

## Projects Leadership Training Fund, May 2012 – December 2017

Dear friends in guiding and scouting –

We have often been approached by interested Mos and NSOs – future costumers – what kind of projects we have funded, what kind of projects are good ones.... To finally answer these questions we put together a summary of the projects the LTF has funded. We hope that some of the projects may inspire you to do something similar! We look forward to receiving your applications or any question you might have!

### 1 Value Based Leadership

This multilateral training project brought together 24 young leaders from countries in the Baltic Sea region. One of the aims was to make young leaders in the Baltic Sea Region prepared to lead in todays and tomorrows' society through qualified leadership training developed in the Scout & Guide movement and a cooperation with an international company. A mentor system was introduced to create a forum for meetings. In order to grow scouting and increase cooperation between Scouts and Guides in different countries a group assignment was added to plan a cooperation project. The course was held in four modules in different countries (Latvia, Sweden and Denmark) between August 2013 and January 2014. Together with the team of the mentors 53 people benefited from the VBLT.

### 2 Seven summits to the peak of Elbrus

The three partners developed a training system for the South-Caucasus NSOs. 32 leaders have been trained in physical, spiritual, social, emotional and intellectual areas with an ongoing evaluation. Twin trainings for patrol and troop leaders took place. The training lasted for 8 days and happened in a very "scouty" way – on a campground in tents. Topics covered were – inter alia - the scout method (incl. law & promise), community service, physical and psychological development, planning of program, group work.

Two months after the training the organizers checked how the training has changed the (scout) life of the trainees. It showed that all of them were still active, most of them founded new patrols our even units in their local area. In Azerbaijan 8 new troops/units have been established, 3 new groups in Georgia. The national Jamboree in Azerbaijan was mainly driven by trainers and trainees from the "Seven summits"-project. Also ZHP in Poland benefited from this training – the contacts with the partners is lasting (also in 2015 without LTF-funds), they have developed an English training program.



### 3 On Fritjof Nansens track

The project (exactly 100 years after the famous Norwegian explorer crossed Siberia) was aiming to strengthen the Scout association in Russia, the cooperation between Norway and Russia and to support a personal development of the participants. The training was based on the Scout method: patrol system, learning by doing, teaching by guiding, personality development. The aim was reached, there were new units established in Siberia – at least 2 in Tjumen and Krasnojarsk - the cooperation between Norway and Russia continues, people outside scouting learned positively about scouting's methods and values. The project continued (without LTF-funding), in September 2013 a Russian group participated in a Norwegian training.

### 4 Green future



The associations involved were trained on the World Environment Programme and in best practices of its implementation, like environmental education and awareness activities, forest protection, nature conservation. Five new projects between the participating associations (22 participants from 9 countries) were developed in a “World Café”-setting.

A European environmental network was established, three follow-up projects have been started, including a training for young leaders in the international climate politics. Young adults were qualified to address environmental issues to advertise and launch policy initiatives back home.

### 5 Goose-network

Starting on a regular meeting of the Goose-network 2 participants from the Romanian scout centre Nocrich participated on the meeting in Vassaro and developed a partnership-project that will finally help to develop the Romanian scout centre. The two participants learned theory that they transformed and adapted into a training that they ran back home in Romania for their staff (volunteers and professionals) on the topics of promotion, ecology, community service, supporting the scout method. The Swedish partners benefited by learning how a scout centre can also be run in a technical not so perfect and developed world.

### 6 Scouting train

The aim of this project was to qualify volunteers to organize an international training and meeting project. Mentors accompanied them and gave them training to successfully run cooperations. Commemorating 25 years of the fall of the Berlin Wall the organizers united 400 participants (Rovers and young leaders) from the participating associations and went with them on a train ride from Moscow to Lake Baikal. In each wagon the 15 to 30 participants were trained in various topics related to leadership. Peace education and international partnerships were the largest topics. Each wagon was under the responsibility of another participating association. There were meetings with local scouts on route and the final camp at Lake Baikal deepened the training experience. The final event took place in November 2014 in Berlin.



The project ended to be the largest international partnership project Germany has ever seen. The partnerships continue since then, new projects of a similar kind are in the stage of development.

### **7 Partnership project Italy – Moldova**

The project was on national strategies and a training programme for the two associations and included bilateral trainings.

### **8 Growth**

Based on the WAGGGS focus on growth five MOs organized a training for board members working on growth and retention of members facilitated by external experts. Leadership skills have been developed.

### **9 Training for leadership**

The need that this project was addressing is the lack of active participation and leadership among the Rovers and Seniors in Macedonia and France. Through this project the youth developed their leadership skills and felt motivated and empowered to stand as active citizens and leaders in their community. The project promoted the values of equality and gender balance (teams were created on equal quotes) and strived to support the socially excluded young adults especially in rural Macedonia.



