



Bev,

Something happens in communities of practice that every facilitator recognises but few people name directly. A session that should generate genuine learning somehow doesn't quite get there. People are participating — sometimes enthusiastically — and yet the real challenges stay unspoken, the quiet voices stay unheard, and the learning that could have emerged never quite does.

Often the culprit isn't disengagement. It's intrusion.

That's the theme of our fifth annual summit, and we hope you'll join us.



Photo by [Steve Johnson](#) on [Unsplash](#)

Intruding and intruders - when some participants disrupt the flow

A summit for community of practice leaders

May 18–19, 2026 · Online (with limited in-person participation in Portugal)

About intrusion

We introduced the concept of 'intruders' in our book "Learning to Make a Difference" — people whose participation, however well-intentioned, disrupts a community's learning. Since

then, the idea has grown considerably. In the books we're writing now, intrusion sits at the very heart of what makes or breaks a social learning space.

What makes it so fascinating — and so difficult to work with — is the paradox: *intrusion often comes from people who care deeply*. The expert who jumps in with answers, the senior person who subtly redirects the agenda, the anxious contributor who fills every silence. All are trying to help. And yet the effect can quietly erode a learning space until it stops functioning as one.

There is also an intruder lurking in all of us — recognising that is where the real work begins. We have also been developing, with our colleagues at [Danida](#), a set of **intrusion archetype cards** — a practical tool to help facilitators and community members share a language about intrusive dynamics, and think through strategies for working with them. We'll be sharing these at the summit for your reactions.

Format: An inverted hybrid

In 2010, we were among the first to experiment with hybrid workshops — bringing online participants fully into in-person events. In 2026, we're trying something in the other direction.

This is primarily an online summit. But participants who want to join us in person can do so from our social learning lab in Portugal — sharing meals, conversations, and a fireside chat between sessions, while connecting to the online event just like everyone else. Think of it as a small gathering wrapped around a global one.

In-person places are very limited. If you're interested, **contact us directly** before registering.

Content: The sessions

The summit runs across two afternoons: **Monday May 18 and Tuesday May 19, starting at 1:30 - 5:00 p.m. Portugal time (WEST)** — which is 8:30 a.m. on the U.S. East Coast, or 9:30 p.m. in Sydney. Two 90-minute sessions each day, with a 30-minute break in between.

Day 1 — Monday May 18

- **Show your world** — A gallery walk through participants' visual displays of their community projects, including examples of where intrusion shows up as a real challenge.
- **New thinking from the field** — Etienne and Beverly present their evolving thinking on intrusion, joined by guest practitioners. We'll also introduce the intrusion archetype cards and invite your feedback.

Day 2 — Tuesday May 19

- **Your agenda** — Using an adaptation of Lean Coffee, you bring the questions and challenges you most want to explore. Peer-led, unscripted, and consistently one of the most valued sessions at our summits.
- **From blocker to contributor** — Small groups work on specific intrusive dynamics and develop practical strategies for transforming them. Outputs are compiled and shared with all participants.

Modular by design

You register once for the full summit and attend whichever sessions work for you — one, two, three, or all four. The price is the same: €200 (or €400 in-person, including meals).

Sessions you can't join live won't go to waste. Session 2 will be recorded and shared with all registered participants. Sessions 1, 3, and 4 each have shared memory materials available afterwards.

Full details and registration: wenger-trayner.com/cop-summit-2026

Register here!

Also coming up -- don't miss the early-bird deadline:

Our "[Cultivating Communities of practice](#)" workshop early-bird deadline is approaching. If you've been thinking about it, now is the moment.

Thanks for reading. See you soon!

Bev and Etienne

P.S. If you know someone who facilitates or stewards a community of practice, please forward this to them

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