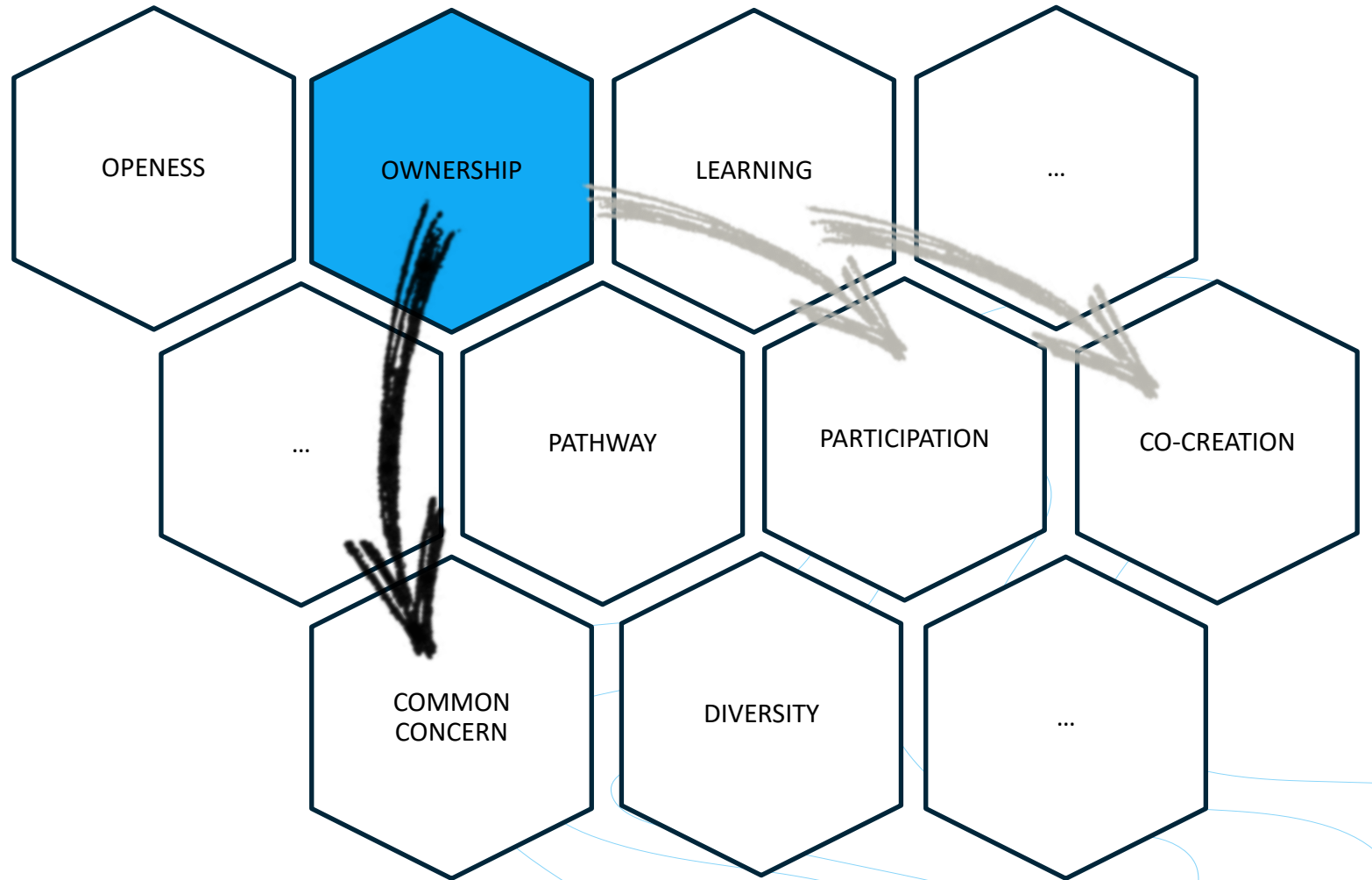


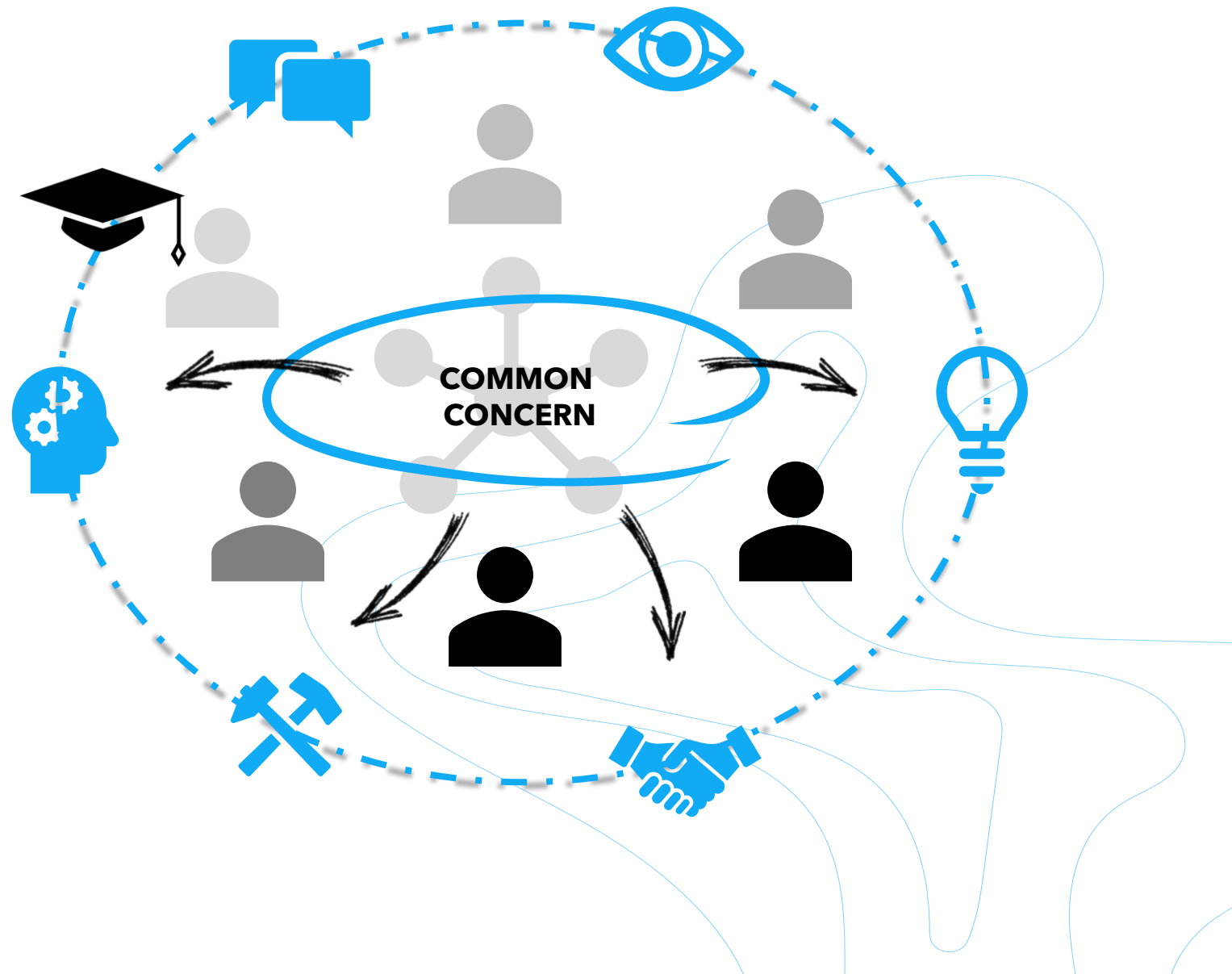
COMMUNITIES OF PRACTICE OWNERSHIP

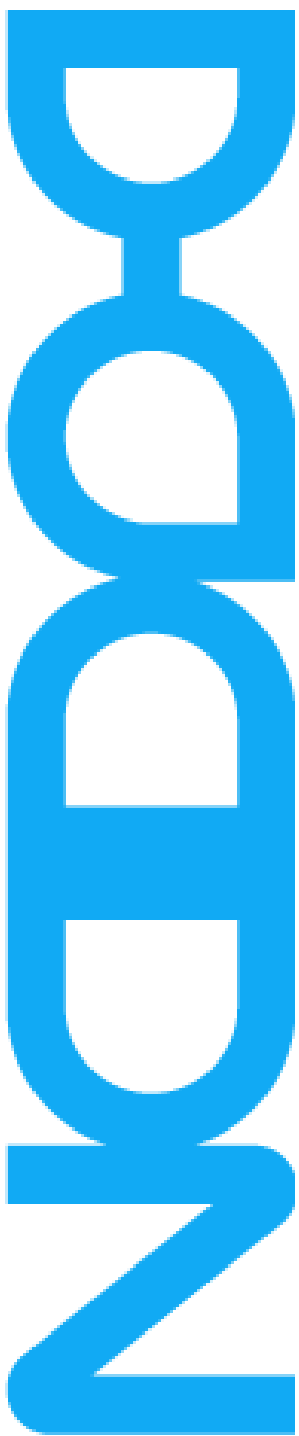


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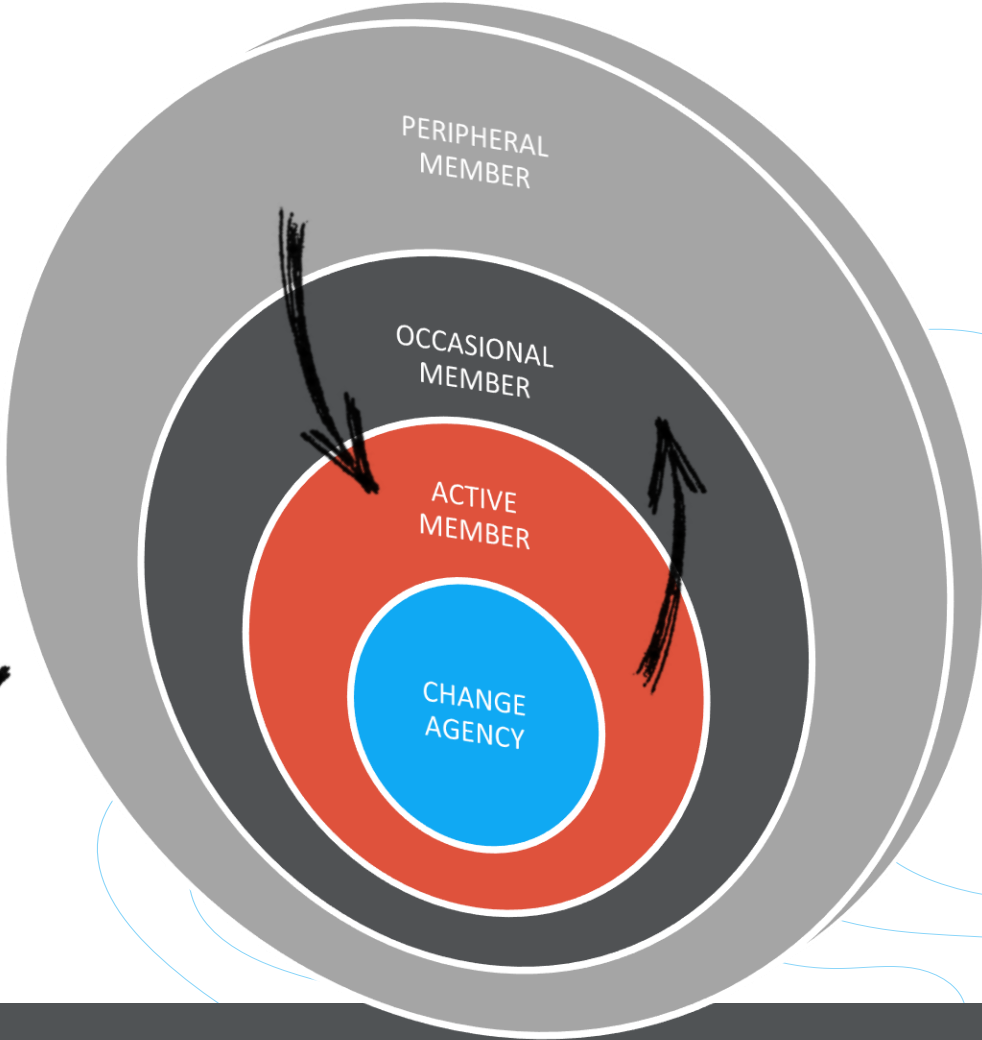
Collective Ownership means ownership of something by all members of the community of practice for the mutual benefit of all members.

Collective Ownership encourages everyone to contribute new ideas to all segments of the COP.



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COLLECTIVE OWNERSHIP



ALLOW, INVITE AND ACCEPT DIFFERENT LEVELS OF PARTICIPATION



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