



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: (26/05/15 – 06/11/15)

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.

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

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 ODCG has designated consultants supporting the NSOs in setting their priorities and is supporting them in setting up strategic planning. The GSAT has helped enormously to get this support more structured and has allowed to convince even more NSOs to start thinking more strategically.

- 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. This support is the result of GSAT.
- OBS has informed the ODCG through Jordan Bajraktarov, that for most of their activities, they have involved local experts, so Global Support is not needed for them at the moment. They will send additional request if need for support arise.
- Global Support for Serbia, as well as for Bosnia and Herzegovina was realized in August 2015, through involvement of 3 consultants in preparation and development of the wood badge training course.
- A support to Lithuania was agreed in the area of development of national risk register, as well as in funding, integrity management (setting up of a code of conduct) and programme development. The support on Code of Conduct and funding has already started. For the other areas, we are currently appointing consultants. This support is the result of GSAT.
- 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 are support for Strategy Development Process, and Matthias Gerth will be a lead consultant to this process based on his ability to speak German.
- A support to the FNEL scouts & guides of Luxemburg has started in May 2015 with a workshop on strategy development with the majority of the national board (full day on May 10, 2015, delivered by Patrick Mayer and Matthias Gerth). The support was followed by a GSAT 2nd party assessment in September 2015 and made the NSO able to really get started with a long-term-strategy development process.
- A long-term engagement with VCP (Germany) is ongoing and the ODCG is supporting them regularly through Skype.
- 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

Members of ODCG were involved in planning, preparation and delivery of the following sessions during the Academy in Porto. The sessions were partly developed out of needs identified through GSAT. And the first feedback we got from participants was very positive on all the sessions:

- Developing a strategy in Scout and Guide organisations (step 1)
- Developing a strategy in Scout and Guide organisations (step 2)
- Stakeholder – Keeping them satisfied or far away
- Scouting and Guiding fundamentals: our DNA
- Monitoring and Evaluation of quality in Scouting and Guiding
- Introduction to organisational integrity – keeping up with the standards
- Change management in Scout and Guide organisations!
- Creative problem solving; do what you thought was impossible!!

During the ODCG meeting that took place in Porto, members of ODCG have decided to withdraw from organizational part of the planned training event to be held in Varna, Bulgaria in April 2016. If the training is organized, involvement of ODCG will be through Jordan Bajraktarov as responsible for the logistics and Erik Adel Hellstrom as expert.

AC 2.1 Finalisation of Global support assessment tool

- A third party assessment for Lithuania was implemented in June (6-7), for Malta was implemented in August (29-30) and one with Portugal (AEP) was implemented in September (26-27), 2015. All of these NSOs/NSAs are further supported with Global Support.
- The further third party assessments have been set: Czech Republic (November 7-8, 2015), Iceland (November 11-12), Slovenia (November 14-15) and Romania (late 2016).
- The assessors manual and the facilitators guidelines for the WOSM assessment and the 3rd party assessment were finalized by the WSB with the support of the ODCG.
- The training for WOSM assessors was held on 24-27 September in Luxembourg, with assessing FNEL as a test model. 6 facilitators from European Region were trained to be WOSM assessors:
 - Jo Deman, Belgium
 - Matthias Gerth, Switzerland
 - Erik Hellstrom, Sweden
 - Paul Wilkinson, United Kingdom
 - Pieter Willems, Belgium
 - Jordan Bajraktarov, Macedonia (FYR of)
- Following the WOSM assessors training, WOSM assessments are going to be realised starting from the beginning of 2016. We have confirmed dates for the Flemish Guides and Scouts (Belgium) as well as the Scouts of Macedonia (FYR of). Furthermore the Muslim Scouts of France, both Italian associations (CNGEI and AGESCI) and the Portuguese association of CNE confirmed their interest, however without fixing dates already.

