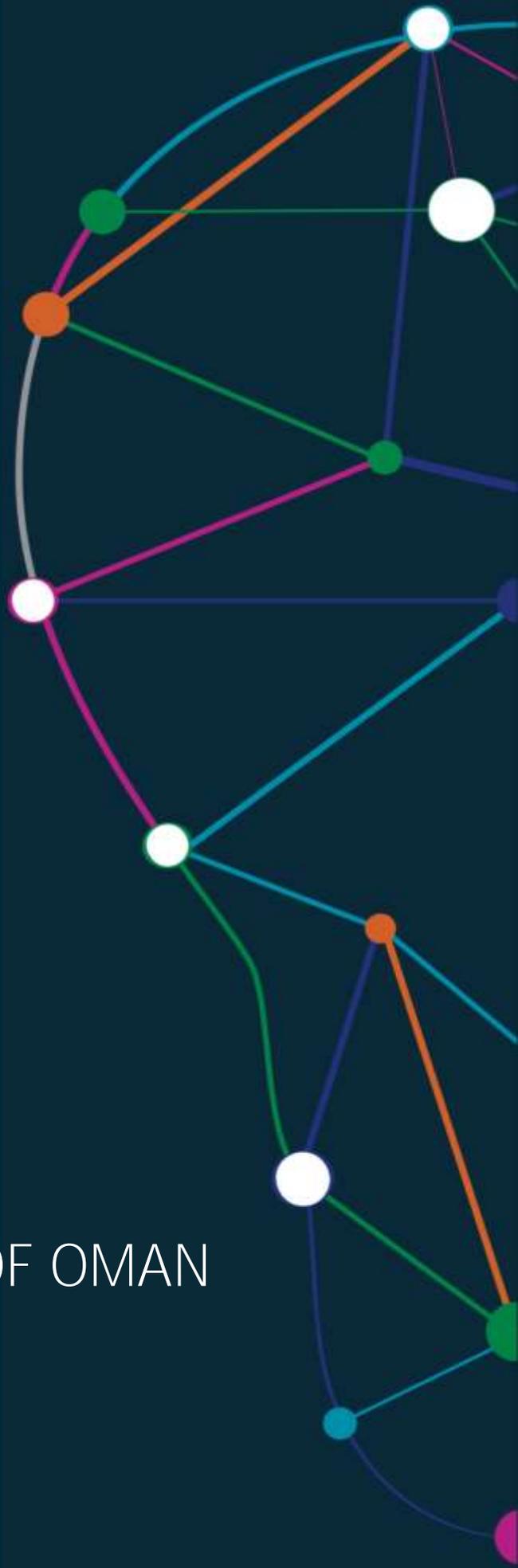


# FORUM 2015

In review

MUSCAT, SULTANATE OF OMAN  
28/11 – 2/12 2015





## FUN, FRIENDS, FREEDOM, FUTURE

In November 2015, 107 volunteers and staff from 41 WAGGGS Member Organisations (MOs) met in the Sultanate of Oman for Forum 2015. This unique event created a new space for leaders working at national level on the Girl Guide & Girl Scout (GG & GS) experience to learn from each other, share ideas and perspectives, tackle common challenges and experience the inspiring diversity of our global Movement. They became champions of a more relevant, exciting and accessible experience that uses our unique educational method to its fullest potential, and truly puts young people in the lead.

The Forum 2015 theme was Friends, Fun, Freedom, Future, encouraging delegates to explore the key outcomes of the GG & GS experience for young people.



At its best, Girl Guiding & Girl Scouting creates space for young people to have fun, make friends and connect with their community. It offers a safe environment to explore identity and test new ideas. It empowers young people to make life choices and develop the values and skills to build a bright future. But do we offer the best possible experience to deliver these outcomes in **today's** world? Are our programmes as relevant, exciting, accessible and learner-led as they could be?

Forum 2015 was just a beginning. To see a real shift in the experience we offer young people we have to work smarter, and work together. This review shares the key learning points from Forum 2015. We hope it will be a useful resource as delegates and their Associations plan their next steps.

[www.wagggs.org/en/what-we-do/forum-2015](http://www.wagggs.org/en/what-we-do/forum-2015)

**“FORUM 2015 HAS MET MY EXPECTATIONS AND GONE BEYOND THEM – I have learnt so much and gained something FROM EVERYONE I MET AND EVERY SESSION I ATTENDED.”**



## WHY FORUM 2015?

Girl Guiding & Girl Scouting is a global Movement that creates safe spaces for 10 million girls and young women to thrive. To make that happen, **WAGGGS'** 146 MOs equip leaders and trainers with a powerful non-formal educational method that empowers young people to take the lead in their learning. For over 100 years Girl Guides & Girl Scouts have built strong peer groups, practiced relevant life skills and developed the values, behaviours and social awareness to make a difference in their communities.

In a fast-changing world, how must the Movement change to stay relevant? What are young people looking for today and how can we support them to be resilient in the face of complex pressures? In 2014, the WAGGGS World Conference challenged WAGGGS to tackle these questions and invest in the core Girl Guide & Girl Scout experience, provide better support MOs to empower leaders and trainers as effective non-formal educators, and design more relevant, exciting and accessible learner led programmes.

So we designed Forum 2015 to start new conversations between MOs on how to strengthen the core experience we offer young people. As **WAGGGS'** first global networking workshop with an MO-led programme focused on the Girl Guide & Girl Scout experience, Forum 2015 had 3 main outcomes:

1. To **learn** through sharing ideas and best practice, using our diversity to find new solutions to the challenge of creating more relevant and attractive experiences for young people
2. To build a creative **network** of expertise for future collaboration to strengthen the Girl Guide & Girl Scout experience
3. To **empower** key volunteers and staff with the skills and perspectives to effect change in their national Girl Guide & Girl Scout experience

**"I KNOW NOW WHICH COUNTRIES HAVE THE SAME PRIORITIES AS US, AND WANT TO WORK TOGETHER, IT COULD CHANGE EVERYTHING FOR MY ASSOCIATION"**



## AIMS

### AIMS FOR WAGGGS

- Feedback from MOs on **WAGGGS'** new approach to strengthening the GG & GS experience
- Reach a clear, detailed understanding of MO needs to facilitate better tailored support
- Create new channels for dialogue and networking between MOs and with WAGGGS
- Identify MOs with significant expertise in areas related to the core experience
- Test a new model for international capacity building experiences

### AIMS FOR MEMBER ORGANISATIONS

- See a positive impact on their delegates as confident, globally-engaged leaders who have new skills and experience, and are motivated and committed to support the **Association's** activities in modernising the GG & GS experience
- Feel more connected to each other and are able to identify channels for support and partnership with other MOs to strengthen the GG & GS experience
- Feel more connected to, and supported by, WAGGGS in core work to strengthen the GG & GS experience such as designing programmes, developing leaders and trainers
- Have access to a wide range of ideas and perspectives on modernising Girl Guiding and Girl Scouting that can be adapted to their national context
- Have access to a dedicated network for sharing future ideas, resources and opportunities around the GG & GS experience.

