



Regional Scout Committee, European Region  
Comité Scout Régional, Région Européenne

## Regional Scout Plan 2013-2016

### Report to the European Scout Committee

**Group:** Organisational Development Core Group ODCG

**Reporting period:** (10/11/14 – 25/05/15)

#### 1. Introduction

This report deals with Organisational Development Core Group as outlined in the Regional Scout Plan 2013-2016. It should be read in conjunction with the Regional Scout Plan 2013-2016, which can be accessed at [www.scout.org/europe](http://www.scout.org/europe).

As there was no report from the ODCG in the previous period, this report includes a bigger timeframe than usual.

#### 2. Progress in implementing Objectives, Actions and achieving KPIs

*In the reporting period, the following actions have been implemented:*

##### **AC 1.1 Support NSOs/NSAs in setting priorities based on their needs AND**

##### **AC 1.2 Support strategic planning of NSOs/NSAs**

- The support to the Scout Association of Croatia is underway and the activities are implemented according to the plan. This support is coordinated by Jordan Bajraktarov and includes the support of different consultants in the future.
- A workshop on strategy development was provided for FNEL, Luxembourg on May 10, 2015 by Patrick Mayer (DPSG, Germany) and Matthias Gerth (ODCG). It was very well received. The final report is pending.
- A support to the Scout and Guide Association of Austria (PPOE) was agreed in the area of development of the national risk register. It should be implemented in the following period with the support of David Bull (UK). Further requests from Austria on continuous improvement and integrity management are pending, the Association has announced to come back with more concrete requests in September 2015.
- A long-term engagement with VCP (Germany) is ongoing and the ODCG is supporting them regularly through skype. They have asked for someone (German speaker) to support them with a Vision-workshop on September 26, 2015.
- There are currently several other Global Support engagements pending. The ODCG is continuously trying to update the Global Support excel spreadsheet, but also needs the support of the ESC with this.

##### **AC 1.3 Develop, deliver and evaluate organizational development workshops**

- The ODCG has decided to focus completely on the Academy and Global Support with this activity. There are no further separate workshops planned.
- The only exception is the area of Marketing and Communications. It has been agreed together with the ERFCG to organize a training event in April 2016, the venue will be Varna in Bulgaria and the target audience are national or sub-national communications and marketing commissioners and executives.

##### **AC 2.1 Finalisation of Global support assessment tool**

- The Global Support Assessment Tool (GSAT) for “third party assessment” has been finalised by the World Level and is currently in use also within the ESR. A third party assessment for Ireland was implemented in November 2014 (22-23) and one with Austria (PPOE) was implemented from February 28 to March 1, 2015.
- The further third party assessments have been set: Lithuania (June 6-7, 2015), Malta (August 29-30, 2015), Czech Republic (November 7-8, 2015), Iceland (November 11-12), Slovenia (date to be confirmed) and Romania (date to be confirmed).
- A training for facilitators for the third party assessment for the European Region was implemented in April 2015. That sums up the total amount of trained facilitators from the European Scout Region to 14:
  - Jordan Bajraktarov, Macedonia (FYR of)
  - Vojtech Broucek, Czech republic
  - Kevin Camilleri, Malta
  - Jo Deman, Belgium
  - Andrea Demarmels, Switzerland
  - Frederik Fredslund-Andersen, Denmark
  - Matthias Gerth, Switzerland
  - Goran Gjorgjiev, Macedonia (FYR of)
  - Erik Hellstrom, Sweden
  - Rose-Marie Henny, Switzerland
  - David McKee, UK
  - Linda Wallberg, Sweden
  - Paul Wilkinson, United Kingdom
  - Pieter Willems, Belgium
- There is a possibility of for a “second party assessment” and self-assessment. The evaluation guidelines for the second party assessment should be developed in the following months (June/July 2015), so the second party assessment can start to be undertaken by October (first pilot) and the start of 2016.

### **AC 2.2 Promote Global Support**

- A promotional leaflet for Global Support for European Scout Region, focusing on the GSAT, was developed and published on [euroscoutinfo.com](http://euroscoutinfo.com).
- GSAT and Global Support were promoted with general informational articles on [euroscoutinfo.com](http://euroscoutinfo.com)
- Global Support and GSAT were promoted during the Educational Methods Forum in Antalya, Turkey and the Nordic Conference in Iceland in May 2015.

