

# 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](http://www.scout.org/europe).

The Embracing Change Working Group has a new Coordinator, namely, Therese Zimkowsky from Germany. After the acceptance by all the members of the action plans for the Working Group and the Joint Working Group, in general, the work is ongoing accordingly.

Academy 2012 – Embracing Change, the Academy 2012 concept has been sent out as well as the form for the sessions. Working and Core groups are to propose their sessions until June 20.

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

*Since the last meeting of the European Scout Committee*

- **AC 3.1.1 – IN PROGRESS**

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

**Progress:**

- The Questionnaire is to be discussed at the June 2012 European Scout Committee meeting.

- **AC 3.1.2 – IN PROGRESS**

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

**Progress:**

- The event will take place in Antwerp / Belgium, in November 2012.

#### **OB 3.2 Develop approaches to include young people and adult volunteers from different backgrounds - IN PROGRESS**

*KPI – 15 NSOs / NSAs document and share their approaches*

There will be a first session presented at the Forum 2012 in Romania – coordination with EMWG. This objective also is covered through Consultancy Services to NSOs/NSAs

#### **OB 3.3 Explore the impact and potential of communications technologies in Scouting - IN PROGRESS**

*KPIs - 25 NSOs/NSAs exploring the issue and sharing best practices*

This objective will be covered through the co-organisation of the IT Roundtable (Belgium, November 2012) and session(s) to be presented at the Academy 2012 – Embracing Change

#### **OB 3.4 Encourage the acquisition, consolidation and protection of adequate resources - IN PROGRESS**

*KPI 30 NSOs / NSAs taking action to acquire, consolidate and protect*

The objective will mainly be reached through specific Consultancy Services such as the ongoing 3 tailored support requests in fields of National Management Board, financial governance, human resource management in progress

- **AC 3.5.1 - IN PROGRESS**

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

**Progress:**

- Preparation of the Consultancy Service request on equality and diversity
- Questionnaire about diversity and equality ready for distribution to NSO/NSA

- **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:**

- Initiation started
- Open call in preparation

**OB 3.6 Identify approaches to continually meet the challenge of change - IN PROGRESS**

*KPI – 15 NSOs / NSAs engage in dialogue and action on continuous change*

The actions lines are part of the themes / discussions and sessions of the EM Scout

**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*

**Next Steps**

- Executive summary on linking membership data with the strategic planning

- **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**

- Support to the co-organisation of the Second Round Table on Internet System

- **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*

**Next Steps**

- Report on analysis and trends available for NSOs/NSAs
- Implementation of ESC recommendations (consultancy services)

- **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*

**Next Steps**

- Preparation of 2 or 3 case studies to be circulated and presented as showcase on EuroScoutInfo

- **AC 3.3.2**

*Identify how NSOs/NSAs are using communications technologies strategically to communicate and engage directly with young people and adult volunteers*

**Next Steps**

- *Forming the planning team and setting communication process*

- **AC 3.5.1**

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

- **Next Steps:**

- Active cooperation with Overture Network to achieve the joint Objectives of the Embracing Change Working Group
- Mapping NSOs / NSAs having equality and diversity policies
- Provision of Consultancy Services

- **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:**

- Promote exchange of best practices via events and open call

- **AC 3.5.3**

- *Identify barriers that impede the review, development and implementation of equality and diversity policies and provide guidance to NSOs / NSAs*

- **Next Steps:**

- SWOT analysis from collected information

- **AC 3.6.1**

- *Initiate an exchange of ideas amongst NSOs/NSAs on continually adapting to change without sacrificing performance and impact*

- **Next Steps:**

- Presentation of the trends at the EM Scout Forum 2012 in Romania

- **AC 3.6.3**

- *Provide training for NSOs/NSAs seeking to work with or manage change in difficult circumstances including with limited financial or professional human resources.*

- **Next Steps:**

- Planning a session at the Academy 2012 in Kandersteg

#### **4. Successes**

The work of the members of the Working Group is ongoing according to the plans with no major difficulties.

The Joint Working Group action plan is ready and members and volunteers able to start the Joint work – mainly to deliver sessions at different events such as EM Forum, Academy, IC meeting, other.

#### **5. Challenges**

Preparation of different joint presentations WAGGGS / WOSM (succession planning, innovative training methods, working with different target groups, organisational development disciplines) for the Academy 2012, Chief Executive Meeting 2012, IC Forum 2012, Chief Volunteers, other.

Closer collaboration and coordination with the Overture Network is to be implemented in order the ON to be part – or given a floor – at the Academy 2012 in Kandersteg

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

None

5 June 2012