**“WE MUST HEAR THE GIRL VOICE. GETTING GIRLS’ IDEAS IS VERY IMPORTANT, WE MUST KEEP TRADITIONS AND LOOK TO THE FUTURE AT THE SAME TIME. I WISH OUR NATIONAL BOARD HAD BEEN HERE”**



## PARTICIPANTS

Forum 2015 was open to all WAGGGS MOs, inviting volunteers and staff who play a key role in strengthening the GG & GS experience in their MO. The group was extremely diverse with 41 countries represented:

- 97 delegates from 38 Member Organisations
- 8 supporting volunteers and staff from 7 countries
- Age range 16-62, with average age 33
- From Young Leaders to Chief Commissioners
- Average of 19 delegates and 7 countries per Region
- 10 of 14 Arab Region Member Organisations
- Nicola Grinstead, World Board Chair and Dr Umayya Jubran Ali, Vice-Chair of the Arab Region Committee



- Africa
- Asia Pacific
- Arab
- Europe
- Western Hemisphere



**“I SAW HOW OTHER COUNTRIES DO GG/GS AND I TOOK SOME IDEAS TO APPLY IN MY ASSOCIATION”**



## PROGRAMME

Forum 2015 was the first WAGGGS event with an MO led programme. 21 MOs led sessions, many of them collaborating with an MO from a different region, whilst all MOs had the chance to share their resources and perspectives at the Ideas Market.

Four thematic areas - fun, friends, freedom and future - were identified as the overarching outcomes of a quality Girl Guide & Girl Scout experience. MOs voted in advance on which themes were most relevant to them and submitted session proposals based on the strengths and interests of their Association. Based on these proposals, the support team designed the Forum 2015 programme, invited MOs to facilitate and supported them to prepare their sessions.

All sessions were delivered in English and Arabic via simultaneous interpretation, with session materials prepared in English and Arabic. Additional support was provided French and Spanish speakers by inviting a volunteer interpreter to join the support team.

Outside of the main sessions, the programme used learning groups to facilitate deeper sharing and reflection with a diverse group, and offered open networking and special interest groups so delegates with similar roles or challenges could work on common interests. The Ideas Market, where every delegation shared their strategies and resources on the GG & GS experience, was especially popular. Finally, the programme included opportunities to explore Muscat and visit the Omani Scouts and Guides.

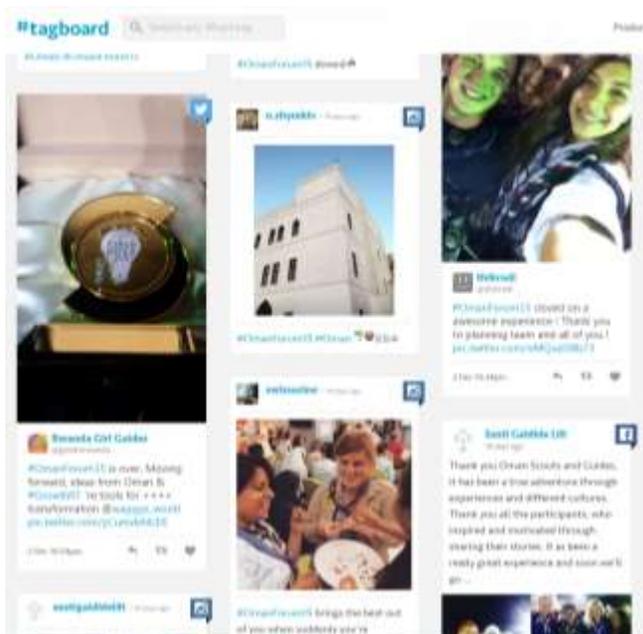
**“LOTS OF COUNTRIES HAVE SAID THAT HAVING YOUTH LEADERS IN DECISION MAKING POSITIONS WORKS. WHY ARE WE SO AFRAID TO TRY IT?”**



## VIRTUAL FORUM

TESTING DIGITAL REACH was a priority for the Forum. To change the Girl Guide & Girl Scout experience for the better will take a lot more than 107 champions! WAGGGS can only offer limited places at face-to-face international experiences, forcing Member Organisations to choose between sending decision-makers who can implement new ideas nationally, sharing opportunities more widely among their members, or giving young women the chance to develop.

Increasing digital participation is one way to share learning more widely and increase access to **WAGGGS'** international experiences. We set the challenge of engaging 900 digital participants with our live streamed sessions – in the end, 1,500 people from 75 countries watched the live stream and more engaged through social media.



**107 VOLUNTEERS AND STAFF** from 41 **COUNTRIES IN THE ROOM...**  
**1500** FROM 75 COUNTRIES ONLINE

**"FORUM 2015 HAS EXCEEDED MY EXPECTATIONS. I THOUGHT THE NETWORKING WOULD BE IMPORTANT AND IT WAS, BUT THE LEARNING FROM OTHER MOS WAS AMAZING"**

At Forum 2015 we tested five ways to create dialogue between digital and face to face activities:

### LIVESTREAMED SESSIONS

All plenary programme sessions at Forum 2015 were livestreamed, whilst one of each parallel sessions was streamed and the other was recorded for uploading at a later date. 1,500 people from 75 countries watched sessions, including quite a few Association decision-makers that **couldn't** attend in person.

### DEDICATED SUPPORT

One staff member was responsible for organising the livestream and facilitating digital participation. Without this, we could never have reached so many people or shared so many contributions between the room and social media. In the future, **we'd** recommend two people working on this plus support from the host team to grow the social media conversations and represent digital participants in the room.

### SOCIAL MEDIA WALL

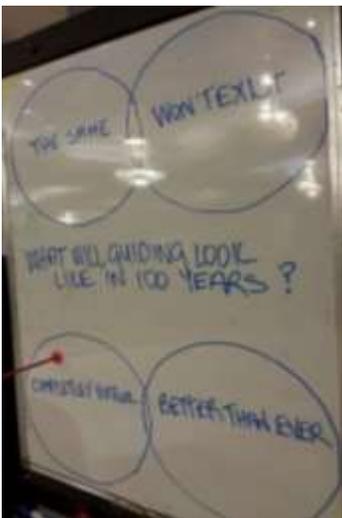
To support two-way interaction with digital delegates, we set up a live social media wall in the workshop room. Delegates could keep track of, and respond to, digital conversations. We were worried this would prove distracting, or put people off from contributing freely, but decided to face up to the reality of an increasingly digital world and test the impact of bringing social media so visibly into the forum. It proved extremely successful. We did turn it off during some more sensitive topics. Our key learning was that even if social media is everywhere, **it's** still a tool and should serve your needs, not get in the way.

### GLOW ONLINE PLATFORM

Two months before Forum 2015 we launched an online space (using **WAGGGS'** platform GLOW [glow.waggggs.org](http://glow.waggggs.org)) for delegates to connect, share ideas and resources, and establish a digital network. During the forum, presentations and other resources were uploaded to the platform and discussions started on the online forums. The current platform has usability issues that limited engagement, but in the future a more accessible platform will hopefully address this.