On a long term the project will have a measurable impact on the society since it will significantly change the approach and the understanding for the role of the young adults as active citizens. 240 young people participated in the training events in Macedonia.

The evaluation showed that:

- 215 Scouts increased their leadership
- The participants have practiced their leadership skills and implemented 22 initiatives
- intercultural understanding increased among the participants
- 110 +105 participants empowered and enabled to support the sustainability of its association and the community
- 490 young people affected by the implemented activities of the participants

- 4 new partnerships developed with NGOs in Macedonia
- Help provided to 70 vulnerable youths as result of the actions
- Image of scouting improved and strengthened in Macedonia

### **10 Roverway & Moot**

The target group of this joint application by “Roverway 2016” and “Moot 2017” were leaders that guided young people at Roverway in 2016 and at World Scout Moot 2017. The end beneficiaries are nevertheless the young people attending those events, as they got guidance of high quality as well as the neighboring community, as the training focussed on how to empower young people to get more engaged in different activities and thus became committed to contribute to common work and the society. The main aims of both events are to educate youngsters and young adults and get them to be actively involved in the events and take mutual responsibility on making the events successful. This calls for a strong leadership as the leaders are the facilitators for empowering the young people.

### **11 Motivated leaders today, further development tomorrow**

This project aimed to empower girls and young women to get more involved in their organizations’ work and take actions for the future development of their organizations. 30 young leaders (16 to 25) from the 5 MOs participated in the five days course in Yerevan. The evaluation was very positive and showed that having a training with these partner organizations was needed and was highly valued by the participants. The participants highlighted that the training helped them to get new and useful knowledge and skills both in theory and practice which would be very valuable for their future work in the organizations. Moreover, they mentioned that the training was very motivational, hoped that the project would continue and similar trainings would be organized more frequently.



### **12 Developing leadership**

The purpose of this project was to strengthen leadership training for adult volunteers and young people in Girlguiding Scotland and Scouting Nederland. There were two intensive training weekends for volunteers looking at all aspects of leadership styles and different approaches to training volunteers and a period of practicing the new techniques and reflecting on how this could in turn

encourage young people in their leadership journey. 15 leaders participated and 190 young people benefited from the training.

### **13 Coeducation**

The project presented a response to challenges of today's world - changed behaviour of boys and girls, changed needs, outdated approaches in the field of coeducation. The problems identified are:

- Skills of leaders - potential not fully realized
- The lack of educational materials/tools in the field of Co-education in Guide organizations
- Co-educational approach in member organizations out-of-date

This project aimed to educate and train around 50 youth leaders and workers. The programme contained 3 trainings and a training guide as a final output.

### **14 Adult leader training**

This project answers to a need for Adult Leader Trainings in the SEE sub region as was identified at the last meeting of the SEE group. This project is meant to help develop trainings for adults in countries of South East Europe, to help develop the trainers' pool and strengthen international cooperation between different scout organizations in this region. The project is important for development of trainings, connecting trainers, exchanging knowledge and strengthening cooperation between scout associations of the SEE group. This project helped participating countries to develop training program on national levels. They will be able to apply changes in educational structure in their own country, based on best practices in other countries and improve quality of their trainings.

### **15 Rover & Ranger training**

This project addressed the need to build capacity of leaders working with Rovers and Rangers so that they can offer the best and most inclusive Guiding and Scouting experience possible to young people.

41 leaders working with Rovers and Rangers took part in this five-day project. Participants were selected on the basis of common criteria such as the motivation of the leaders to develop activities for Rovers and Rangers, the commitment to put in practice the learning, their openness to diversity and willingness to work in a multicultural environment.



### **16 Europe-Eurasia training**

European and Eurasian NSOs have developed different bilateral and trilateral partnerships to address jointly different common issues such as Peace-building, diversity and inclusion, environment protection, leadership, etc. More specifically this project focused on practical training about leadership model with modular training sequences on leadership in different environments (volunteer based, teachers-school based etc).

The main aim of the project was to support leadership development in the Eurasian and European NSOs. The project looked up to achieve 4 specific objectives:

- Improve/develop leadership skills of the adult scout members of the Eurasian and European NSOs ;
- Exchange leadership training practices between the Eurasian and European NSOs ;
- Turn three best practices examples into practice with modular trainings offered to the participants;
- Establish/develop partnerships between two or more participating countries supporting leadership development.

