

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

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:

- OD model posted online (EuroScoutInfo)

- **AC 7.1.2 – IN PROGRESS**

Develop, deliver and evaluate organisational development workshops

Progress:

- Global presentation of the OD Model and its Disciplines exists
- The first evaluation of the OD Model Workshop held at the Academy 2011 in Paris is positive – a few adjustments are needed.

- **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:

- The model and its Disciplines are online (EuroScoutInfo)
- The OD Model workshop material is shared (Alfresco and EuroScoutInfo)
- OD Library is online (EuroScoutInfo)

- **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:

- OD Consultation services provided to 3 NSOs/NSAs and 7 requests in the pipeline (under discussion for definition)

- **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:

- Regular updates of the Consultancy Services database (every 6 weeks) organised and followed

- **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:

- Consultancy Services procedure adopted and posted (EuroScoutInfo)
- Promotion of collaboration through Consultancy Services (study trips)

- **OB 7.3 – IN PROGRESS**

Support vision and strategy development, organisation design, management and relationships

Progress:

- All activities (7.4.1, 7.4.2, 7.4.3 and 7.4.4) are ongoing through Consultancy Services provision. As of today, 4 requests are executed (closed), 11 request ongoing and 12 requests in the pipeline.

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:

- Organisation of two workshops on OD Model and its disciplines.

• **AC 7.1.2**

Develop, deliver and evaluate organisational development workshops

Next Steps:

- Finalisation of the OD Model and Disciplines general powerpoint presentation that can be used by each member for Consultancy Services delivery.

• **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 make the links on different websites / sources
- To publish new documents on websites

• **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:

- Ongoing process

• **OB 7.3 Monitor and review mechanisms used to deliver support in order to ensure effectiveness and efficiency**

Next Steps:

- To keep Consultancy Services and Needs and Strengths Analysis database updated on a regular basis (every 6 weeks)
- Ensure the Consultancy Services procedure is followed

• **OB 7.4 Support vision and strategy development, organisation design, management and relationships**

Next Steps:

- To consider the needs of SEE countries and how to respond to through effective Consultancy Services
- Idem above – follow-up

4. Successes

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

- OD Library online
- OD Model and Disciplines positively evaluated at the Academy 2011 in Paris
- Consultancy Services procedure adopted and implemented

5. Challenges

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

- As the ODCG was not in a position to provide the workshop on Organisational Development Model (due to lack of participants) the next challenge is to organise the OD Model workshop in two Organisations.

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

7 March 2012.