

# Report to the European Scout Committee

## ORGANIZATIONAL DEVELOPMENT Core Group

### 1. Introduction

This report deals with "Strategic Objective 7 – Organizational Development" 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](http://www.scout.org/europe)

### 2. Progress in implementing Objectives, Actions and achieving KPIs

*Since the last meeting of the European Scout Committee*

- **AC 7.1.1 – IN PROGRESS**

*Define and develop the model, communicate it to NSOs/NSAs and review it based on feedback and results of workshops*

**Progress:**

- The OD model is developed, via meeting in Geneva on 16-17/04/2011
- The OD model is communicated to the NSOs/NSAs through Euro.Scout.Info and Europak (June 2011)
- An explanatory letter with description of the OD model was sent to IC on 25/05/2011

- **AC 7.2.1 – NOT STARTED**

*Issue a call to NSOs/NSAs who may have developed their own specific materials on organisational development and share widely*

**Progress:**

- **AC 7.2.2 – IN PROGRESS**

*Review existing material, identify any gaps and seek to close these during specific tailored support initiatives or sub-regional events*

**Progress:**

- Invitation sent to members of resource pool to contribute
- First cut summary of existing resources and gaps due by 02/09/2011

- **AC 7.3.1 – IN PROGRESS**

*Review all past and current requests for support, what prompted the request for support, how it was handled and what was the effect on NSOs/NSAs*

**Progress:**

- Information on past tailored support collected and being analysed, due for review on 31.07.2011

- **AC 7.4.1 – IN PROGRESS**

*Support NSOs/NSAs in developing vision and strategy, organisational design and change management*

- **AC 7.4.2 – IN PROGRESS**

*Support NSOs/NSAs in understanding the processes involved in developing and managing programmes of work, projects and tasks*

- **AC 7.4.3. – IN PROGRESS**

*Support NSOs/NSAs with financial planning and financial management*

- **AC 7.4.4 - IN PROGRESS**

*Support NSOs/NSAs with issues relating to the management of, support for and working relationship with professional staff*

**Progress:**

- There have been no specific requests for tailored support from our Core Group

- We plan to review all returned Needs and Strengths Analysis forms as soon as possible to see what they tell us about the needs of the NSOs/NSAs that have completed the forms by then

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

*Until next meeting of the European Scout Committee*

- **AC 7.1.1**

*Define and develop the model, communicate it to NSOs/NSAs and review it based on feedback and results of workshops*

**Next Steps:**

- We will collect the feedback from NSOs/NSAs on OD model and adjust when necessary
- Plans to communicate further by Facebook and Twitter in the coming weeks
- Plans to add explanatory text to the model mainly in the form of links to already existing useful documents in the different areas.

- **AC 7.2.1**

*Issue a call to NSOs/NSAs who may have developed their own specific materials on organisational development and share widely*

**Next Steps:**

- We will contact NSOs/NSAs by email to get information on available materials
- We hope to get NSOs/NSAs approval to widely share the material
- Call due to be issued by the end of August (since the original May 2011 target was not reached)

- **AC 7.2.2**

*Review existing materials, identify any gaps and seek to close these during specific tailored support initiatives or sub-regional events*

**Next Steps:**

- We will take the opportunity of the Academy 2011 to collect and share information

- **AC 7.3.1**

*Review all past and current requests for support, what prompted the request for support, how it was handled and what was the effect on NSOs/NSAs*

**Next Steps:**

- We will contact the Committee Members, consultants that provided tailored support and concerned NSOs/NSAs to get feedback on quality, impact of the support.

### 4. Successes

*Please list the key successes since the last meeting of the European Scout Committee*

- Work plan reviewed and work divided amongst Core Group members:
  - 7.1.1 (Develop and share a model for Organisational Development in NSOs and NSAs) – All
  - 7.1.2 (Prepare and deliver a workshop to introduce Organisational Development to NSOs/NSAs and to enable them to start working on this aspect) – Stephen Peck and Mathias Gerth
  - 7.1.3 (Enable the sharing of good practices in the area of OD via the Regions new online platform and other relevant channels) – Maeliosa DeBuitlear and Jordan Bajraktarov
  - 7.2 (Review available materials relating to OD and prepare a recommended subset for use in Scouting) - Claude Frantzen and Tom Rombouts
  - 7.3 (Monitor and review the mechanisms used to deliver support to ensure effectiveness and efficiency) – Rose-Marie Henny and Kevin Camilleri
  - 7.4 (Support NSOs/NSAs with OD (Vision and Strategy development, Organisation Design, Management & Relationships) – All

- 7.5 (Support the Regions Working Groups to incorporate sound OD methods in their work) - All
- OD model developed, agreed and disseminated
- Short-term volunteers recruited from resource pool

## **5. Challenges**

*Please list the key challenges since the last meeting of the European Scout Committee*

- No unexpected challenges

## **6. Issues for the consideration of the European Scout Committee**

*In brief, please list significant issues that you would like the European Scout Committee to consider*

- Core Group to meet at the Academy to promote our work, to provide workshops and to progress the development of a comprehensive workshop to be run in early 2012
- Please agree the proposed date for the workshop and allow R-M to find a suitable venue and to book it

10<sup>th</sup> June 2011