

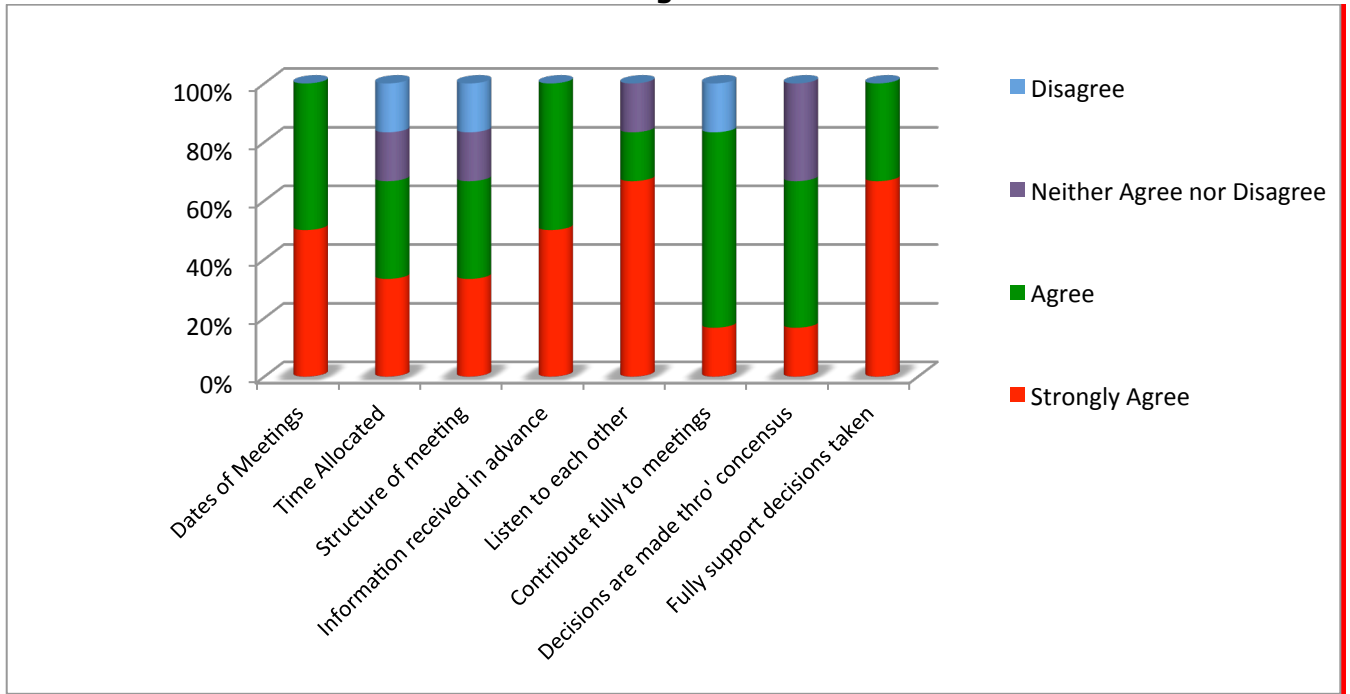
European Scout Committee - mid-term review
 Responses from Elected Committee members

1. Background

Interviews via Skype were conducted with the 6 elected members of the European Regional Scout Committee and they were invited to complete a short questionnaire to gather information on how they are achieving 'a corporate way of working'.

