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

   Two sessions presented at the Academy 2012 – 1) Organisational Development and 2) Project management – putting Strategy into Actions

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

   Session at the Academy 2012 on Organisational Development

   - **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 request	Total action related to OD request	Pipeline (for definition)	Basic Support	Ongoing	Closed	Indirect
93	**45**	**20**	**5**	**8**	**11**	**1**

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

   Regular updates of the Consultancy Services database (every 6 weeks) continuing
   Online survey sent to NSOs / NSAs for review of the Consultancy Services provided.

   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,

13	requests in the pipeline (for definition)
4	requests are basic support
4	ongoing
5	closed

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

   - **AC 7.1.3**
     Ongoing - 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*

OB 7.2 – Review available materials relating to organisational development and recommend a subset for use in Scouting

Analyse and report on the results of the online survey (Consultancy Services)

- **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
- o *Analyse and report on the results of the online survey (Consultancy Services)*

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

Next Steps:

- o Ongoing identification and discussion on the needs of SEE countries and how to respond to through effective Consultancy Services

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*

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

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

- To turn Consultancy Services requests from "pipeline" to "ongoing"

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

23 October 2012