



SCOUTS[®]
Creating a Better World

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

Invitation

The Scout Academy

Mollina (Spain), 20 – 26 October 2008

Background

In response to resolution (9/2007) expressed by 19th Scout Conference this event will deliver a focussed and integrated solution to the needs of NSOs. The event will cover a range of flexible and focussed support giving participants the valuable opportunity to network within and between areas of work. The content will consist of stimulating topics of great relevance to Scouting including innovation and new methods.

The event is organised over a week, from Monday to Sunday. Participants are free to arrive anytime during the event, according to the modules they plan to attend. The Academy will consist of different modules allowing participants to choose their own learning experience and time commitment.

Aim

To provide the space for sharing, challenging concepts and ways of thinking, exploring possibilities and developing new knowledge and practice.

Dates

20th – 26th October 2008

Venue

The Academy will take place at CEULAJ (Centre for European and Latin American Youth Studies), Mollina, Malaga, Spain.

The centre is equipped with the latest technology and has multiple places for sessions, trainings, discussion groups and study areas. The accommodation is in single or twin rooms of an acceptable standard – equivalent of 2 keys standard for hostels. The venue will allow for participants to bring close family or partners, including children. It is hoped that there will be a nice opportunity for them to visit the wealth of the culture of Andalucia – Granada, the Alhambra, the beaches of the Costa del Sol.

Applications

The enclosed application form, or photocopies, should be mailed or faxed to the World Scout Bureau - European Regional Office or e-mailed to europe@scout.org by **September 12th 2008**. If the application is sent by e-mail, please send it through your national office or international commissioner (to confirm the support from your national association). Applications received directly from individuals will be referred back to the International Commissioner.

Insurance

The European Scout Region does not cover the participants during the event neither during the travel to or from the venue. Please note that this is the exclusive responsibility of the national association to check and be sure that the participants are covered by insurance (illness, accidents, repatriation etc...)

Participation fee

The participation fee will not exceed 50 Euros / day. The exact amount will be advised in a separate mailing.

The fee covers all accommodation and meals for 24 hours, programme materials and documentation as well as the cost of travel between the Malaga Airport and the venue. Bank details for paying the event participation fee will be reported to all participants by the Academy acceptance letter.

Languages

The event will be held in English (assistance for French speakers available with the support from associations).

Travel arrangements

Once participants have been selected, they will receive acceptance letters (by 15 September 2008), they should make their own travel arrangements and obtain a visa, if necessary. If you require an official invitation to obtain a visa, please indicate this clearly on your application form. Please be aware, that it may take up to six weeks to obtain a visa, so please send your visa form with the application form in order to allow sufficient time for that process.

Detailed travel information will be included in the information package to be sent to participants with the acceptance letter.

Additional information

- All information can be found at www.scout.org/europe
- If you need any further information please contact Radu Stinghe, WSB - European Regional Office on e-mail rstinghe@scout.org



Action for Growth

Following the resolution of the latest European Scout Conference growth remains a priority area as we seek to attract and retain young people and adults.

Aim

To share best practices and ideas about membership growth on different topics that are each covered in separate sessions:

- youth programme
- adult resources
- communication
- recruitment
- external influences

Objectives

By the end of the session the participants will have:

- Shared and collected best practices between associations in the area of Growth
- Contributed to the "Action for Growth" resource so that it becomes a more extensive tool for associations on membership growth
- Identified additional ways in which to encourage and involve others to work on membership growth

Participants profile

- People in your association responsible for one or more of the different growth factors and they are involved or interested in Growth.
- People who are particularly responsible for growth and development
- People interested in thinking "out of the box" on growth

Making Numbers Count



Presentation of the module

This module will look at many aspects of data collection to enable associations to better respond to the changes in demography and the profile of membership numbers. Participants will explore how measuring the outcomes and indicators can help to provide solutions to the development of effective strategic plans, steer membership development, promote and develop growth policies and ensure the maintenance of quality.

Aim

To provide an opportunity to share best practices and ideas relating to membership statistics, indicators and measurement of impact and outcomes.

Objectives

By the end of the module, participants will have explored the issue and shared their experiences.

They are also ready to spread the knowledge gained and prepare recommendations back to their associations

Participants profile

- Those responsible for growth and development in associations, both professionals and volunteers.
- Those interested in working "out of the box"



Advanced Management Workshop 1

Presentation of the module

Advanced management workshops are intended for experienced leaders, holding key positions in the national Scout associations. Work will be related to challenging and innovative topics. We estimate that the first workshop, to be run during the week, will be more appropriate for professionals, while one during the weekend will be more visited by volunteers.

