



Europe Region

World Association
of Girl Guides
and Girl Scouts

Association mondiale
des Guides et des
Eclaireuses

Asociación
Mundial de las
Guías Scouts

100 years of changing lives

13th European Guide Conference

17-21 July 2010 • Brussels • Belgium

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Operational Plan
2012 - 2014

Re-edition 17/06/2010

Together there is no limit to what we can achieve

Operational Plan 2012-2014

The main areas of WAGGGS Europe Region work in 2012-2014

The purpose of this document

With this document we would like to provide you with a tool to prepare for the Conference. You are to bring your input in the definition of the strategies for WAGGGS wider plan and for the operational plan for the next triennium.

At the Conference you will be asked to approve the strategy i.e. to assist the new committee confirm the areas of major work for the next three years.

You will also have the possibility to suggest possible actions and ways of work that can help you and the committee together to make a step forward in all the areas of importance.

You can send your comments to us even before the Conference through your contact person in the committee or on the web site of the Region up to the end of May 2010.

The frame in which we work: The Triennium

The first thing that we have to bear in mind when we think about the strategic plan that is going to be discussed and approved at the Conference is that it sets the direction of the work for the Region from 2012 to 2014 and represent Europe contribution to the wider strategic plan of WAGGGS at World level.

Its scope is limited to three years of work but it builds on what has been done before and it is a foundation stone for the future of the World Association and for the education of girls and young women world wide.

One has to keep in mind that for the year 2011, the Region will be working on the previous plan that was approved at the Conference in Slovenia.

