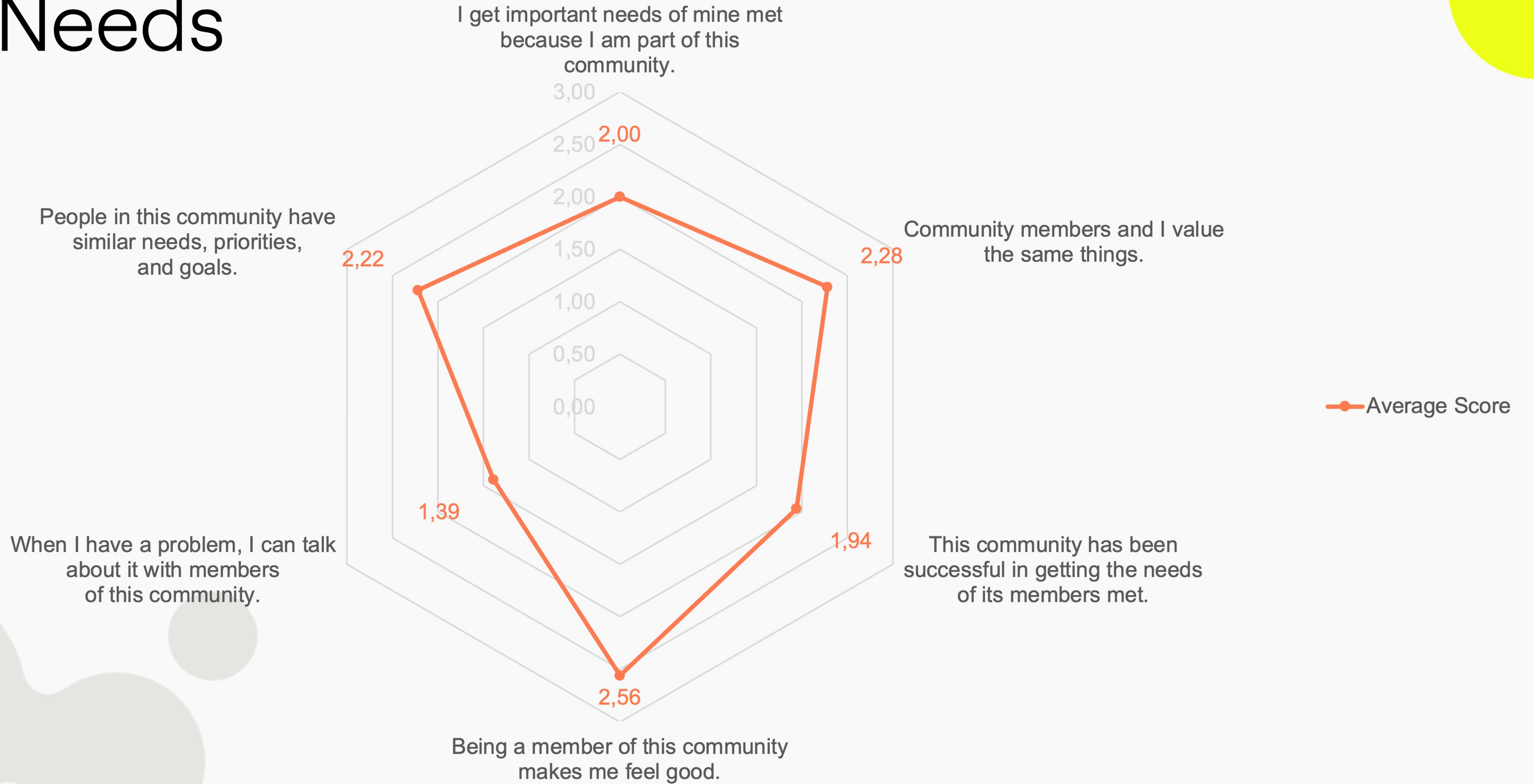


● Average Score

This community has symbols and expressions of membership such as clothes, signs, art, architecture, logos, landmarks, and flags that people can recognize.

Source: Sense of Community Index 2 (SCI-2) - <https://dl.icdst.org/pdfs/files/f458f0f15016819295377e5a979b1893.pdf>

Reinforcement of Needs



Donut economy model*

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For your internal networks

- Leaders & Stakeholders build the center of gravity and lead from within
- Ada fellows to become internal ambassadors for initiatives to foster the learning
- Around the ambassadors teams form to serve your organization



Let's create more impact together:

- Sign up for upcoming Fellow Lead meetings: share successful practices and identify the next opportunities
- Contribute to creating the Internal Community-Building Playbook
- Help us build a Fellowship Lead GPT - our own dedicated GPT for community engagement, impact and internal community building together