Aim

To provide the space for sharing, challenging concepts and ways of thinking, exploring possibilities and developing new knowledge and practice.

Objectives

By the end of the workshop participants will have:

- Explored the issues of:
 - Flexible, Lean, Innovative, Participatory organisations
 - Running big projects
 - Governance
- Shared their recent experiences
- Looked at new approaches
- Developed new knowledge
- Prepared recommendations for their associations and the Region
- Plan future work on the issue, back in their associations and in the Region

Participants profile

- Key managers in NSOs, volunteer and professional (chairman, CEO, managers of large projects, centre managers, etc.).

Participants are expected to participate in the workshop for its entire duration.



Advanced Management Workshop 2

Presentation of the module

Advanced management workshops are intended for experienced leaders, holding key positions in the national Scout associations. Work shall be related to challenging and innovative topics. We estimate that the first workshop, to be run during the week, will be more appropriate for professionals, while one during the weekend will be more visited by volunteers.

Aim

To provide the space for sharing, challenging concepts and ways of thinking, exploring possibilities and developing new knowledge and practice.

Objectives

By the end of the workshop participants will have:

- Explored the issues of:
 - Strategic Planning (needs, priorities, effectiveness)
 - Quality (as an approach to work)
 - Sustainability
- Shared their recent experiences
- Looked at new approaches
- Developed new knowledge
- Prepared recommendations for their associations and the Region
- Plan future work on the issue, back in their associations and in the Region

Participants profile

- Key managers in NSOs, volunteer and professional (chairman, CEO, managers of large projects, centre managers, etc.).

The participants are expected to participate in the workshop for its entire duration.

Changing Policy



Presentation of the module

Is it becoming more difficult to provide Scouting? The European Scout and Joint Conferences in 2007 thought so. They asked the Region to: *... monitor European policies concerning Scout and Guide activities and act proactively with the European institutions ... and to ... guarantee ... the recognition of Scout and Guide practices, especially the right to camp with young people in wide nature in all European countries.*

Aim

The module will be delivered in two sessions (you can attend either or both):

1. Identifying Policy Issues & Developing and Delivering Advocacy Messages;
2. Understanding the Decision-Making & Making Advocacy A Habit.

Objectives

Session 1:

- How to identifying policy issues, what is relevant;
- What is advocacy;
- Developing a strategy for affecting policy;
- Delivering advocacy messages;

Session 2:

- Medium term advocacy strategy;
- How to become a constant presence for policy developers;
- Making advocacy an organisational habit – something you do;

Participants profile

Have responsibility or an interest for:

- Management
- Growth
- External Relations
- Scouting's Profile

Talking Scouting



Presentation of the module

It is only by communicating the positive contribution Scouting makes to young people's development that we can expect to receive the recognition Scouting deserves, the community recognition that will attract young people and recruit the volunteers we need.

There are many fora and methods of engaging with the public to communicate this contribution but making a presentation, handling the media or talking with different audiences can be a daunting task. It requires particular skills.

Aim

The aim of this module is to equip you with some of these skills and give you the confidence to go out and try it. The module will be delivered in two sessions (you can attend either or both):

1. Your Message Your Audience
2. Spokespeople Training

Objectives

Session 1:

- Be able to identify and define your organisations message;
- Identify where to "shine the spotlight" Design effective message delivery;
- Describe how to select spokespeople to front the organisation.

Session 2:

- Deliver "on brand" interviews to key audiences;
- Dealing effectively with difficult questions and environments;
- Reviewing and measuring effectiveness of message delivery.

Participants profile

Have responsibility or an interest for:

- Programme;
- Communications;
- PR;
- Growth;
- External relations;
- Funding;
- Scouting's Profile.



Designing e-learning modules

Presentation of the module

eLearning as a method for delivering training that can be undertaken remotely by an individual, at a time and in a location of their choosing. More and more national Scout associations use this method in their training systems.

Aim

To offer highly professional training on designing eLearning modules.

Objectives

To help better use of eLearning and designing better training models

Participants profile

- Those interested in using an open source eLearning platform.

Participants are expected to participate in the training for the entire duration.



e-learning Training modules in Scouting

Presentation of the module

This module will deal with finding best possible way of using eLearning as a method of training delivery.

Aim

To explore best ways of using e-Learning in delivery of training in national Scout associations.