WAGGGS Mission and Vision

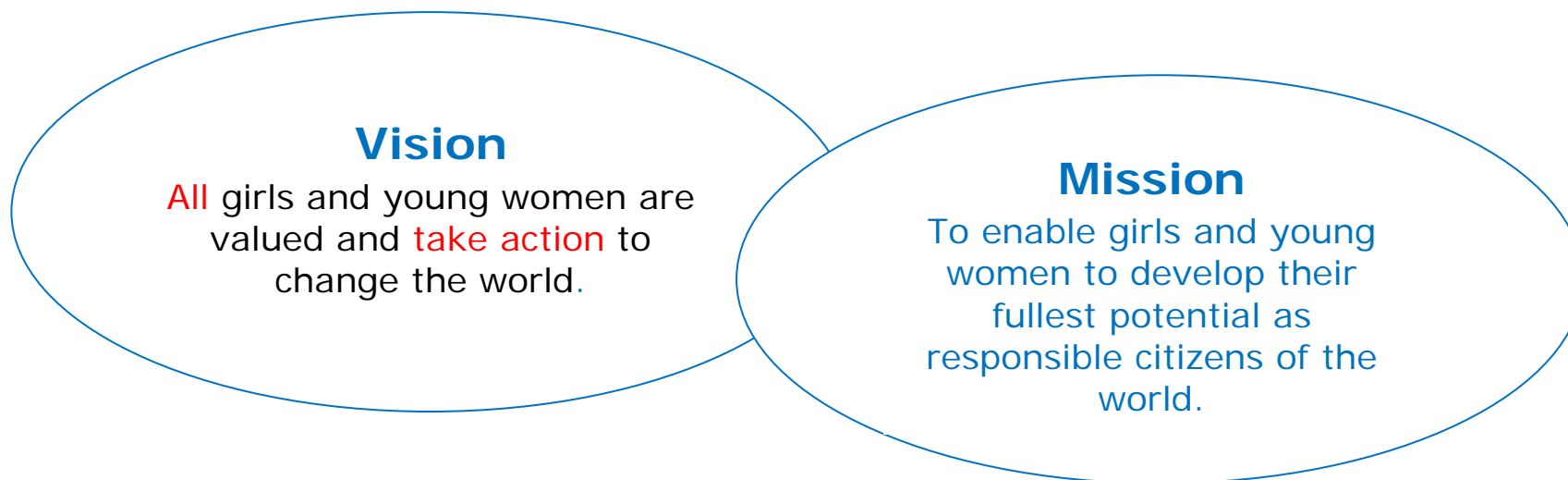
Towards 2020

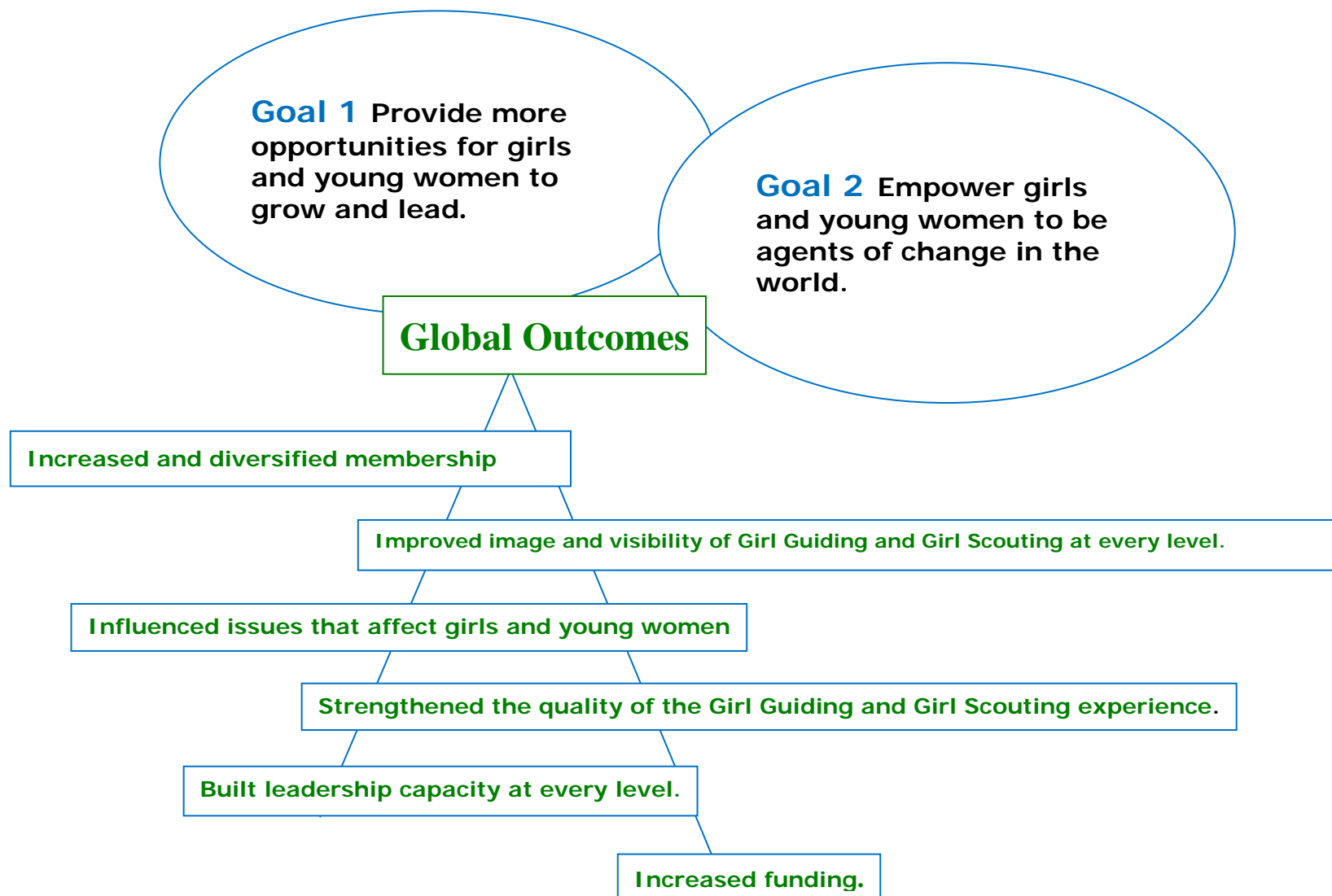
In 2010 we start our three year celebration of 100 years of girl guiding and girl scouting. As Lord Baden Powell said ' we are a movement, not an organisation'. WAGGGS has continued to develop its mission and vision to supporting girls around the world as the world has changed. WAGGGS' current vision, to 31 December 2011, states ' We are a growing worldwide movement – the voice of girls & young women who influence issues they care about and build a better world'.