### DAILY BIG QUESTIONS

To bring virtual delegates into the conversation we launched daily **"big questions"** and challenged delegates not just to answer them, but to connect with their networks back home, gather as many different answers to each question as possible, and write them on the wall. We collected an average of 100 responses per question



**"THE LIVE STREAMING WAS REALLY FUN! SO MANY PEOPLE I KNOW WATCHED OUR SESSION."**

Today's big question! What specific skills do young people need to take the lead & thrive in their lives today? #OmanForum15

RETWEETS: 11 LIKES: 9

- Hannah** @BubblesAus · 29 Nov 2015  
@waggs\_world collaboration, communication, adaptability, creativity, self-belief & practical everyday life skills
- Ana Spes** @ana\_spes · 29 Nov 2015  
@waggs\_world critical thinking :)

- Lauren Brincat** @dntoz · 29 Nov 2015  
@waggs\_world digital literacy and digital citizenship
- Hidy Mavio** @HidyMavio · 30 Nov 2015  
@waggs\_world avoir une créativité, et une conscience de responsabilité
- ο κύριος παράτος** @tsiakpavlos · 29 Nov 2015  
@waggs\_world Be creative leaders with awareness of the power to motivate themselves and the members of their team! Believe in their goals!
- Helen Welsh** @CWRanger · 29 Nov 2015  
@waggs\_world They need to have the confidence to explore an issue and take a personal stance independently of whatever others think.
- Mel Gartner** @GartnerMel · 29 Nov 2015  
@waggs\_world Youth need to be able to set goals, think critically and creatively, and be comfortable with change. #OmanForum15
- Saraha Madagascar** @msaraha · 30 Nov 2015  
@waggs\_world Developing resilience to face challenges, to accept failure and get knowledges, experiences from it #OmanForum15

Our last question at #OmanForum15! How will technology change Girl Guiding and Girl Scouting?

RETWEETS: 12 LIKES: 6

5:30 AM · 2 Dec 2015

- Reply to @waggs\_world
- Michelle February** @Mich\_Feb · 2 Dec 2015  
@waggs\_world looking forward to hearing the participants views on technology and Girl Guiding / Girl Scouting :-)
  - WAGGGS** @waggs\_world · 2 Dec 2015  
@Mich\_Feb me, too! There are answers on the question already :)
  - Krystyna Malikowska** @CMalikowska · 2 Dec 2015  
Very GOOD question -> > @waggs\_world: Our last big question at #OmanForum15! How will technology change Girl Guiding and Girl Scouting?\*
  - WAGGGS** @waggs\_world · 2 Dec 2015  
@CMalikowska Thanks Krystyna! What do you think?
  - Krystyna Malikowska** @CMalikowska · 2 Dec 2015  
@waggs\_world Check out the pioneering work @hubmum does with coding & young people. Guides can create & invent! Emma-WAGGGS, WAGGGS-Emma x

Today's big #OmanForum15 question! What is 1 way YOU could reach new girls in your community with Girl Guide or Girl Scout programmes?

RETWEETS: 6 LIKES: 7

- Mel Gartner** @GartnerMel · 30 Nov 2015  
@waggs\_world My community doesn't have Girl Guides. I plan to draw in local leaders, do some training & get it started #OmanForum15

- MaLau** @MaLau\_ms · 2 Dec 2015  
@waggs\_world this is already happening. We should use technology to grow, act and innovate
- Main Faulkner** @mfaul002 · 2 Dec 2015  
@waggs\_world Technology improves access to a world of opportunity&experiences widening a girls view of her world & community #OmanForum15
- Renée Bianchi** @BianchiRenoe · 2 Dec 2015  
@waggs\_world technology will allow Guiding/Scouting to reach even more girls and young women - & that's got to be a good thing!
- MaLau** @MaLau\_ms · 2 Dec 2015  
@waggs\_world is doing a great job. We always can improve :)
- MaLau** @MaLau\_ms · 2 Dec 2015  
@waggs\_world #GLOWAGGGS is a great example. we need to create more learning communities and share good practices between MOs.
- Mel Gartner** @GartnerMel · 2 Dec 2015  
@waggs\_world Integrating tech into the program = R.E.A.L. It allows girls to make global connections and share their voices. #OmanForum15
- Helen Welsh** @CWRanger · 2 Dec 2015  
@waggs\_world It offers the chance to connect to girls in isolated communities and supports flexible Guiding like @HolidayBrownies

- Reply to @waggs\_world
- Mel Gartner** @GartnerMel · 29 Nov 2015  
@waggs\_world If it's not too late... I think the WAGGGS method is uniquely R.E.A.L. but unknown & unused by local leaders #OmanForum15
  - WAGGGS** @waggs\_world · 29 Nov 2015  
@GartnerMel it's definitely not too late! Thank you - I'll add to our big question wall!
  - Mel Ford** @melkford · 29 Nov 2015  
@waggs\_world Use it to promote ourselves - the Method makes us unique; you can't get what we offer anywhere else!



## SHAPING THE FUTURE

The last day of Forum 2015 focused on next steps; for delegates and their Associations, for tentative new partnerships, and for WAGGGS to support the change in the Girl Guide & Girl Scout experience that everyone wants to see. Planned by a team of delegates, the **“Shaping the Future”** session explored what delegates want WAGGGS to prioritise in order to deliver on the promise of Forum 2015. Working in regional groups, delegates recommended the role WAGGGS should play in supporting them to strengthen the Girl Guide & Girl Scout experience. What follows is the top priorities identified by delegates – the more times an idea came up, the higher it has been placed on the list.

And what about future Forums? There were many recommendations that WAGGGS organizes more like Forum 2015, including considering:

- Virtual Forums in between live events
- Global Forums on a regular cycle, with different themes
- Smaller, more regular Forum events for decisions makers from MOs facing similar challenges
- Forums specifically for Girl Guide & Girl Scout experience experts and decision makers. If young women not in these roles attend, consider offering a parallel programme with some overlap for them that facilitates succession planning.
- A mentoring scheme to support delegations to implement their learnings in between Forums.

WAGGGS will explore all these recommendations carefully and incorporate them, where possible, into future plans. Forum 2015 delegates will be informed of future developments!

**“WE SHOULD CONNECT MORE DIGITALLY, BUT FOR REAL CHANGE WE SHOULD HOLD MORE FORUMS LIKE THIS AS IT HAS BEEN A TRULY TRANSFORMATIONAL LEARNING EXPERIENCE”**