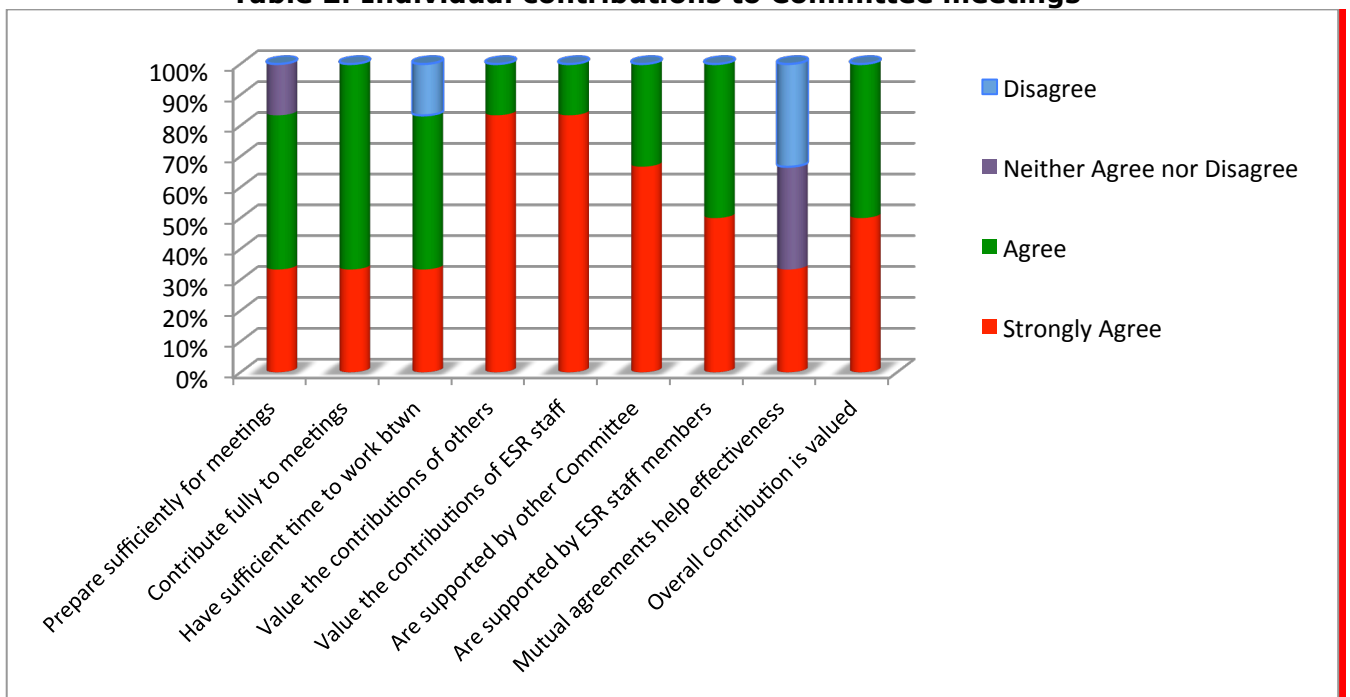
2. Results

Table 1: Committee meetings – structure and function



The first set of results show that Committee members consider that the dates and information received before meetings facilitate full participation in meetings. Mostly there is agreement that members contribute fully to meetings but there is less agreement with the time allocated for meetings, the structure of meetings and making decisions through consensus. Committee members agree that decisions that are taken are fully supported.

Table 2: Individual contributions to Committee meetings



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In relation to the individual contributions to meetings, all committee members agree that they value the contribution and are supported by other committee members and the Regional staff members. All feel that they contribute fully to Committee meetings.

There is a bit less agreement that committee members prepare fully for meetings and that they have sufficient time to work between meetings. Two thirds of the Committee members feel that 'mutual agreements' do not facilitate their participation in the work of the Committee.

The online questionnaire was supplemented by a Skype interview with Committee members, which lasted approximately 30 minutes.

3. Feedback from Interviews

3.1 Positive aspects

In relation to the overall experience of the Committee members at this mid-term point it seems that they find it challenging and a learning opportunity; they enjoy the contact and developing relationships with people in NSOs and feel that the working groups are achieving results and that there is good support to NSOs to develop Scouting. There were positive comments that the Committee comprises both male and female members.

The Committee members generally feel that they are a good team, enjoying the challenges, working hard and supporting each other. The Committee members spoke favourably of the role and working styles of the Chair and Vice-Chair and they feel that they support them and have confidence in them, although they do not always agree with decisions made.

The Committee members seem to take on responsibility for their roles, use the skills they have to offer and are developing new skills, particularly in relation to representation, negotiation and political aspects of the work.

3.2 Challenges

The challenges relate to the process of induction – the timing and content of the initial induction period, the lack of a 'manual' on how things are done and the induction of a new Committee member during the triennium. Concern was also expressed on the length of time it took for the Committee to 'get going', partly through the induction process and partly due to the fact that some decisions were taken by the previous Committee so the new members did not feel ownership of these decisions and in reality it took 6-9 months for the work to start.

Challenges were also expressed when new Committee members are not aware of the roles of staff members and volunteers, and are not aware on how to use committee time well. The need to clarify/evaluate the relationship between the Committee members and Regional staff was expressed.

One challenge mentioned is the length of the agenda and although the members feel satisfied that the agenda is completed, they do feel that the agenda is too long which places unrealistic time demands on committee meetings.

There is also a current challenge in the Committee on the understanding of voting 'yes', 'no' and 'abstaining'. Work is being undertaken to help the Committee members explore this and come to a consensus.

3.3 Individual Contributions

When the Committee is working well it appears that it is a team of people, focussed on delivering results and working hard, driven by the Chairman. There is a feeling that there is a good range of experience on the Committee, which allows issues to be explored from different perspectives and the Committee can make decisions quickly.

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Some concerns were also expressed that Committee members can be too operational, too involved in the Working Groups and events, taking away time and energy from dealing with strategic issues on the Committee.

Work is required for World Scouting, which uses Regional resources and there are sometimes challenges in the relationship between Committee members and staff.

3.4 Sharing of good practice for the next Committee

In relation to sharing good practice with the next Committee, the responses received were:

- The Regional Scout Plan is always too big, so try to make it more reasonable.
- Have an open culture and ensure issues are aired as early as possible.
- Give people tasks they are interested in and match their availability and their work:life balance and travelling time.
- Provide a good induction for new members.
- Have a strict selection criteria and if possible interview prospective candidates.
- Encourage and role-model a good life:work balance.
- Be realistic of the skills required of Committee members.