The main outputs and outcomes achieved as a result of the project were the following:

- About 50 adults have acquired knowledge about modern approaches to leadership and have improved leadership skills and competencies;
- Eurasian and European NSOs have exchanged experience about planning, reviewing and refreshing leadership trainings and promoting value based leadership;
- Existing partnerships have been updated and further developed and new partnerships have been established between two or more participating countries from the Eurasia and Europe scout regions supporting leadership and training development;
- Participants have acquired information about funding opportunities in Eurasia and Europe regions.

### **17 Ireland – Georgia – link**

This project promoted inter-country partnership between the ‘most Eastern’ and ‘most Western’ parts of Europe. It also aimed to enable girls and women to develop leadership and event management skills. This project involved a group of leaders from Georgia and a group of leaders from Ireland joining together to volunteer as staff for an international camp in Ireland in 2017, and then working together to plan and organise an international camp in Georgia in 2018.

The project supported leadership development through non formal education for 6 members of DIA and 6 members of IGG. These leaders changed due to their increased knowledge and skills after working together, learning from the Irish camp organizers and implementing a plan to organize a smaller camp in Georgia.

### **18 Ertoba TWO**

“Ertoba TWO” connected youth of Georgia and Luxembourg to jointly live a leadership and training camp lasting 3 weeks around the main topics of Leading in Scouting, applying the scout method in different scenarios and bringing scouting to minorities.



60 participants and trainers from both countries met in summer 2016 in Rustavi/Georgia. The activities and training fields of this project were Youth Work and Scouting, Environment, Rural development and urbanization.

### **19 Rover Forum**

Montenegro took the lead for a Rover Forum to strengthen the Rover section in this SEE-subregion. Starting from positive experiences in Serbia they transformed this Forum into a training event to stop the decrease that the Rover section had been facing. The final aim of the project is to start the process of the development of the rover scout program in the four organizations. Through raising awareness about the specific position of rover in scouting, the rovers and leaders are empowered to start the process of developing activities that are made for rovers as recipients of the program.

All the participants at the Rover scout forum developed an action plan for implementing one activity that is specifically aimed at rovers as recipients of the program. The implementation of this activity will raise awareness about the specific position of the rovers and initiate the process of development of the rover scout program in these organizations.

### **20 Mainstreaming Diversity & Inclusion**

This is a major project within one of the region's core topics and called "Mainstreaming Diversity & Inclusion". The aim of the project is to mainstream Diversity and Inclusion in 6 Balkan associations with a support of best practices from Belgium and Luxemburg. This idea came up as a result of „Scouting Without Barriers“ project, which has been implemented by the European scout region in the past triennium. The need for continuing building on what has been started was recognized and thus partner organizations became aware of the importance to be more open, inclusive and provide a safe environment to all.

The first part was a Training of Trainers with the following objectives:

- to train 5 trainers from each association on diversity and inclusion
- to enable the trainers to train the young leaders on how to roll-out diversity and inclusion activities
- to develop sensitivity towards diversity and inclusion topics

The next step was to provide adequate trainings to their young leaders to be able to roll-out activities on Diversity & Inclusion to the local Scouts groups. To do this Scouts & Guides from Belgium

and Luxembourg help as partners with experience in this area, ready to transfer the know-how and share experiences, best practices and tools – but also to collect ideas from the other partners and external experts when needed. In addition the European Scout Region, through the Diversity and Inclusion Team, supports this project by making available reference documents, toolkits and share the experience widely.

## 21 Spokespersons training



Scouting's profile should accurately portray what we do and why we do it, reflecting our shared values. By using the most impactful methods of communication, and engaging in strategically relevant partnerships, scouting should be recognized as the world's leading youth movement. Through the different WOSM communication strategies through the last years, we have learnt that every Scout needs to know how to explain to his or her surrounding society what Scouting means.

In Spain and in Portugal, scouting needs to be recognised as a new social force, acting as reliable partner specialised in non-formal education. Every collective, and whatever their nature is (business, social, economic or cultural) must have a spokesperson for internal and external communication matters, both of them equally important. From outside we have to consider that society will value us for our results, but above all, they will value us through the image we project. We will be judged through the way we are perceived.

After the first training they plan to have more widespread spokesperson training, with participants in this project delivering workshops to other young people in national platforms, such as their annual Rover Forum, and other regional meetings.

Additionally, AEP is finalizing a Communication Handbook that will be targeted at local and regional scout units regarding communication best practices, both in Social Media and in traditional formats.

## 22 Building strong leaders for sustainable future

A follow up to the 2016 project “Motivated leaders today, further development tomorrow” called “Building Strong Leaders for Sustainable Future” has been received by the end of 2017. The project with the same partners will happen in fall 2018.