

# INFORMATION EXCHANGE

Presented by the Adult Resources Service  
World Scout Bureau  
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## WORLD ADULT RESOURCES COMMITTEE SETS OBJECTIVES FOR ITS TERM OF OFFICE (1997-1999) (continued)

In the last issue of Information Exchange (second series n°1, October 1997) we listed the five objectives set by the World Adult Resources Committee, with an indication that each of them would be developed further in a separate article. Items 3, 4 and 5 which were not covered then, are now developed in this issue.

### Evaluation of progress and report to the 35th World Scout Conference

At its next meeting (July 1998) the World Adult Resources Committee will review in detail all inputs received from National Scout Organizations through the "Annual Report". At the same meeting, the committee will develop an evaluation system to be implemented after the meeting with the help of Regional Offices. Using the information collected through the evaluation system, it will then prepare a comprehensive report to be presented to the World Scout Committee and then to the 35th World Scout Conference. It is expected that this approach will show the level of implementation of the policy world-wide and reveal any problems or blocks that may have impaired its full implementation. It is also expected that the impact of the Adult Resources Policy on the quantity and quality of the Movement's adult leadership at all levels and in all functions will be assessed.

### Involvement of Regional Staff

Each of the Regional Offices, with the exception of Eurasia which is still in a building up phase, has at least one Executive in charge of Adult Resources. Through them, the Regional Offices can play an important role in promoting and supporting the implementa-

tion of the Adult Resources Policy. They have frequent contacts with National Scout Associations and are involved in the organization of many seminars and workshops at regional or sub-regional levels. They even get involved, sometimes, in national courses. Through these contacts, they are in a privileged position to relay and support the work of the World Adult Resources Committee and Adult Resources Service and to adapt it to the particular circumstances of their region.

The general outline of an Adult Resources Executives Meeting was presented to the Committee last June. It was soon expanded into a joint (Committee members and Executives) meeting when the Committee expressed its wish that those members who could travel to Geneva should be involved in the meeting.

(The meeting took place in October and is reported upon separately).

### Impact of the study on "The Educational Impact of Scouting - Three case studies on adolescence"

The study which was commissioned by the Research and Development Committee has been carried out by outside researchers. It involved three adolescent Scout groups in three different countries. Amongst other things, the study clearly revealed that if all the elements of the Scout method are important, the success - or failure - of Scouting as an educational Movement mainly results from the way in which the method is used. In other words the study has shown that the full implementation of all the dimensions of the method and the end result that will be obtained are subject to the ability of the adult leader to put these elements to work (the educational objectives, the activity, the group dynamics and the ways of working).

The support and training provided to adult leaders will need to be re-oriented to take these four elements and their continuous interaction into account. There is also a need to identify the competencies (knowledge, skills and attitudes) which must be developed by adults whose job is to implement the programme successfully with young people.

Before the next meeting (July 1998) Committee members will have studied in detail the research report and a summary of the conclusions

At the meeting itself, they will prepare recommendations on a possible shift of emphasis or the necessary introduction of new approaches or new items in the training and support provided to adult leaders, particularly those working directly with young people and those who train and support them.

### Meeting of Executives in charge of Adults in Scouting in Regional Offices

The meeting which was attended by Executives from Africa, Arab, Asia-Pacific, Europe and Interamerican Regions was held in Geneva and Les Ecuets (France) from 17 to 21 October. Kirsty Brown, Member of the World Adult Resources Committee, also participated and the Chairman, Christos Lygeros, attended part of the meeting.

On the first day, which was spent at the World Scout Bureau in Geneva, the meeting was opened by the Secretary General, Dr. Jacques Moreillon. The rest of the day was mostly spent in bilateral meetings with members of the Geneva staff.

The remaining four days were spent at Les Ecuets (France) where the group completed a very heavy agenda which included:

(continue overleaf)

- a presentation on the World Adult Resources Committee to clarify its objectives and the mutual expectations (World Adult Resources Committee from Executives and Executives from World Adult Resources Committee).
- a presentation of the existing material produced by the World Scout Bureau to disseminate the policy and support its implementation
- a review of the situation, Region by Region, to identify major common problems or difficulties and work together on possible solutions
- the preparation of a workshop on Adults in Scouting for use at national level
- the preparation of plans for the inclusion of "Adults in Scouting" in the Regional Conferences' programmes
- the preparation of a one year action plan by each Executive to be implemented in his own Region.

MEETING OF EXECUTIVES IN CHARGE OF ADULTS IN SCOUTING

Purpose:

The purpose of the meeting was to review the implementation of the Adult Resources Policy and stimulate action at Regional level.

Objectives:

1. To evaluate the level of implementation of the policy at world, regional and national levels.
2. To review the strategic objectives of Adults in Scouting.
3. To review existing tools and identify other tools to be produced before 1999.
4. To develop ways of helping associations to understand the policy and provide assistance to support its implementation.
5. To ensure that the needs of member associations in the area of Adult Resources Management are appropriately included within the Regional Plans.

The meeting was evaluated as very useful and productive by all those concerned. The outcome, in particular the various tools produced during the meeting, will be shared with National Scout Organisations as the regional action plans are being implemented.

PUBLICATIONS AVAILABLE FROM WORLD SCOUT BUREAU

Adults in Scouting:

For a presentation of the concepts on which the policy is based.

Eight charts (A4) can easily be reproduced as OHP transparencies.

Introduction to Adults in Scouting:

Includes plans for:

- a one evening session on recruitment
- a weekend workshop on the management of Adult Resources and
- six activities for training sessions.

Information Exchange (1 to 8):

Provide examples on how National Scout Associations have:

- prepared themselves for the Bangkok Conference
- conducted recruitment campaigns
- experimented with the mutual agreement
- tested performance appraisal
- introduced flexible training, etc...

World Adult Resources Policy:

(A5)

An official reference document for wide distribution. The complete policy statement as adopted by the 33rd World Scout Conference.

Managing Adult Resources:

A commented version of the policy statement.

Adult Resources and Training:

A clear comparison between the "World Training Policy" (Helsinki 1969) and the "World Adult Resources Policy" (Bangkok 1993).

"Argos":

A very useful management tool for those who try to understand why change cannot succeed in certain circumstances and how it could be achieved.

Recruiting Adults:

(SFr. 32.-)

A very comprehensive package covering all aspects of recruitment and steps in the recruitment process.

Includes plan for a nation-wide "Recruitment Campaign".

(With the exception of "Recruiting Adults" all the publications on this list are available free although there will be a mailing charge for quantities. Please consult the Adult Resources Service at the World Scout Bureau.)

The European Region of WOSM has developed a WWW site to give a general introduction to the work done in the Region, with a particular emphasis on the Strategy for Scouting.

There is a set of pages which cover the five elements of the Strategy, including Adults in Scouting. Priorities set for the Region are presented together with future action plans.

Those who are not familiar with the Adult Resources Policy will find a brief introduction to the various elements and those who want to explore the policy further will find a complete list and brief description of the World Scout Bureau publications on Adults in Scouting. The Region would also

like to include other publications on the same subject produced by national Scout organizations to support the exchange of ideas and experiences concerning the implementation of Adults in Scouting.

Please contact the European Scout Office if you wish to enter a contribution from your association.

The WWW site is available in English and French and can be visited at: <http://www.scout.org/europe>.

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