

Report to the European Scout Committee

EMBRACING CHANGE Working Group

**Thanks to fulfill progress according to your fixed plans.
Delays should be explained.
When activities are foreseen for later on, please let it blank**

1. Introduction

This report deals with 'Strategic Objective 3 – Embracing Change' as outlined in the Regional Scout Plan 2010-2013. It should be read in conjunction with the Regional Scout Plan 2010-2013, which can be accessed at www.scout.org/europe

2. Progress in implementing Objectives, Actions and achieving KPIs

Since the last meeting of the European Scout Committee

- **AC 3.2.1 –**
Monitor European data about general trends relating to young people and adults from different backgrounds and summarise the findings for NSOs/NSAs

Progress:

- No information available

- **AC 3.2.2 –**
Support NSOs/NSAs in the process of identifying and responding to societal changes and trends that positively impact on the development of Scouting

Progress:

- No information available

- **AC 3.2.4 –**
Support NSOs/NSAs in using existing tools on strategic planning, organisational development and external relations, in order to adapt to societal changes

Progress:

- No information available

- **AC 3.3.1 – IN PROGRESS**
With the growth of communications technologies, identify how NSOs/NSAs are using them to become leaner, more flexible and more responsive

Progress:

- Contact has been made with Latvia who are exploring the features of the software
- In general, the interest in the membership registration software continues.

- **AC 3.3.2 – IN PROGRESS**
Identify how NSOs/NSAs are using communications technologies strategically to communicate and engage directly with young people and adult volunteers

Progress:

- The draft of questionnaire ready, to be sent out through the Committee

- **AC 3.3.3 – IN PROGRESS**
Initiate a discussion between NSOs/NSAs on the use of communications technologies for management, 'customer' relationships and decision-making
Progress:
 - The draft of questionnaire ready, to be sent out through the Committee

- **AC 3.4.1 –**
Encourage NSOs/NSAs to review their strategic resource requirements, and take action to acquire, consolidate or protect their resources
Progress:
 - No information available

- **AC 3.4.2 –**
Encourage NSOs/NSAs to mitigate the growth of non-recognised Scout associations by exploring opportunities for collaboration and consolidation
Progress:
 - No information available

- **AC 3.4.3 –**
Encourage NSOs/NSAs to resolve outstanding legal and financial issues that present a threat to the implementation of strategy and to Scouting
Progress:
 - No information available

- **AC 3.5.1 - IN PROGRESS**
Support NSOs/NSAs with the review, development and implementation of their equality and diversity policies
Progress:
 - Reference documentation identified and read (diversity, social inclusion, human capital)
 - Identification of ideas and doubts

- **AC 3.5.2 – IN PROGRESS**
Initiate an exchange of best practices on how to mainstream equality and diversity in the day-to-day operations of NSOs/NSAs
Progress:
 - Contacts are made with some NSOs/NSAs

- **AC 3.6.4 – NOT STARTED**
Request NSOs/NSAs to share examples of processes and methods that drive continual positive change in their strategic development
Progress:
 - Not started due to overload and other obligations

3. Next steps in implementing Objectives, Actions and achieving KPIs

Until next meeting of the European Scout Committee

- **AC 3.1.1**
Support NSOs/NSAs with the collection and analysis of dynamic membership data in order to inform strategic

- **AC 3.1.2**
Support NSOs/NSAs in establishing and improving the quality of membership data collection and management of membership management systems

Next Steps

- The support in promoting and / or financing the initiative of the Second Round Table on Internet System will be discussed and defined.
- We have to clarify which objectives could be reached through participation to the Second Round Table on Internet Systems.

- **AC 3.3.1**
With the growth of communications technologies, identify how NSOs/NSAs are using them to become leaner, more flexible and more responsive
- **AC 3.3.2**
Identify how NSOs/NSAs are using communications technologies strategically to communicate and engage directly with young people and adult volunteers
- **AC 3.3.3**
Initiate a discussion between NSOs/NSAs on the use of communications technologies for management, 'customer' relationships and decision-making

Next Steps

- We will suggest and organize a session on membership management systems during the Academy 2011.

- **AC 3.5.1**
Support NSOs/NSAs with the review, development and implementation of their equality and diversity policies

Next Steps:

- We will review documentation
- We will participate and exchange at Milano EM CG and collate ideas and doubts

- **AC 3.5.2**
Initiate an exchange of best practices on how to mainstream equality and diversity in the day-to-day operations of NSOs/NSAs

Next Steps:

- We will continue contact with additional NSOs/NSAs
- We will collect best practises from NSOs/NSAs

4. Successes

5. Challenges

We should improve coordination and information sharing among the Core Group members in order to be accordingly involved and updated.

According to general information received from members of the Core Group, roles and responsibilities are not (enough?) clear. As a reminder, after the first meeting of EC CG in Brussels (25 – 26 March 2011), members were to sent their respective tasks list according to the responsibilities given. As of today, such lists are existing for OB 3.1 Encourage the monitoring of membership composition and comparison with population data; OB 3.3 Explore the impact and potential of communications technologies in Scouting and OB 3.5 Promote the development and implementation of equality and diversity policies.

Tasks list missing for OB 3.2 Develop approaches to include young people and adult volunteers from different background, OB 3.4 Encourag the acquisition, consolidation and protection of adequate resources and OB 3.6 Identify approaches to continually meet the challenge of change (to come).

Proposition: alignment with the coordinator is needed and organization of a skype conference with all in order to coordinate and agree upon the next steps.

6. Issues for the consideration of the European Scout Committee

14th June 2011