

# INFORMATION EXCHANGE

Presented by the Adult Resources Service  
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Adults in Scouting: each association at its own pace

When "Adults in Scouting" was first published, we knew already that everybody would not proceed at the same speed. It was clear also that each association, within the framework of its own history and traditions and the broader frame of the culture around it would add its own imprint on the adult resources management policy.

It was clear that time would be required for new and disturbing ideas to be accepted or for new practices, sometimes alien to well established habits, to be introduced.

This is why, at the time, we wrote: "the principles are few and simple; implementing them is more complex and, again, will require much flexibility in time and structures. As the Movement embarks in this direction, associations should also feel that they can move at their own pace and will be supported on the always enthusiastic but somewhat threatening path of change - change for the better".\*

In fact, and this is what experience has shown, this vision was correct and following the adoption of the Adult Resources Policy by the World Scout Conference in Bangkok, almost five years ago, member associations of WOSM have done a lot of work each of them at its own pace.

Not all of them have chosen the same starting point, not all of them have implemented the same elements. But the important fact is that only a very tiny minority has done nothing! With the passing of time, there is no doubt that they too will get started! But for sure, whatever they may have done - either recruiting new adults or preparing job descriptions or setting a term for all offices - is always a step forward, some progress made on the

situation that existed before and an improvement to the situation of adult resources in the Association.

The situation in each region

In order to help everyone to see what others are doing, we are now opening Information Exchange to contributions from each region to explain what they have done, to share difficulties they may have faced and show how they were overcome.

This month, the report is on the Asia-Pacific Region. Later on we will also report on the situation in other WOSM regions.

The Asia-Pacific Region

With almost 18 million members in 23 National Scout Organisations, the Asia-Pacific Region alone can claim 67% of the total WOSM world membership. Furthermore the region is very large, from Iran in the West to the Pacific Islands in the East, Mongolia in the North to New Zealand in the South.

Some of its member organisations are several million strong whereas others hardly beat the 1000 members limit!

It is no wonder then that in such a vast and varied region, disseminating and implementing a new policy should create problems. These could result from cultural characteristics or from logistics or, simply, from the tradition in a given association.

However, and to a large extent because of its complexity itself, the region offers a very good example for the implementation of the Adult Resources Policy. We believe that starting with this particular region a series of reports on the situation in each region will show to everybody how in a very complex situation, in which

one has to carefully stir around so many obstacles, implementing the adult resources policy is still possible and in fact, is done almost everywhere, day after day.

From the "Bharat Scouts and Guides magazine" (India)

"Adults in Scouting" has been translated into more than 10 regional languages and widely circulated. In total, more than 43 area seminars have been organised to disseminate the ideas of Adults in Scouting amongst the largest possible number of adult leaders, throughout the country. Here are some of the comments made by seminar participants:

- "I am very overwhelmed with the idea of adult resources management"
- "Until I read the Adults in Scouting booklet I did not realise that there is so much management technique incorporated in Scouting"
- "I am sure if the ideas provided in the Adults in Scouting booklet are properly carried out, the young people will certainly derive the maximum benefits"
- "Every adult leader should read this booklet, understand the content and apply it wherever possible"
- "Every adult leader should read this booklet a number of times and be clear with its contents"
- "I am now aware of the various personal and functional competencies I have to develop. I will surely work towards acquiring the competencies"
- "It is always said that Scouting is a youth movement but after reading Adults in Scouting I realise the significant role adults have to play in this youth movement"

\* Adults in Scouting, WSB, 1990, p. 26

(continue overleaf)

- “All along, the emphasis to the large extent has been on the young people. I am sure as a result of Adults in Scouting a good amount of focus would be on the adults”
- “Adults in Scouting very clearly explains about the various needs of adults. I am sure more programs on personal development and human relations will be developed”
- “The life cycle of an adult very clearly shows that Scouting is not merely a movement with a list of activities but is a movement with a clear perspective of human resource management”
- “We need to seriously follow the suggestions given under the life cycle of an adult. We will then surely derive the benefits of human resource management”
- “The questions given at the end of the booklet are interesting and it stimulates us to read the book, assess our position and work out a strategy for our future development”
- “After the appointment of the adult leaders, they should be given personal, moral, physical support from concerned authorities at concerned level to help reach the goal and to manage in using the adult resources”
- “Adults in Scouting has provided a new outlook”
- “After going through this book I realise that there is so much expected out of me as an adult”
- “I am now convinced that it is not attending various training courses that matters. What matters most is development of competencies”
- “Ours being a world wide movement the human resources we have is plenty. How to manage the available human resources for the benefit of young people is clearly illustrated in Adults in Scouting”
- “Through Adults in Scouting booklet comprises of 24 pages only, the ideas conveyed are voluminous”
- “Adults in Scouting will certainly help take Scouting a long way into the 2000 A.D.”

The life cycle of an Adult in Scouting

From the recruitment of an adult in Scouting to his/her retirement there are a series of steps which have been described as “the life cycle” of an adult in the Movement.

The life cycle of an adult in the Movement includes a series of steps.			
Which of the following are currently in use in your Association?			
	yes	no	in part
Job description	13	0	7
Recruitment according to job description and ideal profile	9	1	10
Conclusion prior to appointment	8	4	8
Appointment for a set period of time (term of office)	10	5	5
Identification of individual training needs and agreement on personalised training programme	10	2	7
In service training and support	13	2	5
Performance appraisal	8	1	10
Evaluation at term of office and agreement on new appointment	8	2	8

Using the “annual report form” which every member association of WOSM is required to fill in each year with one copy being sent to the Regional Office, the Asia-Pacific Regional Office has been able to compile feedback provided by 20 member organisations and measure the level of implementation of the “Life cycle concept”.

Highlights on the implementation of Adults in Scouting in several National Scout Organisations of the Asia-Pacific Region

Australia

Implementation started in 1993.

- Established National Adult Resources Committee
- Developed National Adult Resources Policy
- Rewritten “Policy, Organization and Rules” (P.O.R.)
- Developed Duty Statements, Mutual Agreements, Code of Conduct, Term of Appointments and Appraised System for all functions.
- Resources Development on Adults in Scouting: all leader handbooks are modularised, flexible, recognise prior learning that apply in Scouting content, recruitment profiles, personalised training programmes, in service and application in role.

Bangladesh

Implementation started in 1995.

- Adult Resources Policy documents published by World Scout Bureau translated into Bangla
- National Adult Resources Committee formed.

Scouts of China

Implementation started in 1993.

- Programme and Training Committee was reorganised with new functions and renamed as Human Resources Development Committee
- Major documents on Adults in Scouting published by World Scout Bureau translated into Chinese
- Organise Adult Resources Seminar, Training Seminar to create awareness and better understanding about Adults in Scouting
- Modifications to the training system

India

Implementation started in 1991

- Adults in Scouting documents translated and published in over 9 languages
- Several Seminars on Adults in Scouting conducted nation-wide
- Adults in Scouting included as a topic in all Adult Training Events
- Adults Resources Policy Implementation Committee formed
- Year 1995-1996 announced as National year of Adult Resources for Scouting
- Job description for each function formulated and published
- Reflection on Training System: Training for all, Appointment for a limited period, Appraisal and Renewal, Re-assignment or Retirement.

(to be continued)