Report to the European Scout Committee

ORGANISATIONAL DEVELOPMENT Core Group

1. Introduction

This report deals with "Strategic Objective 7 – Organisational 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

2. Progress in implementing Objectives, Actions and achieving KPIs
Since the last meeting of the European Scout Committee

- **AC 7.1.1 – IN PROGRESS continuation**
  Define and develop the model, communicate it to NSOs/NSAs and review it based on feedback and results of workshops

  Progress:
    o OD model presented at the Academy 2011

- **AC 7.1.2 – IN PROGRESS**
  Develop, deliver and evaluate organisational development workshops

  Progress:
    o Date for the first workshop fixed (on the list of events 2012)
    o Pre design existing

- **AC 7.1.3 – IN PROGRESS**
  Share the definition of the model, examples of best practices, outcomes from the workshops and other material online

  Progress:
    o Data and info collection started
    o Results of the Academy 2011 sessions will be shared

- **AC 7.2.1 – IN PROGRESS**
  Issue a call to NSOs/NSAs who may have developed their own specific materials on organisational development and share widely

  Progress:
    o Collection of information ongoing
    o Review ongoing

- **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:
    o Review ongoing

- **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:
    o List done on Tailored support 2008 – 2010
    o List compiled for Tailored Support 2011

- **AC 7.3.2 – IN PROGRESS**
  Work with the European Scout Committee to identify ways to strengthen the involvement of NSOs/NSAs in supporting/collaborating with other NSOs/NSAs

  Progress:

- Suggestions made to the Committee for better coordination of the Tailor Support Program and its management

- **AC 7.4.1 – IN PROGRESS**
  Support NSOs/NSAs in developing vision and strategy, organisational design and change management

  Progress:
  - *At least 6 Tailored Support request in the pipeline concerning actions related to this point*
  - *Session at Academy 2011 – Turning Strategy into Action*

- **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:
  - Ongoing tailor support actions
  - Redefinition of tailor support to NSOs/NSAs; ongoing discussion on criteria (obligation to answer the Needs and Strengths Analysis prior to Tailored Support Request), type of services (mentoring, coaching)

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 the Academy 2011 participants and adjust when necessary

- **AC 7.1.2**
  Develop, deliver and evaluate organisational development workshops

  Next Steps:
  - To prepare the workshop for February 2011

- **AC 7.1.3**
  Share the definition of the model, examples of best practices, outcomes from the workshops and other material online

  Next Steps:
  - *To establish a list of relevant documents*
  - *To make the links on different websites / sources*
  - *To publish new documents on websites*

- **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:
  - Follow-up on the open call

- **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:
  - To keep existing list Tailored Support 2011 updated

- **AC 7.4.1**
  Support NSOs/NSAs in developing vision and strategy, organisational design and change management
- **AC 7.4.2**
  Support NSOs/NSAs in understanding the processes involved in developing and managing programmes of work, projects and tasks
- **AC 7.4.3**
  Support NSOs/NSAs with financial planning and financial management
- **AC 7.4.4**
  Support NSOs/NSAs with issues relating to the management of, support for and working relationship with professional staff

  Next steps :
  - To provide quality Tailored Support
  - To consider the needs of SEE countries and how to respond to

4. Successes
Please list the key successes since the last meeting of the European Scout Committee

- Needs & Strengths Analysis database shared
- Presentation of two sessions at the Academy 2011 (Organisational Development Model and Turning Strategy into Action)

5. Challenges
Please list the key challenges since the last meeting of the European Scout Committee

- To motivate still 29 NSOs/NSAs to provide their Needs & Strengths Analysis
- To prepare the first version of the material / resources list for each of OD Disciplines, with a short paragraph introducing each
- The quality of data/records available for previous Tailored Support was not sufficient to allow any evaluation of how effective that support was.

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

- None

25th October 2011