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

All the objectives fixed in the Regional Scout Plan are achieved. The ODCG is to continue the Tailored Support action until the end of the Triennium

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

AC 7.1.1 - ACCOMPLISHED
Define and develop the model, communicate it to NSOs/NSAs and review it based on feedback and results of workshops

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

AC 7.1.3 - ACCOMPLISHED
Share the definition of the model, examples of best practice, outcomes from the workshops and other relevant materials online

Progress:
Sharing is now largely being done via Tailored Support engagements, ad hoc sessions and well-received workshops at the Academy 2011 and 2012 where 58 NSOs/NSAS representatives' attended.

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 – ACCOMPLISHED**
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. The last review of the OD Library was done during the ODCG meeting in Malta (10 – 12 May 2013)

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

Total request	Closed by NSO	Closed by support	Held	Ongoing	Pipeline (for definition)
115	22	31	32	29	1

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 - ACCOMPLISHED
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)
53	14	12	15	11	1

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

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

Next Steps:
- o Analyse and report on the results of the evaluation by NSOs/NSAs on the Tailored Support provided to them.

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

Next Steps:
- o Continuation of the different Tailored Support Actions for SEE countries.

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

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

All the objectives fixed in the Regional Scout Plan are achieved. The ODCG is to continue the Tailored Support action until the end of the Triennium

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

The ODCG discussed the present TS database we are using (excel spreadsheet) and expressed the interest in looking into more advanced systems to suit our needs.

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

Regarding the TS database system, the requirements would be as follow:

- web-based and user friendly
- different user permissions (view/collaborate/admin)
- dashboard overview of all TS requests with top-level info
- all requests, reports and updates are filled in directly into the system
- data or reports can be exported to excel, pdf and other
- search function
- sorting and filtering functions
- fields remeain similar to what we have in excel sheet
- ability to store multiple notes/history per request (to have chronological history)
- end users can fill in a form with feedback directly into the system
- tasks with specified dates and assigned users
- automatic email alerts when task actions are due