3.5 Committee members experiences to date

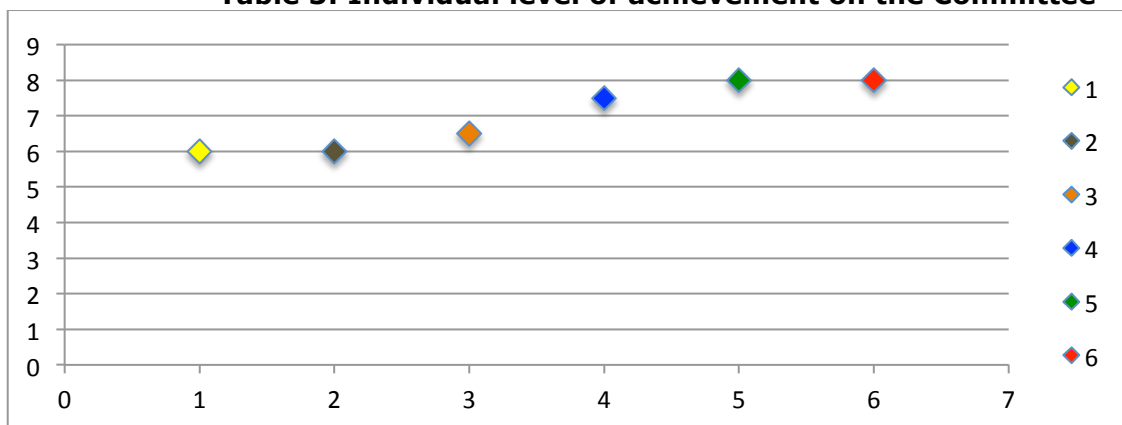
The following words reflect the Committee members experience to date;

<i>motivating</i>	<i>fascinating</i>	<i>demanding</i>
<i>interesting</i>	<i>fun</i>	<i>exciting</i>
<i>learning opportunity</i>	<i>adventure</i>	<i>family (of Scouting)</i>
<i>friends</i>	<i>contributing (to Scouting)</i>	<i>passion</i>
<i>challenging</i>	<i>enlightening (Region)</i>	<i>fulfilling</i>
<i>engaging</i>	<i>exciting</i>	<i>responsibility</i>

Committee members were invited to give themselves a score out of 10 (1 low, 10 high) representing their level of achievement on the Committee to date.

The scores recorded are:

Table 3: Individual level of achievement on the Committee

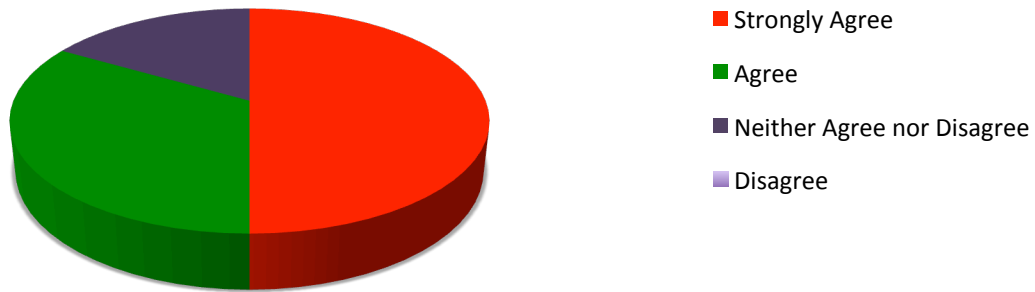


3.6 Progress to achieving the Regional Scout Plan

In relation to making progress to achieving the Regional Scout Plan, 5 out of 6 the Committee members strongly agree or agree that they are on target with 1 member not fully agreeing.

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Table 4: Making satisfactory progress to achieving the Regional Scout Plan



4. Summary

Overall it seems that the Committee members, the volunteers selected to support their work and members of the Regional staff team, are making progress in the implementation of the Regional Scout Plan. The elements considered to be particularly effective are the Regional Plan itself, the open culture and the engagement of NSOs, using large events to deliver aspects of the Plan and Committee members proactively engaging with the Working Groups and NSOs.

The institutional relationships are considered much less effective in delivering the Regional Plan.

The Committee appears to be a group of 6 individuals with very different talents and skills, led with confidence by the Chair and Vice-Chair. It seems that the Committee members have taken some time to settle into their roles and they feel greater support could have been provided through a stronger induction programme with some written documentation. The feedback indicates that the Committee would benefit from having a shorter agenda (fewer items) to discuss and some personal reflection/guidance on how time is used within the agenda, the impact of gender and taking ownership of Committee decisions.

All the Committee members appear to relish the engagement with NSOs and the Working Groups, gain satisfaction on achieving positive results and outcomes from their efforts and recognise the role staff play in supporting this work. They feel that more time and effort could be invested in the recruitment and selection of individuals to support the work. Some committee members would like to determine the impact of their work in NSOs.

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13.06.15