EUROPEAN SCOUT REGION

GSAT - Global Support and Organisational Development in our Region 2013-2016
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GSAT

Global Support Assessment Tool

Global Support Assessment Tool

A **QUALITY CERTIFICATION STANDARD**
AIMED AT **ASSESSING THE ACCOUNTABILITY** OF NATIONAL SCOUT ORGANIZATIONS

The **purpose** of this Standard (GSAT Standard) is to serve as a **reference of Best Practices for National Scout Organizations** (NSOs).
It will enable NSOs to **assess their strengths and weaknesses** and, as an outcome, to **improve their accountability to stakeholders.**

Global Support Assessment Tool

The Scope:

- Develop, maintain, deploy and enforce policies and procedures that conform to **International Best Management Practices** currently, but sometimes selectively, requested to be applied by WOSM and/or by most public or private grantors.

- Demonstrate to any stakeholder that policies, procedures and practices are in conformity with today's Best Practices, whether specific to WOSM or internationally recognized.

Global Support Assessment Tool

Main features:

- About **90** "Objectively Verifiable" **Indicators**;

- Most of these indicators refer to the **risks an NSO** could face and their consequences

- Upon submission of evidence and auditor's assessment, compliance is quantitatively measured for each criteria through a rating system (from 0 to 3).

- A proper application of this GSAT Standard **enables the audited NSO to identify its strengths and improvement opportunities**.

- A rating system can also generate comparative analyses between NSOs and thus identify **"frequent non-conformities"** which could become the subject of **capacity building /training programmes across NSOs.**

10 Dimensions of best practices

1. NSO – WOSM Institutional Requirements,

2. Governance Framework (Constitution, GA and National Board),

3. Strategic Framework,

4. Integrity Management,

5. Communication, Advocacy and Public Image,

6. Adults in Scouting,

7. Resources Allocation and Financial Controls,

8. Youth Programme,

9. Growth Potential and

10. Continuous Improvement

Examples of GSAT criteria

0603	The NSO has job descriptions of all adult positions, including all training functions (course leader, trainer, facilitator, coach, tutor, etc.).
0804	The NSO has a Youth Programme with overall educational objectives, based on the fundamentals of Scouting and the World Scout Youth Programme Policy. Adequate resource material is available.
1002	The "National Board" of the NSO has defined and implemented a process to evaluate annually the performance of its CEO (head of the executive).

All info

www.scout.org/gsat

Global Support

Global Support

- The concept of **tailored-made consultancy**

- **Targeted** support **actions** to **match the specific needs of each NSO/NSA**

- A **more labour-intensive** manner to provide support, but also **more effective**.

Global Support

Consultancy can be used to address:

- **Specific one-off needs** (e.g. need for a particular visit or event support).

- A **long-term need** (**programmatic approach**). This will require multiple contacts over time, working along a timeline.

- **Multi-country situations**: a support action may involve several countries (e.g. training course for SEE countries)

Global Support

How we deliver support:

- **Visit** by a (volunteer) expert (who could be regional consultant, or an experienced fellow NSO/NSA, or an external expert). Providing information, documentation,….

- Repeated Skype / telephone conferences.

- **Counselling**, advice on a particular subject.

- **Guidance** to funding sources and applications.

- **Matchmaking** between potential partner organizations.

- **Participation** at a regional event / seminar, if necessary with financial support.

Global Support

Multiple people to deliver consultancy:

- – Consultancy pool

- – Project Groups / Core Groups

- – Staff

- – Other NSOs / NSAs

Global Support

How we **identify support**:

- NSO/NSA may **request support**

- A region can identify a support need

The coordination of consultancy is done by the Organisational Development Core Group (ODCG)

Organisational Development Core group

Organisational Development Background

- New focus area during last triennium

- Task was to create an awareness

- We:

  - Created a definition and a simple model / picture

  - Assembled a reference library

  - Implemented the Global Support idea from the World level

  - Ran information workshops

  - Engaged in support activities with NSOs/NSAs

- Awareness has been created, demand is growing

Organisational Development Definition

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 Scouting**

Organisational Development Reference Library

- Contains links to relevant publications from Scouting Guiding & elsewhere

- Good source of reference material for us and for NSOs/NSAs

- Assembled & shared during last triennium

http://euroscoutinfo.com/core-services/organisational-development/organisational-development-libary/

Organisational Development Regional Scout Plan 2013-2016 Objectives

1. **Improve structures & relevant processes** to support effective delivery of Scouting

2. Continue to contribute to and benefit from **Global Support** by **providing consultancy**

3. Continue to **innovate** in how we make **better use** of our **internal communications** in NSOs/NSAs and across the Region

4. Ensure that **better opportunities for leadership and management training** are provided and improved, both for volunteers and professionals in Scouting

5. Shape an effective partnership with the WAGGGS Europe Region that contributes to the achievement of strategic results for both NSOs and the Region