## TOP 20 RECOMMENDATIONS:

1. Develop a Leadership and Programme Network. Create an online network where national teams working on the Girl Guide & Girl Scout experience can connect, learn from each other, continue the conversations of Forum 2015 and share opportunities, resources and values, to include webinars and virtual Forums.
2. **Prioritise and invest more in WAGGGS' programme work around** core areas of Girl Guiding & Girl Scouting like the girl experience and volunteer development and less **"special topics"**.
3. Focus on tailored support. Work more directly with MOs to strengthen their core national programme and support us to learn from each other.
4. Design fewer ready-made activities, more programmes at outcome and method level, with strategy, templates, guidance etc, so MOs can develop these to fit their needs.
5. Further develop Prepared to Learn, Prepared to Lead. Go into greater depth and provide more tools for MO teams to use at national level, with a step by step approach for designing national programmes that national teams can use
6. Enable more WAGGGS volunteers, staff and resources to offer services at more MO events (trainings, jamborees etc) and more in-country or in-region clustered training. Save global events for MO networking like Forum 2015.
7. Test how to work collaboratively with MOs around new initiatives, so we can be sure they add value to what MOs do, rather than detract or distract from their core work.
8. Invest more in translation and improve timelines. Make English materials available earlier for translation and set aside more funding for translation into non-official languages. Increase lead times for programmes, seminars, events etc.
9. Help us work between regions, not just inside regions. We have discovered common challenges and interests across regional boundaries, and it would be great to explore these.
10. Create or adopt common impact measurement tools for MOS to demonstrate the value of the Girl Guide & Girl Scout experience, instead of us measuring in different ways
11. Create a central database to share information about Girl Guiding & Girl Scouting in different countries, that anyone can access
12. Set up exchange programmes for those responsible for programme, so they can learn in depth how other countries are modernising what they do
13. Integrate more directions into WAGGGS programme materials, to ensure the method is used effectively when the programmes are implemented
14. Have a bigger WAGGGS volunteer pool to work directly with MOs to review their programmes as mentors and advisers
15. Develop a tool focusing on retention of the 14+ age group
16. Create specific guidance for using our educational method in school based organisations
17. Help us avoid reproducing societal inequalities in our organisations – eg: offer self assessment and mainstreaming support around gender and diversity
18. Work more with SAGNO organisations so WAGGGS programmes are relevant for their context and approach to Girl Guiding & Girl Scouting
19. Provide guidelines for adapting resources to different ways of delivering Girl Guiding & Girl Scouting, so they can be implemented effectively in different contexts, or create regional adaptations of WAGGGS resources
20. Actively search for and facilitate sharing of the best MO-designed programmes and tools with other MOs.

**"THE FORUM PROVIDED US A VERY GOOD PLATFORM FOR COLLABORATING WITH OTHER COUNTRIES. WE NOW HAVE THE CHANCE TO EXCHANGE IDEAS IN THE FUTURE"**



## FEEDBACK

### EVALUATION

We used a pre- and post-event survey to compare values, attitudes & expectations on the GG & GS experience. At other WAGGGS-led workshops in 2015, we saw an average learning score of 5.6, representing a significant shift in understanding and perspective on key topics explored. Forum 2015 saw an average positive shift of 3.5. Considering this was a MO-led programme where topics were identified and shaped by Member Organisations, this is a really positive result and demonstrates considerable alignment between how WAGGGS is working on the girl experience, and the priorities identified by MOs.

- 95% of delegates felt Forum 2015 met their expectations in giving new ideas to develop their Association
- 98% of delegates felt that WAGGGS should definitely run more events like Forum 2015
- 85% of delegates felt that WAGGGS should invest more in digital opportunities to build this network to strengthen the core experience



A big hooray and #Bravo to the [World Association of Girl Guides and Girl Scouts](#) team and all delegates for an amazing #OmanForum15

What a great gathering and fantastic opportunity to build the global knowledge on our program! We can't wait to hear all the news and next steps when the Oz delegates return home!

FORUM 2015 "BREAKS THE WALLS BETWEEN THE REGIONS" ... "IT'S AMAZINGLY RELEVANT "



## RESULTS: LEARN

### AS A RESULT OF FORUM 2015:

- 96% feel the GG & GS experience should be more flexible and accessible
  - 88% feel they have clear ideas about how to modernize the GG & GS experience in their country
  - 98% feel their Association must invest more to strengthen the experience
  - 96% can identify new ways they could grow GG & GS in their country
  - 96% now feel girls need an experience designed specially for them
  - 90% feel that 21<sup>st</sup> Century life skills should be a much bigger focus
  - All participants could list at least three important new ideas they are taking home to try in their Association
- 
- MO-led sessions introduced a wide range of topics, with the unifying themes providing a useful structure
  - Session quality varied depending on facilitator experience level and preparation time. Despite emphasising the importance of participatory approaches, some sessions were too presentation-heavy.
  - Delegates wanted to hear more from WAGGGS about each topic, but appreciated that **wasn't** the purpose of this event
  - Parallel sessions gave more MOs a chance to share and with the livestreaming delegates felt they could catch up on sessions they missed
  - Consider tailoring parallel sessions to different delegate profiles
  - Interpretation was great but more language support needed in small group work.

**"I HAVE LEARNT SEVERAL STRATEGIES THAT WE CAN USE TO WIN MORE GIRLS TO GUIDING AND I LEARNED HOW MUCH WE NEED TO WORK ON USING THE METHOD TO GIVE GIRLS A BETTER EXPERIENCE"**



## RESULTS: NETWORK

### AS A RESULT OF FORUM 2015:

- 98% of delegates can identify at least 1 potential partnership after Forum 2015
- 90% believe they will stay connected with their peers working on the GG & GS experience in other Associations
- 83% understand how to ask WAGGGS for support to modernize the GG & GS experience
- 75% want to work with WAGGGS directly to update their educational programme
  
- MO-led programme set the scene for networking
- Forum 2015 was a great way to begin networking relationships
- Delegates appreciated diversity of MOs to connect with and valued working outside regional boundaries
- Good not having to create action plans or formalise the follow-up process, but MOs want tailored support and networking to make change happen
- The virtual space really helped but need a more user friendly platform than GLOW going forward
- Need more time protected for open and informal networking eg: longer ideas market and a venue with better networking spaces, particularly towards the end of the Forum.
- Wanted more time to work in special interest groups and form these differently over the programme as a way of connecting different participants.

**“I MET REALLY EXPERIENCED LEADERS WHO I CAN LEARN A LOT FROM” ... “PROBABLY THE BEST EXPERIENCE OF MY ENTIRE LIFE!”**



## RESULTS: EMPOWER

### AS A RESULT OF FORUM 2015:

- 88% of participants are confident their Association will use them and what they have learned from Forum 2015 to make a difference to their national GG & GS experience
- 98% are confident training others in WAGGGS educational method
- 94% feel confident sharing WAGGGS programmes and resources with their Association
  
- The diversity of MOs leading sessions made everyone feel they had something to contribute, not only the most established MOs
- Those participants who facilitated sessions showed particularly high confidence in their ability to effect change after the workshop
- Participants regarded the Forum as **“highly motivational”** for future work
- More time to explore WAGGGS resources would have been valued
- The value placed on diversity, including in the participant group, made participants feel their different contributions were welcome even if they had limited experience at national and international level
- Experienced participants felt they would have gained more from the Forum if there had been more decision makers present and a chance to work in groups according to their role.

**“WE’RE GOING HOME WITH THREE POTENTIAL PARTNERSHIPS AND MANY MORE STRONGER CONNECTIONS – more than we EVER EXPECTED”**



## DELEGATES WERE MOST SURPRISED THAT...

“**Even** developed and experienced Associations have challenges.”