We have been working on a new vision since 2008. In October 2009 the World Board agreed a draft new vision, to be voted on at the World Conference in 2011. The adopted vision and goals will remain until at least 2017 (taken from world board paper 4467) . The Board has confirmed that the Mission is still relevant for today and was not changed.

There has been wide consultation at global and regional level, including work at the regional committee in 2009, with the Working Groups, Pax Lodge and Our Chalet and WOSM.

Your regional committee is confident and delighted to be proposing a regional draft framework within the context of the global framework.





For Europe this vision challenges us to find new ways to attract girls and young women into membership. We will continue to develop strategies on co-education within a European setting whilst pursuing our vision to develop girls and young women. We will further develop our links at European institution level, and support MOs to further develop their own strategic alliances.

The two goals reflect the strategic priorities for 2012-2014 and through to 2017. They are our joint aspirations, to reach out to more girls around the world, and to give them skills to be leaders of the future – and to give girls skills to enable them to take action.

The two goals balance the internal and external focus of WAGGGS. At a time when WAGGGS wants to strengthen its place in the global arena, it is still critical that we strengthen our MOs, infrastructure, good governance, structure & management, leadership. Without strong MOs, WAGGGS will not be strong.

The World Board agreed to set global outcomes for the 2012-2014 plan, and developed them during the 2012-2014 World Board meeting, directing what success will look like for WAGGGS by the end of 2014. Our Regional objectives will reflect how the Europe Region will contribute towards each global outcome. Activities to achieve the objectives can be very innovative.

Europe Region WAGGGS Plan 2012-2014

The 7 areas of work for the future European WAGGGS plan were identified are:

1. Growth through Quality
2. Volunteering
3. Embracing Change
4. Partnership
5. Image
6. Leadership
7. Funding

The final list and details of the areas identified can be seen in the table below. One has to keep in mind that the process of work undertaken reflects also the future areas of Joint Work with WOSM. The first three areas on the list will reflect our future joint work. The other four identified areas of work are specific and strategic for WAGGGS members in Europe. We came to the definition of those areas through the work of committee members, working group members and staff when assessing the situation of the Region and thinking about the strategic areas for its future development. You may recognize that some of them can be considered as a refocus of previous objectives stated in different form.

The Joint Work

Work at European level is enriched by the cooperation with the Scout European Region. On this level we work on a different time frame that goes from Conference to Conference and is 2011-2013.

As part of a joint thinking process we have identified three main areas of work on which we should focus our joint efforts for the next three years. There three main areas are:

- 1) Growth through quality
- 2) Volunteering
- 3) Embracing Change

The strategic areas of work

The Table illustrates where the areas stand in conjunction with the Global outcomes of the WAGGGS plan. Some of them cover more than one outcome and illustrate very well how many of the things we do are connected to each other. The three blue areas are related to joint work with WOSM.