Objectives

- Reflection on adult training needs in the national associations and on the current training reality
- Analysis of potential elements of the training systems where e-Learning can be effective
- Explore ways how to create e-learning modules
- Explore ways in which traditional training modules can be transferred into e-Learning ones
- Discuss implications for training in NSAs and identify the potential challenges

Participants profile

- Training Commissioners, Trainers working at national level, Trainers who are already using e-learning, Professionals from national offices responsible for adult training

This is not a technical event. Participants with little or no information technology (IT) knowledge are very welcome.

Introducing the Learning Organisation



Presentation of the module

The Learning Organisation is a concept and a philosophy used by many companies and modern organisations. In this workshop we try to find ways and common grounds for sharing, modifying and adjusting the concept of The Learning Organisation with the sole goal of applying the best and most relevant parts of the concept to scouting and especially NSOs.

Aim

To provide a space for learning, sharing and adapting the concept of the Learning Organisation to make it fit and usable for the full benefit of NSOs.

Objectives

The benefit for the NSO willing to adapt changes and ideas from The Learning Organisation will be a stronger and better performing organisation.

Participants profile

- Professional staff and people from NSOs interested in, or already working with organisational development.

Finding and Using Funds



Presentation of the module

We all want money. Without the necessary funding we will be unable to provide the quality Scouting would like to. There are many opportunities to secure funding but it requires time, care and knowledge. Many countries along with the European Union have specific funds for youth work as well as funds available for work relevant to Scouting

Aim

The aim of the module is to equip you with skills, knowledge and confidence to making funding requests. Securing funding is like building a house – brick upon brick, success upon success starting with a solid foundation.

Objectives

Session 1: Exploring the Opportunities

- Funding opportunities
- Expectations of funding partners
- Criteria for a success
- How can we discover opportunities?
- Becoming a credible organisation
- Sustain and expand funding capacity

Session 2: Methodologies and Tools

- Assessment of funding needs, project, partners, funds
- Project planning and management
- Large-scale and cluster projects
- Writing an application
- Fulfilling minimum criteria
- Complying with contractual obligations

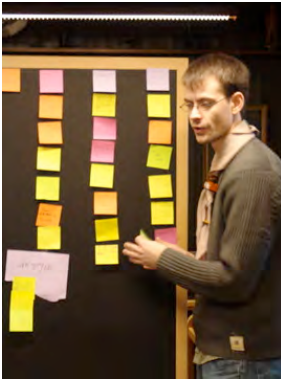
Session 3: Available Funding Frameworks

- The (ESR) Partnership Fund
- The Youth in Action
- The Social Fund (ESF)
- The Structural Fund
- Other funding structures

Participants profile

Have responsibility or an interest for:

- Programme;
- Volunteers;
- Funding;
- Management;
- Growth;
- External relations;
- Scouting's Profile



Recognition of Learning in Scouting

Presentation of the module

In the WOSM - European Region we see the recognition of the learning in Scouting from 4 different angles:

- Self - recognition
- Internal recognition (by NSA/NSO)
- Transferability of learning and recognition
- External recognition

Self - recognition is the starting element for all the other areas and we need to put more attention on it.

Aim

To explore different issues related to recognition of learning
Adults gain in Scouting.

Objectives

- Explore recognition of learning from all 4 angles
- Identify roles of individuals, local, district, national and European level in recognition
- Identify obstacles for not capitalizing on recognition of learning in Scouting
- Prepare recommendations to associations and WOSM - European Region
- Plan future work on the issue, back in their associations and in the Region
- Discuss possible partnerships

Participants profile

- Members of national teams responsible for adult resources, especially recognition
- Others interested in working in this field

Participants are expected to participate in the training for the entire duration.



Informative session on Recognition

Presentation of the module

During the Academy, there will be a module on "Recognition of Learning in Scouting". To build on this interesting issue, a short information and explanatory session will be provided.

Aim

To present key concepts related to recognition of adults learning in Scouting.

Objectives

- Present recognition of adults learning in Scouting from different angles
- Stress the importance of self - recognition as a basis for all other recognition
- Indicate possible actions to be taken on personal, local, district, association or European level

Participants profile

- Anyone interested in the topic.

Spiritual Development



Presentation of the module

Europe is a diverse continent when it comes to religious beliefs. The contrasts between countries and regions are large, as is the clash between traditional religious beliefs and modernity. Scouting is not a religious movement, but sees it as important that each individual do search his or her faith and adheres to its principles. The connections between religion and scouting have been long lasting and fruitful. The figures above are not important in themselves, but it helps us to understand the differing societies scouting in Europe are present in.

Aim

To focus and define what spiritual development in scouting is and how it can be enhanced and strengthened within the youth programme taking the complex and varied situation in Europe into account.