“**We’re** not as diverse in our Association as we should **be**”

“**How** different school and community-based experiences **are**”

“**How** Guiding can continue in conflict zones. If it can work there, we must be able to make it grow in a country in **peace**”

“**Our** programme is far less relevant to girls today than I **realized**”

“**We’re** really lucky not to face the barriers many MOs face. There is no excuse for us not to improve our **experience**”

“**I** was so surprised that other Associations try to connect with other organisations. At home we are so afraid of other organisations, that they will damage our **system**”

“**The** idea that we should change our activities depending on what girls want. I never thought we were allowed to do **that**”

“**That** educational programme is a framework not a **handbook**”

“**The** livestreaming was really fun! So many people I know watched our session.”

“**The** surprise of the story shared from Malawi, and how HIV/AIDs does not stop Girl **Guides**”

“**In** many countries, Scouting and Guiding is part of the school system and curriculum...I think we should integrate Scouting and Guiding in all schools...”

“**I** surprised myself by succeeding to work with leaders from another country to prepare and deliver a **session**”

“**We** have an educational programme similar to many Associations but the activities are not well developed. I understand much better how to make activities more effective **now**”

“**How** other Associations are structured and can be stronger because of their governance **policy**”

“**The** way we can implement change slowly, but it is possible.”

“**The** diversity in other Mos. For example, working with people with disabilities and accepting people no matter their sexual orientation. In our society diversity is not fully accepted and that has to change...the session made me think that my MO **isn’t** inclusive at all and it should bring opportunities to **everybody**”.

“**That** you **don’t** need to define programmes right to the activity level. Some of the MOs that **don’t** do that are recruiting and retaining numbers better than MOs that do.”

“**The** idea of a partnership to improve guiding skills and programme is new to me, I like **it**”

“**Having** a Youth Board can work, I want to try this at **home**”

“**Realising** that we **can’t** change cultures, but that **doesn’t** stop building strong **partnerships**”

“**that** leader training could be a proper **qualification**”



**“THERE ARE SO MANY POTENTIAL PARTNERSHIPS, BUT IT WILL BE HARD TO KEEP THE MOMENTUM GOING. WAGGGS NEEDS TO HELP US KEEP WORKING TOGETHER”**

## IF WE HELD ANOTHER FORUM, WHAT SHOULD WE KEEP?

- Focus on the Girl Guide experience
- WAGGGS sessions at beginning so everyone has common starting point
- Variety of methods used during the forum
- Working in different groups during the sessions
- Special interest groups (but give more time)
- Professional interpretation (but more support for small groups)
- Time for tourism and exploring during the programme
- Passion of the amazing team
- The learning space and interactive learning tools (but more time to reflect and use them!)
- **The “shaping the future” day**
- MO led sessions and MOs setting programme theme and topics
- Prepared to Learn Prepared to Lead!
- **Having “buddies” from the support team for each MO leading a session**
- Digital participation, social media wall, big questions
- Host country who supports the event to allow it to be large scale
- Focus on networking and sharing
- Ideas market (but make it longer!)

## ...AND WHAT SHOULD WE CHANGE?

- So many great learning spaces, but not enough time to make the most of them. Protect more time for networking, special interest groups and the Ideas Market in the future.
- Challenge us to think deeper, we need to build on this start
- Change learning group structure and more space for informal, wider networking
- More time for big questions and share them in advance?
- Orientation session on different models of Guiding around the world
- Bring external experts in order troubleshoot specific challenges
- Work in peer groups more (eg: leaders, staff, International Commissioners)
- Less topics but explore in more depth or over a series of sessions, so different MOs can share their perspective. EG: one topic a day, drawn from the ones that were most popular at this event? Although all the topics were so interesting!
- **Want to hear more about WAGGGS’ perspective on the topics not just MO perspectives**
- More space in the room and more outdoor space- but please keep the event this size!
- Webinars for session leaders on facilitation in advance
- Longer lead in time for session planning
- Maybe try an event like this for a cluster of MOs one year, then global the next?
- More translation support on the ground
- More support from host team, clear dedicated service team available
- A more accessible online platform is essential for network building
- More decision makers from WAGGGS committees and the World Board, so they can act on what is discussed
- Ensure MOs send the right delegates with decision making power on the programme, or commit to giving delegates decision making roles on the girl experience
- Less time on ceremonies, formalities and gifts
- **All in one hotel, so we can socialize in the evening. Facilities were cramped and didn’t help us network, no coffee bar or lounge area.**
- Different pathways through programme you can choose from

**“I WISH WE COULD HAVE ANOTHER FORUM BUT WITH MORE DECISION MAKERS PRESENT, BECAUSE THEY REALLY NEED TO CHAMPION THE GUIDE EXPERIENCE”**



THANK YOU!

To the Scouts & Guides of Oman for so generously hosting and supporting Forum 2015, for funding the venue and supporting 60 participants plus the support team and special guests. Also for your ongoing openness to innovation and kind welcome to your beautiful country.

To every member of the support team, for giving their time, energy and enthusiasm to this demanding venture, staying positive and resilient however tired they were! To Nicola and Dr Umaya for championing the Forum and making so many willing contributions to its success. And most of all to the participants, both those present in Oman and those connecting online, for their openness, enthusiasm and commitment to creating better Girl Guiding & Girl Scouting.



 **Kat Charcos-Puyo** @katitic · 27 Nov 2015  
 I went to Twitter to tell the world how FAB it is here at the #OmanForum15

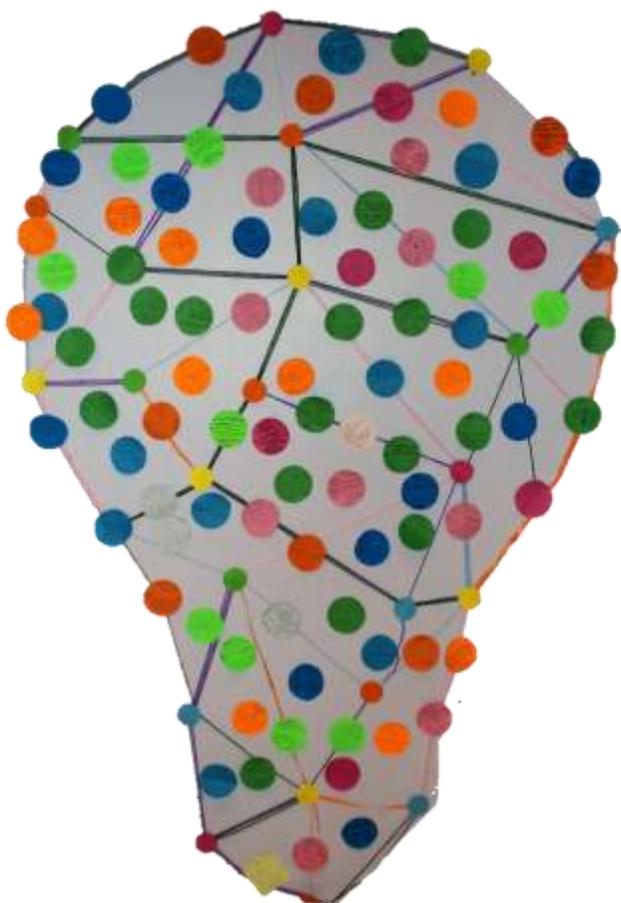
# APPENDIX 1: NETWORKING IDEAS FROM EVALUATION FORMS

## MEMBER ORGANISATION PRIORITIES

During Forum 2015 we mapped Member Organisation priorities identified by delegates in a number of ways, from how delegations responded to session themes, to the expertise-sharing requests on our giant lightbulb, to the evaluation forms. Despite the diversity of Member Organisations present at Forum 2015, many common themes arose. As a result, WAGGGS will explore how to address these areas through special interest groups and networking opportunities. The priorities that emerged from Forum 2015 are:

- 1) Modernizing the core Girl Guide & Girl Scout experience
- 2) Diversity and inclusion
- 3) Integrating the educational method into the national programme
- 4) Building youth-led organisations and programmes
- 5) 21<sup>st</sup> century skills and using technology in the programme
- 6) Leadership development
- 7) International experiences and partnership programmes
- 8) Quality assurance
- 9) Communicating the Girl Guide & Girl Scout experience and its impact
- 10) Spirituality

Delegates should look out for the networking summary sheet (shared separately) which includes reminders of the areas of expertise, challenges faced and networking interests of each delegation.