	Growth through quality	Volunteering	Embracing change	Funding	Leadership	Image	Partnership
A. Increased and diversified membership	Provide support to MOs and NSOs in their strategy to achieve growth focusing on improving the quality of: <ul style="list-style-type: none"> a) Programmes and trainings b) Adult Resources and Leadership c) Organizational development and management d) External relations, Recognition and Funding 		Support MOs and NSOs in the Region to be responsive to changes happening around them and in the society so that they can be transformed into opportunities: <ul style="list-style-type: none"> ◦ To reach out to diverse publics 				

B. Improved image and visibility of GG & GS						Improve the communication from the Region to MOs and vice versa at all levels.	
C. Influenced issues that affects girls and young women	To support MOs in developing programs for single sex and coeducational settings, to ensure that all girls and young women, wherever they come from, are able to develop their fullest potential.					Improve the ability to communicate what Guiding is as a modern and relevant volunteer organization agent of change in girls life and in society, providing life skills and value based management skills.	Promote the development of partnership between MOs and other strategic partners to support their own development in working with Institutions on issues affecting girls and young women through advocacy actions

<p>D. Strengthened the quality of the GG & GS experience</p>			<p>To nurture innovation to be more effective; (a) in the delivery of educational programmes to help young people to cope with change; (b) to involve and support adult resources and (c) in the management of the organisation</p>				<p>Promote the development of partnership between MOs</p>
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<p>E. Built leadership capacity of every level</p>		<p>Support MOs and NSOs in recruitment, retention and recognition of volunteers; promoting and creating the culture of volunteering through programme, training and partnerships.</p>			<p>Increase the ability of MOs to nurture leadership development and promote the importance of young women in taking an active role throughout their association and WAGGGS.</p> <p>Support MOs to provide leadership development through events, training and other opportunities at a national and regional level</p>		
<p>F. Increase funding</p>				<p>Support MOs in improving their financial management, of which their ability to apply, obtain and manage funding in a part. Increase the funding abilities of the Region.</p>			

The strategic areas in details

Areas of joint work:

Growth through Quality

Provide support to MOs and NSOs in their strategy to achieve growth focusing on improving the quality of:

- a) Programmes and trainings
- b) Adult Resources and Leadership
- c) Organizational development and management
- d) External relations, Recognition and Funding

WAGGGS special focus: To support MOs in developing programs for single sex and coeducational settings, to ensure that all girls and young women, wherever they come from, are able to develop their fullest potential.

Volunteering

Support MOs and NSOs in recruitment, retention and recognition of volunteers; promoting and creating the culture of volunteering through programme, training and partnerships.

Embracing change

Support MOs and NSOs in the Region to be responsive to changes happening around them and in the society so that they can be transformed into opportunities:

- To reach out to diverse publics
- To nurture innovation to be more effective;
 - (a) in the delivery of educational programmes to help young people to cope with change;
 - (b) to involve and support adult resources and
 - (c) in the management of the organisation

Areas of WAGGGS only work

Funding

Support MOs in improving their financial management, of which their ability to apply, obtain and manage funding in a part.

Increase the funding abilities of the Region.

Leadership

Increase the ability of MOs to nurture leadership development and promote the importance of young women in taking an active role throughout their association and WAGGGS.

Support MOs to provide leadership development through events, training and other opportunities at a national and regional level

Image

Improve the communication from the Region to MOs and vice versa at all levels.

Improve the ability to communicate what Guiding is as a modern and relevant volunteer organization agent of change in girls life and in society, providing life skills and value based management skills.

Partnership

Promote the development of partnership between MOs and other strategic partners to support their own development in working with Institutions on issues affecting girls and young women through advocacy actions.

Promote the development of partnership between MOs.

Toward the Conference

These are few questions for you to consider in preparation for the Conference:

- 1) Are these areas a priority for the work of the Region?
- 2) Is there anything missing that is of strategic importance for you?
- 3) Can you contribute to the achievement of the objectives? How?
- 4) Are these areas linked to something you're working on? Kindly let us know by the end of May through email messages to your contact committee member, on the members area of our website <http://extranet.wagggsworld.org/en/home> or during the discussion of the plan at the Conference.
- 5) Can you suggest us actions or ways of working that may help us reaching our goals in these areas?

We hope that this document will provide you with enough background to prepare for a fruitful exchange of ideas that will help us in:

- supporting you more on your own development;
- develop new and more effective ways of working;
- help more and more girls experience the value of Guiding and its power to change lives!