Objectives

- Each participant returns home with:
- 3 new resources that can use or adapt
 - A clear idea of the spiritual dimension in youth programme
 - 4 established bilateral links

Create a spiritual dimension virtual community
Collect 20 resources (good practices, etc.) for the website

Participants profile

Any leader at national, regional or local level interested in the topic of spiritual development.



Youth Leadership

Presentation of the module

Young people older than 15 are taking leadership responsibilities in many national Scout associations. For some of them that is a good challenge and learning opportunity. For some, it becomes a burden that prevents them from further personal development. The transition from youth membership to leadership roles was not much explored in the past.

Aim

The aim of the Think Tank is to assist National Scout Associations in exploring the challenges associated with transition from youth membership to adult membership.

Objectives

- Offer open space for sharing and discussion on different realities in National Scout Associations
- Analyse different models and identify good sides and challenges of them
- Recognise ways for improvements
- Define ways in which the European Scout Region can provide best support to national Scout Associations
- Indicate the further steps

Participants profile

Targeted national Scout associations. Participants from other associations (one participant from each association).



Application Form

The Scout Academy, Molina (Spain), 20 – 26 October 2008

*Please complete this form in capital letters and return by **September 12th 2008** to
 European Scout Office, rue Henri-Christiné 5 , P.O. Box 327 – CH-1211 Geneva 4 ,
 fax +41 22 705 11 09, e-mail: europe@scout.org*

First Name and Family name: _____

Date of birth: _____

Gender Male Female

For those needing a visa:

Passport _____	Nationality _____	Number _____	
Date of issue _____	Place of issue _____		
Address _____			

Telephone _____ Fax _____ Email _____

Association _____

Position in the association _____

Please indicate the category that best describes your English and French:

English: Very Good Good Can Manage
 Français : Très bon Bon Satisfaisant

Do you have any dietary or other special requirements? Please specify _____

Do you need an official invitation to obtain a visa? Yes No

Do you intend to bring your family? Yes No

How many adults (beside yourself)? _____ children _____

Events you are interested to attend:

	Mon, 20.10	Tue, 21.10	Wed, 22.10	Thu, 23.10	Fri, 24.10	Sat, 25.10	Sun, 26.10
a.m		AM_1	AM_1	AM_1	AM_2	AM_2	AM_2
	<input type="checkbox"/>	FUF_1	ELM	<input type="checkbox"/>	AFG_2	<input type="checkbox"/>	MNC_2
	<input type="checkbox"/>	MNC_1	<input type="checkbox"/>	TLK_1	<input type="checkbox"/>	POC_1	ELT
		ELM	<input type="checkbox"/>	ILO_1	<input type="checkbox"/>	FUF_2	ELT
					<input type="checkbox"/>	TLK_2	POC_2
					<input type="checkbox"/>	ROT	ROT
					<input type="checkbox"/>	SPI	SPI
						TTY	<input type="checkbox"/>
							ILO_2
p.m	<input type="checkbox"/>	AM_1	AM_1	<input type="checkbox"/>	AM_2	AM_2	AM_2
	<input type="checkbox"/>	ELM	FUF_1	ELM	<input type="checkbox"/>	ELT	MNC_2
		MNC_1	TLK_1	<input type="checkbox"/>	POC_1	ELT	ELT
		ELM		<input type="checkbox"/>	ROT	TLK_2	AFG_3
		AFG_1		<input type="checkbox"/>	SPI	ROT	POC_2
				<input type="checkbox"/>	FUF_2	SPI	ROT
					<input type="checkbox"/>	TTY	SPI
						TTY	

Date and Signature of the International Commissioner _____

Note:

AM_1	=	Advanced Management Workshop
AM_2	=	Advanced Management Workshop 2
FUF_1	=	Finding and Using Funds 1
FUF_2	=	Finding and Using Funds 2
FUF_3	=	Finding and Using Funds 3
MNC_1	=	Making Numbers Count 1
MNC_2	=	Making Numbers Count 2
ELM	=	Training in designing e-learning modules
ELT	=	Workshop on e-learning Training modules in Scouting
AFG_1	=	Action for Growth 1
AFG_2	=	Action for Growth 2
AFG_3	=	Action for Growth 3
TLK_1	=	Talking Scouting 1
TLK_2	=	Talking Scouting 2
ILO_1	=	Introduction to Learning Organisations 1
ILO_2	=	Introduction to Learning Organisations 2
POC_1	=	Policy Change 1
POC_2	=	Policy Change 2
ROT	=	Workshop on Recognition of Training
SPI	=	Spiritual Development
SRT	=	Animation session on Recognition of Training
TTY	=	Think Tank on Youth Leadership