

Purpose of workshop

- Strategic masterclass 😊
- Mapping and comparing strategic work across associations
- Tips and tricks from each other



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Leading Strategically and Organizational Development

“Organisational development (OD) is a planned effort to make an organisation more effective and sustainable by involving the people of the organisation in a change process which is based upon a strategic vision that evolves with society and focuses on the Mission of Guiding and Scouting.”

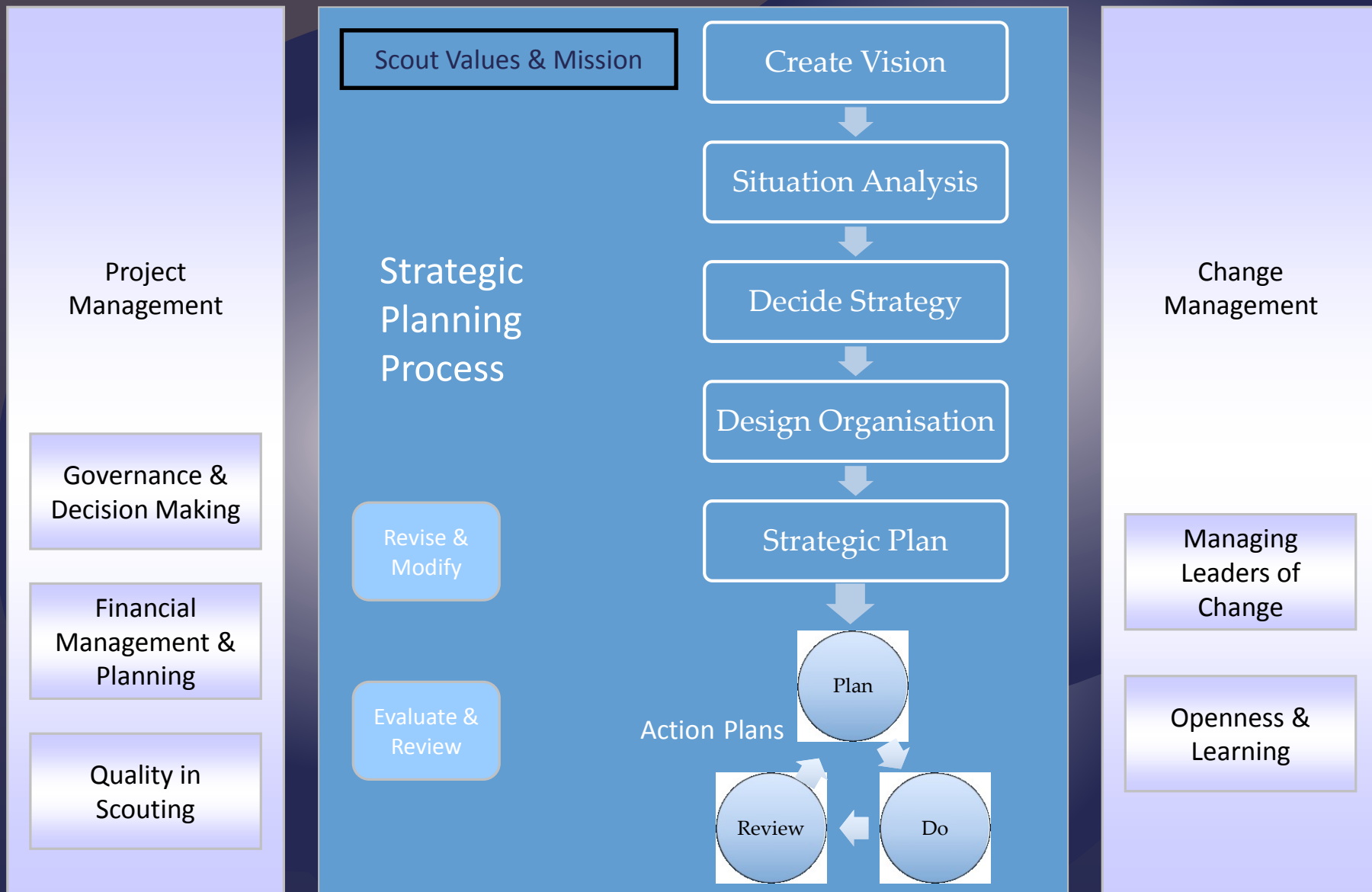


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The Organizational Development Model - Supporting a Strategic Approach





Guide & Scout Values & Mission

- ⌘ How explicitly are you discussing the foundational values and mission?
- ⌘ Anyone doing renewal processes, such as RAP?