**“WE HAVE TO CHANGE OUR mindset ABOUT DIVERSITY. WE THINK OUR ASSOCIATION IS DIVERSE, WHEN IT DOESN'T REFLECT OUR COUNTRY'S POPULATION TODAY AT ALL. IF GIRLS ARE MISSING OUT, IT'S NOT GOOD ENOUGH”**

## APPENDIX 2: FORUM 2015 SESSION SUMMARIES

### Facing the future: GG/GS in the 22<sup>nd</sup> century? Australia

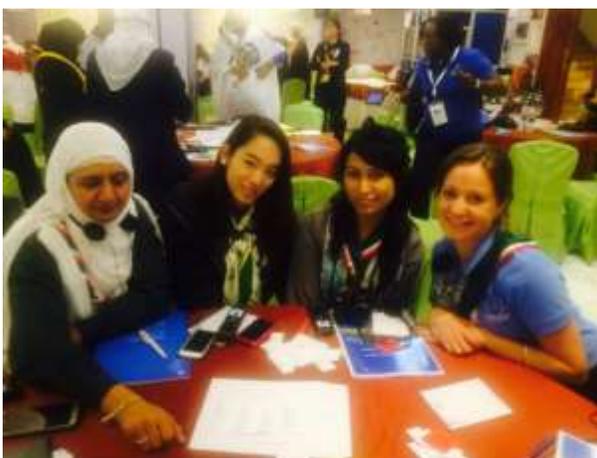


How do we face change to ensure the Movement is still growing 100 years from now? How can we stay relevant to young people today? How do we challenge our image as outdated, traditional, conservative, elitist? How can we adapt to meet the needs of our adult volunteers so they still choose to volunteer with us?

Girl Guides Australia explored how to navigate change, using their own transformative process as an example. Girl Guides Australia was facing rapid membership decline. By investing in a series of ambitious research and review projects since 2010, including renewing girl programme and learning and development work, Girl Guides Australia has significantly slowed their rate of decline and is optimistic about a future as **“Australia’s leading organisation for girls and young women in leadership and personal development”**.

Delegates created butterflies representing the areas that most needed to change in their own Associations and formed focus groups around the most commonly identified areas. They explored key themes such as flexible volunteering models, introducing new and more relevant experiences for girls, changing our image, and integrating technology into the programme

To be relevant give leaders the freedom, within a framework. The framework=our method says G&S Belgium @thibradi #OmanForum15 @waggs\_world



Waggs World (@waggs\_world) · 29 Nov 2015  
Talking about @waggs\_world educational method with @ggs Belgium and @thibradi @waggs\_world @ggsBelgium

Girl Guides Australia added 2 new photos · 29 November 2015 · @  
Right now at #OmanForum15 our amazing delegation are presenting in front of their friends and colleagues from across world Guiding!  
Change with Purpose: What will Girl Guides look like in 2115?  
Go Team!  
#SoProud  
World Association of Girl Guides and Girl Scouts  
(Thanks to the delegates for these great photos!)



Nicola Grinstead, Nefeli Themeli and 30 others · 3 Comments · 4 Shares



### Our method today & Learning to Lead Belgium

Revisiting our educational method in a modern context and making it the focus of our programmes and leader training is key to enabling youth members to take the lead and make their experiences relevant to their lives. How are you working on the method?

Guiding and Scouting Belgium (GSB) walked delegates through the key principles of translating the WAGGGS educational method into robust national-level educational programmes that develop young people holistically and progressively over time. GSB emphasised the importance of understanding each development level, and respecting the role of leaders in translating the programme into activities that build relevant skills for young people.

Using Prepared to Learn, Prepared to Lead, delegates practiced creating their own programme frameworks to integrate the educational method in an age-appropriate way. Delegates shared their own experiences and reflected on what makes a relevant and progressive programme.

**“I HAVE NEW SUPPORTERS AND CONFIDENCE TO HELP ME TACKLE DIVERSITY CHALLENGES IN MY MO”**

## 21<sup>st</sup> Century skills Hong Kong & Zambia



Educational experts have identified an urgent need for young people to develop the skills they need to thrive in a globalised, fast changing world. WAGGS identifies 6 “21<sup>st</sup> century survival **skills**”; character, creativity, citizenship, communication, collaboration and commitment. Can we make these skills the key outcomes of the experience?

Hong Kong & Zambia demonstrated why the 6 C skills are key for the future, and explored how to adapt programmes to develop 21<sup>st</sup> century skills with confidence.

Groups looked at modern trends and how they change the skills young people need. Delegates discussed each 21<sup>st</sup> Century skill in their national context then shared ideas and examples of how their national programme could be modernised to develop the 6 C skills in young people of different ages.



Andri Vermoeren (@hmlkic) · 29 Nov 2016  
Hong Kong/Zambia talking 21st century skills and Panama/Mexico on developing empowering leaders at #OmanForum15!

## Developing empowering leaders Panama & Mexico



The relationship between leaders and youth members is key to the experience. The leader is “**big sister/brother**”; an empowering role model using our method to create safe self-directed learning environments. When leaders **aren't** empowering, it puts young people off. How can MOs support their leaders to be more empowering?

Panama and Mexico are both in the process of implementing leadership projects based on **WAGGS'** National Leadership Development Programme (NLDP). They challenged delegates to find ways to improve their leader training by focusing on how to empower young people, and how to design strategies to motivate young leaders through trust and delegating responsibility.

Delegates worked in teams to define the characteristics of an empowering leader and develop a model for effective leaders to take back to their Association. They shared stories from their Association on how to create empowering leaders for young people and create more spaces for young people to take the lead.



peltohen  
omaria995599, silvitaporta, jscoull, rinoshka\_lineth, riina.asplia, anodetovolligisi, timomuttunen, pegi2301 and natalia.shymkiv like this  
peltohen How to be awesome? Empowered leader - What defines? What qualities? #OmanForum15 #particosout

Log in to like or comment.

