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Всемирная Организация Скаутского Движения  
Organización Mundial del Movimiento Scout  
المنظمة العالمية للحركة الكشفية

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## **CIRCULAR N°10**

To: Directors and Commissioners of Human Resources and Training and National Correspondents of the Human Resources Network of the Scout Associations of the Interamerican Region.

Santiago, Chile, 13 September 2007.

### **Convocation to the 8<sup>th</sup> Meeting of the Human Resources Network.**

Dear friends,

We are pleased to invite the Associations to the 8<sup>th</sup> Meeting of the Human Resources Network, which will be held in Quito, Ecuador, **on 24 November 2007**, as the first part of the 23<sup>rd</sup> Interamerican Scout Conference. The meeting will have simultaneous interpretation service (English-Spanish) and will be held from 09:00 to 12:30 and from 14:30 to 18:00. It will be coordinated by Ms. Cynthia Márquez, Coordinator of the Human Resources Network, supported by Gabriel Oldenburg, Human Resources Director, WSB-IAR.

The purpose of the meeting is:

- To assess progress in the implementation of the regional policy in the National Scout Associations and the operation of the National Training Networks.
- To analyze the effects and potential advantages of enriching the national human resources strategies by using the model of management by competencies.
- To analyze the needs of and adjustments to the training styles according to the characteristics of the Youth Programme and the implementation of such adjustments in the National Scout Associations.
- To establish policy and ways of work for the forthcoming period and distribute tasks among the members.

### **Participants**

The meeting should be attended by each association's current Human Resources Network National Correspondent, in addition to the Human Resources or Training Director or Commissioner and other members of the Network. Those associations which form part of the Network and have not yet appointed a National Correspondent, are reminded that the profile of the leader undertaking this responsibility requires a person who works at the national level or reports to the foremost authority in the area of Human Resources. This person must be qualified and interested in the Network's areas of action, be able to meet commitments, take on new tasks and take decisions relative to his or her association's participation and the issues commended to the Network.

In this regard, if the National Correspondent is unable to attend, his or her replacement should be similarly empowered and duly accredited by the Association.

### **Agenda items**

Broadly, the working agenda for the meeting will include the following:

- *Analysis of the model of development by competencies in the management of volunteers.* Introducing the Network internal working group that is reviewing the potential advantages and conditions needed for the implementation of the model of development by competencies in the management of human resources in a National Scout Association.
- *Analysis of the training styles and the potential adjustments to training processes.* Introducing the Network internal working group that is reviewing the potential adjustments to be introduced to training styles in the National Scout Associations so as to match the needs and characteristics of the Youth Programme.
- *Analysis and assessment of national strategies.* Review of the actions and achievements of the associations in the implementation of the world and regional Human Resources policy.
- *Analysis and assessment of Network operation.* Review of the strategies of communication and exchange of successful experiences among Network members.
- *New challenges for work in the Network.* Regional action to be carried out during the forthcoming period and commitments that each member of the Network will undertake in this regard, particularly concerning recognition and awarding of the volunteers.
- *Conclusions and presentations.* Presentation to be made to the plenary session of the Conference.

### **Time and place of work**

The 8<sup>th</sup> Meeting of the Human Resources Network will be held in the *Salón Shyris 2* of the Hilton Colon Hotel, Quito. Sessions will begin on 24 November at 09:00 and will conclude at 18:00, with a recess from 12:30 to 14:30 for lunch and rest, plus coffee-breaks at the morning and the afternoon.

### **Cost of participation in the meeting**

The registration fee for the meeting is **US\$ 90,00** and includes transfer to and from the airport, two snacks, buffet lunch at the Hilton Colon Hotel, Spanish-English simultaneous interpreting, use of the room, materials and secretarial services.

Participants must cover the cost of their own accommodation. The Organizing Commission of the 23<sup>rd</sup> Interamerican Scout Conference has negotiated the following rates with the Hilton Colon Hotel:

Single room: US\$ 54,00 per room, including taxes and breakfast.

Double or Triple room: US\$ 42,00 per person & per room, including taxes and breakfast.

As announced in circular 2, these rates will only be available during the days of the event, i.e., from the night of Friday 23 through the night of Wednesday 28 November, both included. The Hotel will keep these special rates to those guests that make their reservations **by 30 September 2007**. For room reservations and issuing of visas for entry in Ecuador, please see circulars 3 and 7.

All participants are responsible for their own dinner expenses and personal consumption, such as telephone or laundry services or transport within the city.

### **Deadline for registration**

Participants should use the single registration form already sent together with circular N<sup>o</sup> 2 to register for the event. Registration is considered to be formalized once the Organizing Commission receives the form and payment of the corresponding fee. Please send the form **by 30 September 2007** to:

**ASOCIACIÓN DE SCOUTS DEL ECUADOR**  
**Tel / Fax: (+593 2) 252 617 or 266 629**  
**Av. América N35-101 y Mañosca, Quito, Ecuador**  
**E-mail: onavas@interactive.net.ec**  
**Web: <http://www.scoutsecuador.com>**

Fees may be paid by bank transfer or draft to the following account:

<p><b><u>In American Dollars:</u></b> Bank: WACHOVIA BANK 11 Penn Plaza Floor 4/New York, USA SWIFT: PNBpus3nny ABA: 026005092 Beneficiary Bank: BANCO DEL PICHINCHA Account No. 2000192000754 SWIFT: PICHECEQ To credit: Account No. 3359501304 Of: ASOCIACIÓN DE SCOUTS DEL ECUADOR</p>	<p><b><u>In Euro:</u></b> Bank: WACHOVIA BANK LONDON SWIFT: PNBpGB2L Beneficiary Bank: BANCO DEL PICHINCHA Account No. 5385162 SWIFT: PICHECEQ To credit: Account No. 3359501304 Of: ASOCIACIÓN DE SCOUTS DEL ECUADOR</p>
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### Requests for information

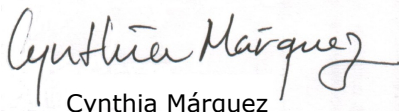
All requests for information prior to the 8<sup>th</sup> Meeting of the Human Resources Network should be addressed to the Coordination Headquarters, at the WSB-IAR office in Santiago <goldenburg@scout.org>.

Circular Nr 2, which contains general information about the 23<sup>rd</sup> Interamerican Scout Conference, circular Nr 3 with information on room reservations and circular Nr 7 with information on issuing of visas for entry to Ecuador, should be read together with this convocation. Any additional information in this respect may be requested from the Organizing Commission.

We are sure that you are aware of the importance of this meeting for the future of the Network, and for deciding on the course to follow after Quito, so we trust that you will make every possible effort to be at the meeting in Ecuador and make your voice heard in the decisions.

We look forward to receiving your registrations.

With kind regards,



Cynthia Márquez  
Coordinator of the Human Resources Network



Gabriel Oldenburg Arráiz  
Human Resources Director, WSB-IAR