

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 were very well received by the participants at the Academy 2012

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

Progress:

Sharing is now largely being done via Tailored Support engagements, ad hoc sessions and well-received workshops at the Academy 2011 and 2012.

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

AC 7.2.1 – ACCOMPLISHED

Issue a call to NSOs/NSAs who may have developed their own specific materials on organisational development and share widely

• 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:

No gaps identified thus far

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

Total request	Closed by NSO	Closed by support	Held	Ongoing	Pipeline (for definition)
104	14	21	26	29	14

Progress:

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, **48 TS** actions concern ODCG

Total request	Closed by NSO	Closed by support	Held	Ongoing	Pipeline (for definition)
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Total request	Closed by NSO	Closed by support	Held	Ongoing	Pipeline (for definition)
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Closed by NSO – mainly due to change(s) in strategic planning and / or priorities

Closed by support – action(s) done

Held – no progress, usually there is another TS that is taking priority

Pipeline – request in progress for definition of the Tailored Support

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:

- Add links to additional information if required
- Following future Tailored Support engagements.

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

Next Steps:

- *Analyse and report on the results of the online survey (Tailored Support)*

- **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:

- Continue as required
- Following future Tailored Support engagements.

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

Next Steps:

- Continue to refine Tailored Support procedure as required
- Analyse and report on the results of the online survey (Tailored Support)

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

Next Steps:

- “Ongoing identification and discussion on the needs of SEE countries and how to respond to through effective Tailored Support

SEE countries:

Country	Status
Bosnia-Herzegovina	Ongoing
Bulgaria	Ongoing
Croatia	Ongoing
FYRO Macedonia	Ongoing
Montenegro	Ongoing
Romania	Ongoing
Serbia	Ongoing
Serbia (Kosovo)	Closed

Slovenia	Ongoing
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4. Successes

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

The participants very well received the workshops "Organisational Development" and "Project Management – Putting Strategy into Actions" delivered during the Academy 2012. This is a clear signal that the topic is of interest and helps people to think in a structured way and to make effort to plan more carefully.

5. Challenges

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

Continue to turn Tailored Support 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

- We should encourage Committee Members to be proactive in identifying needs and being proactive in encouraging NSO to take advantage of the Tailored Support on offer.
- Need to focus on TS
- Ongoing request TS are not to stop on 30 September

19 February 2013