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Create Vision

Spejderne bygger en bedre verden.

- ⌘ **Spejderarbejdet er i 2020 unikt og attraktivt for et stadigt større antal børn og unge.**
- ⌘ **Spejdere udvikler selvværd, et personligt ståsted i livet og ansvarlighed for sig selv og andre.**
- ⌘ **Spejdere tager ansvar både lokalt og internationalt.**

Spejd er personligt udviklende

Spejd er meningsfuldt

Børn og voksne har et levende samspil

Det er attraktivt og personligt udviklende at være leder

Vi har et fælles spejderarbejde i Danmark

Spejd bidrager til samfundets udvikling

Process: 2006-2007
400 participants at the
general assembly
+ 35 regional meetings

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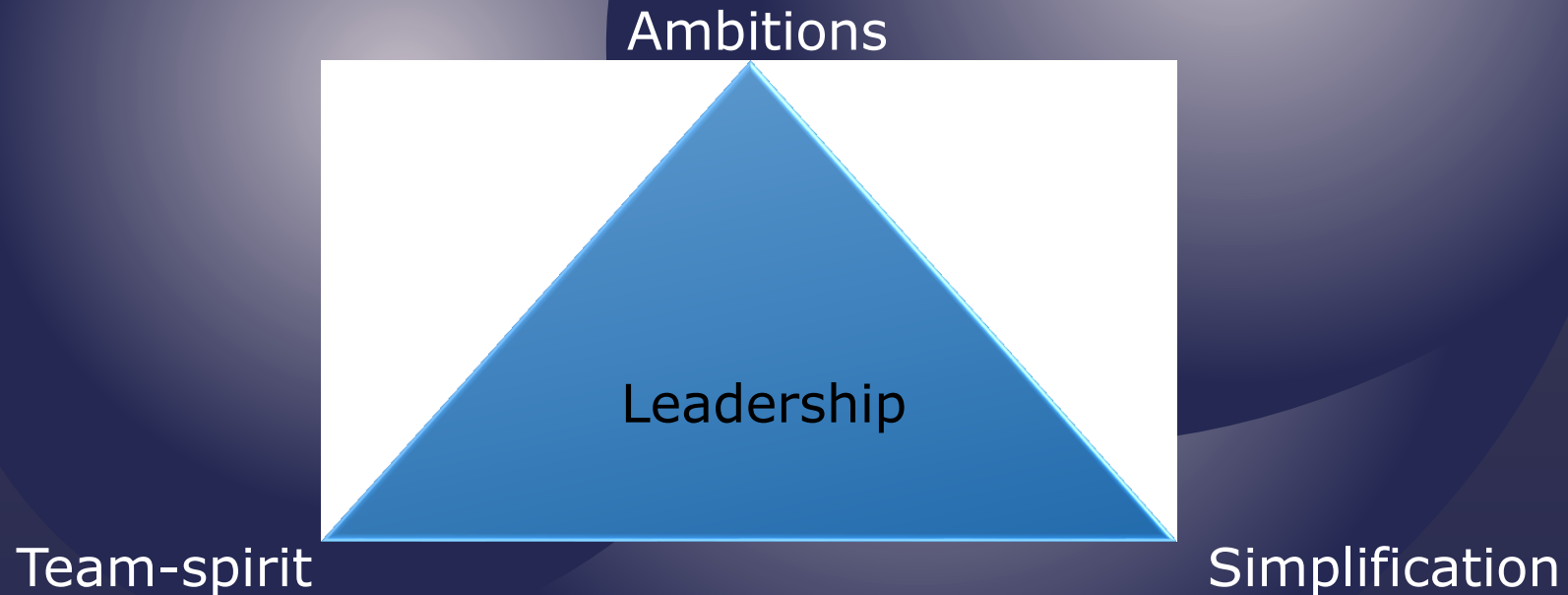


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Situational analysis

2006: Huge analysis about scouting and growth factors.

The attractive guide/scout group



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Decide strategy

What is strategy?

- Positioning vs. Development road map
- National level vs. Common direction at local level?

Udviklingsplan 2014-16

- Leadership development (in teams)
- Youths lead youths
- Outdoors (*friluftsliv*)



Design organization

Organizational design matters

- **The shared organization**
- **Regional level**
- **Culture**
- ...



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Strategic plans

- **Create work foundations for all the committees based on the strategy**

But....

- **What about when new opportunities arise?**
- **What strategic activities have been important for each of us over the past years?**
- **What strategic activities are we currently exploring?**



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Strategic activities



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Pressing challenges?

Group work to create tips and tricks



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