**“IT HAS BEEN A REAL PLATFORM FOR IDEAS TO GROW. VIRTUAL SHARING IS GOOD BUT PHYSICAL NETWORKING IS SO MUCH more inspiring – IT'S OUR JOB TO KEEP IT GOING NOW”**

## Be the Change Kenya & Philippines



Community action and speaking out for change are important learning experiences on the journey to creating active global citizens. They build connections with the community and raise the profile of the Movement. How can you empower young people to Be the Change in a way that feels exciting and relevant to them?

Delegates from Kenya and the Philippines shared examples of how their Associations are working to integrate community action and advocacy projects into their national programmes. Through case studies such as Kenya Girl Guide **Association's** Alcohol Prevention and Intervention programme, and Girl Scouts of the **Philippines'** special programmes in community development, delegates explored how to support adult leaders to step back and empower girls to take the lead in designing and implementing projects.

Working in small groups, delegates discussed the role of community action in their existing programmes and how they can strengthen it with a particular focus on putting girls in the lead. They reflected on how to overcome barriers to taking action in the community, and shared evidence of the impact community action can have on youth members.



## 14+ programme Syria and Slovenia



MOs say retaining the 14+ age group is a struggle – and this needs to change for more youth members to stay and become leaders. How can we design experiences that inspire 14+ year olds, target their needs and interests, and motivate them to stay involved?

Syrian and Slovenian delegates at Forum 2015 presented their **Associations'** work to address the specific needs and interests of 14+ youth members, looking at the characteristics of this age group and examples of complementary activities. Delegates explored the desired outcomes for this age group and two different strategies for meeting these: through a project approach or developing a competence based model.



"A fisherman does not bait his hook with food he likes. He uses food the fish likes." Syria&SI session #OmanForum15



Andi Verhoeven @AndiLucia · 29 Nov 2015  
"In the future I want more girls to be (girl)scouts Every girl deserves to feel this strong!" #OmanForum15

**"LOVE THAT THERE HAVE BEEN PEOPLE HERE WORKING AT ALL LEVELS! SUCH DIVERSITY I HAVE NO WORDS!"**

## Building a youth-led organisation New Zealand



Putting young people in the lead is a great way to get new ideas and put our method into practice. It creates leadership opportunities and ensures our Associations are heading in the right direction. But in practice, many Associations struggle to create true leadership spaces for young people.

Girlguiding New Zealand is on a journey to becoming a girl-led organisation. In this session, the New Zealand delegation shared that journey, which includes changes such as centralising administration, refreshing national programmes and creating more opportunities for girls to have a voice at national level.

The session helped delegates define how far they can empower girls to take the lead in their own Associations. They created a continuum based on how youth-led they believe their MO is currently, then worked with other delegates starting from a similar context to identify the opportunities and challenges of becoming more youth led. Delegates ended the session by creating postcards with three take-home ideas plus the contact details of another delegate they could collaborate with to become more youth-led.



Today at #OmanForum15 we were encouraged to think about how to be adventurous through all parts of the GirlGuiding experience @waggs\_world



Sarah (@Sarah\_GScout) · 30 Nov 2015  
Live from #OmanForum15 @waggs\_world #JarrahGirlScouts  
Lebanese Delegation Leading the session



"Too many leaders spending time to do admin tasks, moved those to central, leaders spend more time with girls" #OmanForum15 @HayleyBakerNZ



A #GirlLed organisation needs effective adult leadership to support & develop girl leaders of tomorrow #OmanForum15

Nicola Joiner @nicolajoiner  
Fascinating stuff coming from #OmanForum15. #GirlLed needs to be balanced so that leaders not ostracised. Adults are important too ...



#OmanForum15 @waggs\_world Awesome session led by New Zealand sharing experience moving towards a girl-led MO.

## More adventurous? Lebanon



Having fun outdoors has always been a part of the GG/GS experience. Young people are looking for more adventurous activities, and taking risks and facing challenges are key to their development. How can we make our experience more adventurous?

In this participatory session, delegates from Lebanon explored how to increase the adventurous elements in the Girl Guide & Girl Scout experience. Delegates also considered key factors to take into account when assessing how adventurous programmes are.

The Lebanese delegation also introduced a useful tool, the Activity Map. They started by weighing up how adventurous and challenging different activities are, and how this affects young peoples' motivation to take part. Delegates then practised mapping different activities against the different areas of personal development, to understand how adventure and challenge can apply to different forms of activity, not just physical.

**"WAGGS CAN WORK WITH US ON THE CHANGE PROCESS. MY MO NEEDS THIS LIBRARY OF MODELS TRIED BY OTHER MOs, TO LEARN FROM WHAT WORKED AND WHAT DIDN'T"**

## Changing the game: relevant topics today Rwanda & Mexico



Working on global issues and topics that young people identify as important in their lives makes the GG & GS experience feel more relevant. How can we make sure these topics are integrated into every young **person's** experience of Girl Guiding & Girl Scouting? Explore WAGGGS initiatives such as Free Being Me and learn how MOs are using issues-based programmes to create a richer experience.

Delegates from Rwanda and Mexico shared their experiences integrating the WAGGGS body confidence programme Free Being Me into their national programmes as well as other case studies such as **Rwanda's** 12+ programme (in partnership with Girl Hub) and **Mexico's** activities on financial literacy and the Millennium Development Goals. Session leads emphasized the importance of considering the methods used to integrate new programme ideas, such as peer education and community action, as much as the content itself.

[www.free-being-me.com/spreading-fbm-ideas-at-the-oman-forum](http://www.free-being-me.com/spreading-fbm-ideas-at-the-oman-forum)



Rwanda sharing some challenges girls face and their 12+ prog designed to address them #GirlsAreValuable #OmanForum15



kikatikik  
Muscat, Oman

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kikatikik Enjoying the life in beautiful Muscat. Today we got out of the conference room and got to see amazing Royal Opera House, Omani Museum and Mattrah Souq. But instead of showing you those amazing places, you get to see a selfie. You're welcome. #OmanForum15

## Muscat Adventure Oman



Explore the fascinating and beautiful city of Muscat on an adventure organized by the Scouts and Guides of Oman, and learn more about Omani culture

This welcome break from formal sessions gave delegates a chance to visit the Muscat Royal Opera House, the Omani Museum and finally to complete a treasure hunt at Mattrah Souq, organized by Rangers from the Oman Scouts and Guides.



**"SOME ASSOCIATIONS ARE BEING REALLY BRAVE IN TRYING TO CHANGE WHAT THEY DO. WE HAVE TO TAKE MORE RISKS"**

 **Andrea Sealy**  
@bajan75 Following

Malaysia and Barbados led the Ideas Market session #OmanForum15 @waggs\_world



## Ideas Market

### Malaysia & Barbados



A chance for every delegation to share their brightest ideas for modernizing the GG/GS experience.

Delegates set up tables and displays of their resources, programmes, activity ideas and success stories, and filled the market time with sharing, discussing and learning. A video display and **speaker's** corner gave extra opportunities to profile the work of Associations who were not leading sessions at Forum 2015.

The ideas market was extremely popular, and could easily been twice as long.

 **thibradi**  
@thibradi Following

When do we sleep at #OmanForum15 ? Someone has an idea ? @nicolagrinstead @nthemeli @quang\_tuan @Andiilucia ? Btw, it's a wonderful exp !