AC 2.2 Promote Global Support

- The GSAT assessment processes for Lithuania and Portugal, as well as the WOSM assessors training were promoted with information published on euroscoutinfo.com
- Global Support was furthermore promoted and the Nordic Conference (Frederik Fredslund-Andersen), the Educational Methods Forum (Jo Deman), the South East Europe Group meeting (Andrea Demarmels) and the Academy (Jordan Bajraktarov, Matthias Gerth, Jo Deman).

AC 2.3 Evaluation and sharing of Global support provided

- The Guidelines for effective monitoring of the Global Support have been finalised and have been sent as a discussion paper to the European Scout Committee.

AC 3.1 GS database / Software management

- During the ODCG meeting in Porto, an updated version of the GS database was tested. The testing showed that the development of the database is in the final phase. The ODCG provided feedback to Abir (WSB) who was present during the full meeting.

AC 3.2 Management of the Consultancy Pool

- The database of volunteers will be a part of the GS database and until the database is launched, the spread sheet will be used.

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

- The ODCG could not identify a major need for leadership and management training on the regional level. However, there does not seem to be a lot of structured leadership and management training within NSOs and NSAs. So there seems to be a need on the national level. However, the ODCG – based on the current resource situation – has recommended the ESC to close this activity. It could and in the opinion of the ODCG should be presented as a priority for the next triennium.

The Key Performance Indicators

OBJECTIVE	KPI	STATUS
1	9 successful engagements turning strategy into action	For the moment – 6 engagements: Austria, Bulgaria, Croatia, Germany (VCP), Lithuania, Luxembourg (FNEL), Malta, Portugal (Escoteiros); but already planned are Macedonia (FYR of), Romania, and Belgium (Flemish Association)
2	90% of effective requests received turned into engagements within 3 months	Achieved for the moment.
3	75% of requests/engagements showing a status no older than one month	ACHIEVED
4	75 % of volunteers at Regional level have completed an assessment and identified their learning needs	CLOSED DUE TO EVALUATION RESULTS
4	15 NSOs/NSAs engaged in management training supported by the Region	On a good track. Management trainings have been delivered during the Academy 2013, Academy 2014, Academy 2015 and TCNM 2014 and EM Forum 2015. It has not been totally new training module, based on results from the assessment, however, more than 15 NSOs/NSAs were engaged in these trainings.
5	Effective MoU in place governing the delivery of the activities in partnership	ACHIEVED

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 4 NSOs (Iceland, Slovenia, Czech Republic, Romania)
- GSAT WOSM assessments of 2 NSOs/NSAs (Macedonia, Flemish Guides and Scouts in Belgium)
- Providing Global Support to the NSOs of Croatia, Austria, Lithuania
- Continuous support to NSOs, upon identified needs and requests
- Review induction guidelines for new consultants (decision by the ESC on the first draft pending)
- Review proposal for internal audit committee (decision by the ESC on the first draft pending)
- Review of the proposal for an open-call-volunteer-selection and regional volunteer management procedure (decision by the ESC on the first draft pending)
- Review of the proposal for the procedure to evaluate the work of groups, coordinators and committee members (decision by the ESC on the first draft pending)
- Continuous collection of best practices and writing at least two articles on Euroscoutinfo on global Support and work of ODCG.
- Integration of a new member into the ODCG (Goran Gorgiev)

4. Successes

Please list the key successes in the reporting period

- Successful GS engagements in several NSOs
- 6 trained WOSM assessors
- Successful delivery of 8 (!) sessions at the 2015 Academy in Porto

5. Challenges

Please list the key challenges in the reporting period

- In spring 2015, the workload of the group and some of its members became simply too much. With some clearer role definitions of individual group members as well as the successful search for a new group member, this challenge should be resolved towards the end of the year.
- Establish a more participative approach to the management of the group tasks and especially Global Support, without loading to much additional work on the group members. Also, not all group members are equally interested in participating in the decision making for example Global Support assignments. The challenge is to establish more transparency and participation without losing certain efficiency.

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.
- Decision about the integration of Goran Gorgiev as a full member of ODCG.
- Decision about several procedural documents (see 3)

Date of reporting: 6 November 2015.