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

   OB 7.1 Develop and share an adaptable model for effective organisational development in Scouting
   KPI – 30 NSOs / NSAs adopt the model and participate in workshops

   A powerpoint presentation on OD that can be used by each member for Consultancy Services delivery is available

   - **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:

Total OD request	Pipeline (for definition)	Basic Support	Ongoing	Closed	Indirect
41	**18**	**5**	**9**	**8**	**1**

   OB 7.3 Monitor and review mechanisms used to deliver support in order to ensure effectiveness and efficiency – IN PROGRESS
   KPI – 30 NSOs / NSAs provide feedback on effectiveness of support

   Regular updates of the Consultancy Services database (every 6 weeks) continuing

   OB 7.4 Support vision and strategy development, organisation design, management and relationships– IN PROGRESS
   KPI – 15 NSOs / NSAs accessing organisational development support

   All activities (7.4.1, 7.4.2, 7.4.3 and 7.4.4) are ongoing through Consultancy Services provision. As of today,

   11 requests in the pipeline (for definition)
   4 requests are basic support
   9 ongoing
   3 closed

3. **Next steps in implementing Objectives, Actions and achieving KPIs**
   Until next meeting of the European Scout Committee

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

     Next Steps:
     o We are preparing a number of OD workshops for Academy 2012

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

  Next Steps:
  - o *To make the links on different websites / sources – to be finalised*

- **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:
  - o Ongoing process

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

  Next Steps:
  - o Continue to refine Consultancy Services procedure as required

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

  Next Steps:

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

  SEE countries:

Country	*Status*
Bosnia-Herzegovina	*Ongoing*
Bulgaria	*Basic Support*
Croatia	*Basic support*
FYRO Macedonia	*Basic support*
Montenegro	*Ongoing*
Romania	*Pipeline*
Serbia	*Basic support*
Serbia (Kosovo)	*Ongoing*
Slovenia	*Ongoing*

Greece	*Indirect*
Turkey	*Ongoing*

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

- We have successfully shifted to a solid focus on Tailored support as envisaged in the plan
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5. Challenges
Please list the key challenges since the last meeting of the European Scout Committee

- Not take-up on country-specific workshops so using the Academy and Tailored Support to progress the ideas
- Getting the Tailored Support system working – the idea of tailored support is not yet embedded / accepted by many NSOs.

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

- Assuming good delivery on Tailored Support, what should the priorities for next Triennium be

- The idea of tailored support is not yet embedded / accepted by many NSOs (struggling to get going with), we would request the Committee to focus on how we might promote and accelerate the delivery of tailored support to NSOs.

5 June 2012