### **AC 2.3 Evaluation and sharing of Global support provided**

- The Guidelines for effective monitoring of the Global Support have been finalised.

### **AC 3.1 GS database / Software management**

- Based on the test of Global Support World Level Database that was done in January 2015, a feedback was provided to the World Scout Bureau. Feedback was taken into consideration and the new, modified version of the database should be ready for testing in the following period.
- The ODCG has decided to keep using the excel spreadsheet until there is a new solution fully operational. Therefore the spreadsheet has been slightly modified and improved.

### **AC 3.2 Management of the Consultancy Pool**

- The spreadsheet used by the ESR has been modified in order to be easier for use by staff and volunteers. Some volunteers that were participating to the activities of the European

Scout Region, were added to the database.

- A letter was sent to those volunteers that are not planned to be used by the ESR by the end of this triennium.

#### **AC 4.1 Ensuring better opportunities for leadership and management training, both for volunteers and professional staff in Scouting.**

- The mapping of the needs for leadership and management training among Regional volunteers was implemented during the All Groups Meeting in Budapest in January 2015. A report with recommendations was sent to the ESC.
- The mapping of existing leadership and management training courses as well as leadership and management training needs has been started with the Chief Executives Meeting in late 2014 and the Educational Methods Forum in May 2015.
- The evaluation of options for e-learning platforms has started.

### **3. Next steps in implementing Objectives, Actions and achieving KPIs**

*Please list in bullet points, what actions are going to be implemented in the following period, until the next meeting of the European Scout Committee*

- GSAT third party Assessment of 6 NSOs (Lithuania, Iceland, Slovenia, Malta, Czech Republic, Romania)
- Providing Global Support to the NSO of Bulgaria
- Providing Global Support to the NSO of Croatia
- Continuous support to NSOs, upon identified needs and requests
- Training for lead assessors for the second party assessment to be implemented from September 24 to 27, 2015 (venue to be defined)
- Continuous evaluation of e-learning options
- Finalizing the mapping of leadership and management training needs among NSOs
- Development of an induction course for new consultants
- Preparation of high quality sessions in the area of OD for the next Academy
- Further planning of the Communications and Marketing training event in April 2016
- Checking the application of some of the GSAT criteria to the ESR (regional level), e.g. internal audit committee
- Continuous collection of best practices and writing at least two articles on Euroscoutinfo on global Support and work of ODCG.

### **4. Successes**

*Please list the key successes in the reporting period*

- Successful GS engagements in several NSOs
- Newly trained volunteers (non-group-members) for the GSAT

### **5. Challenges**

*Please list the key challenges in the reporting period*

- Since 2013 the ODCG has been involved in the support of the World Level Database for Global Support. This should replace the current excel-solution. In January 2015 a first draft version of the database was tested but not really meeting the needs of the ODCG. Since then, several times a new update was announced without any action. This causes more and more frustration within the ODCG and it is not sure if ever actually we will be able to have a tool that really fits our needs. The ODCG is quite concerned with this issue, but is also happy to continue to use the very simple excel-solution.
- With GSAT, a completely new dimension has entered the work of the ODCG recently. Together with the other activities within the RSP and the Academy, it is currently a big challenge to make sure that the members of the OD are not overloaded with work.

## **6. Content of the work**

*Please use this space if you wish to share aspects of the content of the work undertaken or to be undertake or on-going aspects worth noting*

N/A

## **7. 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*

- Definition of the exact amount of NSOs going through the third party assessment in 2016 in order to start informing and motivating them. If needed, the ODCG can provide a concrete proposal, but would like to know first if we are talking about 2-5 or 5-10 assessments.
- The ODCG would like to include the ESC in the discussion on the establishment of a fully operational e-learning platform for the ESR and NSOs in Europe. Scoutinglinks is not a fully operational platform and therefore does not meet the current needs. Is the ESC planning to buy licenses for existing e-learning platforms, recommend the use of existing freeware or develop a specific solution?

**Date of reporting:** 31 May 2015.