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World Organization of the Scout Movement  
Organisation Mondiale du Mouvement Scout  
Всемирная Организация Скаутского Движения  
Organización Mundial del Movimiento Scout  
المنظمة العالمية للحركة الكشفية

**Regional Scout Committee, European Region  
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**17 October 2016**

**Circular 25 2016**

**Regional Update October 2016**

Dear Friends,

It has been four months since we met in Norway for our European Scout Conference and it is time to give you an update on what we have been up to.

In Norway the conference sent out some pretty clear messages, which we have taken on board:

- Simplify the Regional Scout Plan - in a few days we will be sharing the refined version of our Regional Scout Plan for 2016-2019 and this will clearly show the direction, which we intend to take. A more detailed document with actions and indicators will be published later, once our working groups are up and running and they have had time to give their input.
- Evaluate the ways of working – in response to this we have established a working group, which will be focused on Continuous Improvement. This group will, with the help of some external consultants, also examine the process we will use to create the next regional Scout Plan.
- Be more strategic and less operational – probably the hardest one on the list. This entails a shift in culture and mind-set that will take time to achieve. We understand why we have been asked to do this, and we are working on it.

We are experimenting with some new ideas in this triennium. We have a team of people who are supporting us with the selection of volunteers for the regional framework. The concept of an HR Team to provide support to the volunteers of the region is ambitious and we have some learning to do till we get it right. We have also started working on the area of Communication and Branding for the region. Our work here is still in its early stages and we value your feedback once we start to roll out some new ideas. We also intend to take the concept of Continuous Improvement to a different level, with the aim of the Region being a true learning organisation. Again this is a culture change that may not always be easy to implement, but we are quite determined to give it a fair try.

At this time the Committee is working on finalising the teams of volunteers, team leaders and coordinators for the different areas of work for this triennium. We are at the advanced stages of this process and plans are already underway for the teams to start working and eventually meet all together at our All Groups Meeting at the beginning of the 2017.

In the meantime, we are working closely with our colleagues at WAGGGS for our first Joint meeting that will take place in the Netherlands next month. During the meeting, both committees will discuss the way forward in the light of the outcomes of the Joint Conference and other recent developments.

The processes of engaging a new Secretary General for WOSM, a new Treasurer for the Region and a new Chairman for the European Scout Foundation signal a time of change for us. My personal message to you is to always keep in mind the long-term vision of our organisation – it puts into perspective those things that are more important, as opposed to the rest.

Regards,

Kevin Camilleri  
Chairperson, European Scout Committee