

## **COMMUNITIES OF PRACTICE AND CIIMAR**

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Within organizational development the concept of Communities of practice has become an important focus worldwide. This concept was first introduced in 1991 by Jean Lave and Etienne Wenger. These authors saw the acquisition of knowledge as a social process where people can participate in communal learning at different levels depending on their level of seniority in the group, i.e. whether they are a newcomer or have been a member for a long time. In this communication we outline the concept of Communities of practice and the way it could be applied to laboratory organization at CIIMAR.