 **Girlguiding MiddxNW**  
@ggmidxnw Follow

40 Countries thinking and talking about the future of Girlguiding & GirlScouting. That is incredible #OmanForum15 @waggs\_world

## Creating REAL connections: MOs in partnership for richer programmes Peru & WH Region



From training opportunities to joint programmes and action projects, many MOs work together each year to share their expertise, learn from each other, and create international experiences for their members. How do we grow more truly mutual partnerships and offer more young people a chance to connect with the global Movement?

Twinning 2020 is a partnership initiative in the Western Hemisphere Region that pairs countries in the region with provinces in Canada. Together they plan and run joint programme initiatives that celebrate both cultures and provide opportunities for youth members to form meaningful connections during World Thinking Day and International Day of the Girl. In this session, the delegation from Peru (a Twinning 2020 partner country), supported by the Western Hemisphere committee, shared the story of this unique project and reflected on the value of mutual partnerships. Delegates shared examples of other programme-focused partnerships and discussed how to ensure REAL (relevant, exciting, accessible and learner-led) partnerships that strengthen the Girl Guide & Girl Scout experience for everyone.

 **Triplets 2020 - Manitoba, El Salvador, Saskatchewan**  
1 December 2015 · 🌐

This week Girl Guides and Girl Scouts gathered in Muscat, Oman for #OmanForum15. One of the sessions was on #Twinning2020! Check out this video made for their presentation. It shows images from twinning activities happening across Canada, as well as messages from some of the twinning leads!

<https://youtu.be/dzD7XMD9kt8>

Like Page

 **8th Poynton Brownies**  
@8thPoynton Follow

Super interesting session on partnership, especially as we've just started a unit partnership with a brownie unit in Canada! #OmanForum15

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**“TO GROW, ORGANISATIONS NEED A REAL PROGRAMME SO THEY INCREASE THE QUALITY AND RELEVANT OF THE EXPERIENCE. EVERYONE NEEDS TO KNOW THE VALUE OF THE METHOD...WE NEED TO CREATE A NETWORK TO LEARN FROM EACH OTHER”**



## Inclusive & Accessible? Oman



This visit to Omani Scout and Guide groups will give you a chance to experience how Oman is approaching inclusivity for young people with special needs.

Oman Scouts and Guides is working towards greater participation and inclusivity for children with special learning needs and disabilities. This field visit introduced delegates to students from different special needs schools who have access to Guide and Scout programmes and demonstrated how these programmes are supporting them socially and helping them to learn life skills.

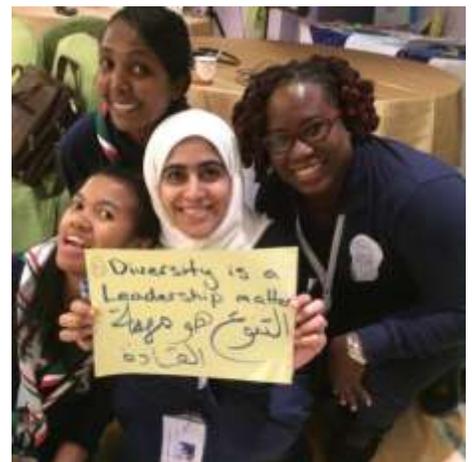


## Diversity Finland & Sweden



Diversifying membership is a big priority for many MOs. It demands a flexible experience that can be tailored to the needs of diverse groups and leaders who are good at working with diversity. Learn about the many aspects of diversity that matter when offering an accessible, inclusive experience to young people.

This session challenged delegates to appreciate and embrace diversity by seeing it from new points of view. After discussing cultural norms and reaching small group definitions of diversity, delegates worked to broaden their definitions of diversity and recognize norms that exist in their own Member Organisations. The key message of this session was to see diversity as a leadership matter, and that to reach our vision for **“all girls”**, we must both plan for diversity and lead the implementation of our plans through inclusive change management. The Finnish and Swedish delegations then shared implementation examples from their own Associations to inspire delegates to start identifying how they could challenge norms in their own context.



**“I AM SO INSPIRED BY THE COMPETENT TEAMS WORKING ON PROGRAMME IN OTHER ASSOCIATIONS. WE NEED TO BUILD A TEAM TO TAKE THESE IDEAS FORWARD”**

# International experiences for all Madagascar & Armenia



Young people cite international opportunities as a key reason to stay in the Movement, so how can we create international experiences that all members can access? How can we bring the global Movement to life in our everyday activities?

This session bridged the gap between the roots of the Movement and our values of being **“friend to all”**, the need to nurture international goodwill, the place of global citizenship in our modern mission, and how connecting with the wider world is a key aspect to our educational method.

By sharing examples from Armenia and Madagascar, session leads showed that international experiences do not only have to be expensive international trips but that through technology, volunteering and international programmes like World Thinking Day all members of the Movement can make global connections. Armenia in particular profiled the role of international partnership projects in growing and strengthening their Association.

## Planning a national programme review UK



So how can you turn these great ideas into real, specific changes in your national GG/GS experience? Talk to MOs who are at different stages of that journey and start planning the change you want to see in your national experience when you go home.

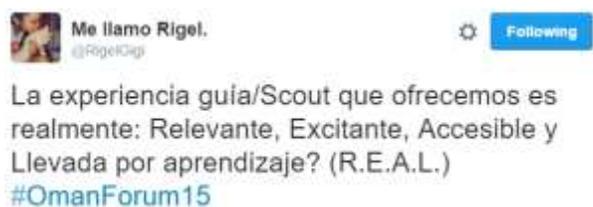
As the last Member-led session of Forum 2015, the UK encouraged delegates to consider how to make all these new ideas a reality by planning and implementing a review of their national Girl Guide & Girl Scout experience. The session explored how delegates can champion the importance of investing in their core experience when they get home and how to identify first steps they can take after the forum. They also shared how the UK has developed the Being Our Best strategy and how it makes a case for strengthening the girl experience.

Delegates reflected on their Association's journey towards a relevant, exciting, accessible and learner-led experience and identified one action under each theme of the Being our Best strategy (excellence, access, voice and capacity) that could make a positive difference to their own Association. Finally, the importance of building the competence of leaders and trainers was discussed as essential enablers for a quality experience.

[www.new.girlguiding.org.uk/latest-updates/blogs/mapping-our-global-connections-my-inspiring-week-at-the-waggggs-international-forum](http://www.new.girlguiding.org.uk/latest-updates/blogs/mapping-our-global-connections-my-inspiring-week-at-the-waggggs-international-forum)



Armenia & Madagascar lead session on making international experiences more accessible @hedgehogstyle #OmanForum15



**“THE MOMENTS CONNECTING AROUND #OneMovement and on World Aids Day were really powerful. We really EXPERIENCED GLOBAL SCOUTING”**

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Andii Verhoeven, UK - Nefeli Themeli, Greece - Adrienne Edmunds, Canada - Mariam Al-Hadri, Sultanate of Oman - Katheri Ann Charcos-Puyo, Philippines - Korana Kovacevic, Slovenia - Jo Whytock, UK - Chaymaa Hassan, Egypt - Heather Goult, UK

World Association of Girl Guides and Girl Scouts, 2016