

# UPDATE FROM THE WORLD BOARD



January 2018

## Our journey to 2020

For anyone who joined us at the 36th World Conference, they cannot have missed the tremendous passion and energy that was visible from everyone as we joined together to celebrate and look to the future.

To ensure that we can support more girls to reach their potential, we must harness that energy and resolve and continue working together to drive important change as we journey towards Uganda in 2020.

From 18 – 22 January, the World Board came together in Pax Lodge for our first meeting following the elections at the 36th World Conference. We were joined by members of our new Committees and Working Groups, as well as staff, for a programme of inductions, formal meetings and planning.

Having all of these people together in one room was so valuable and positive. To achieve our strategic aims and greater impact across the world, we must work effectively together as one Global Team and, moreover we need to listen to you - the Member Organisations and individuals who provide incredible opportunities for every girl.

At World Conference you were clear about how WAGGGS could better support you: You told us that you wanted more transparency from your Board and from the broader Global Team; you asked us to improve how we communicate Board-level decisions; you asked us to better recognise your needs; and you passed Motions seeking change and new ways of working. We have taken your feedback to heart and are committed to learning as we journey forward – both from our successes and from our mistakes.

I am very happy to be sharing this update, to show how we are diligently acting on what you told us and to showcase how the sessions directly linked to our strategic aims. All 2017 World Conference Motions have been linked to the 2018-2020 Strategic Plan and we will be tracking progress closely. We have heard from young women directly on how we can increase youth involvement and leadership opportunities. Overall, we have set in place a compelling path to deliver value and results at next World Conference.

Best wishes,



*Ana Maria Mideros*

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## **More opportunities for more girls**

Throughout the World Board meeting and induction sessions, we focused on delivering more opportunities for young women – both within our own Governance and leadership structures and by increasing diversity through new communities and new ways of working.

### **Involving more young women in our governance and leadership roles**

One of the most exciting sessions during the inductions addressed World Conference Motion 32. The Motion asks the World Board to look into the reasons why more young women are not standing for governance positions and to develop concrete actions to increase engagement. This excellent session was designed and led by two of the young women on our Committees and Working Groups. They highlighted the need for creating structures and avenues of engagement that are inclusive, authentic, supportive, and that ensure diverse representation. Everyone in the room was challenged to think about how they can personally support this motion – “how can I be the person to unlock doors and remove barriers locally, nationally, regionally, and globally?”

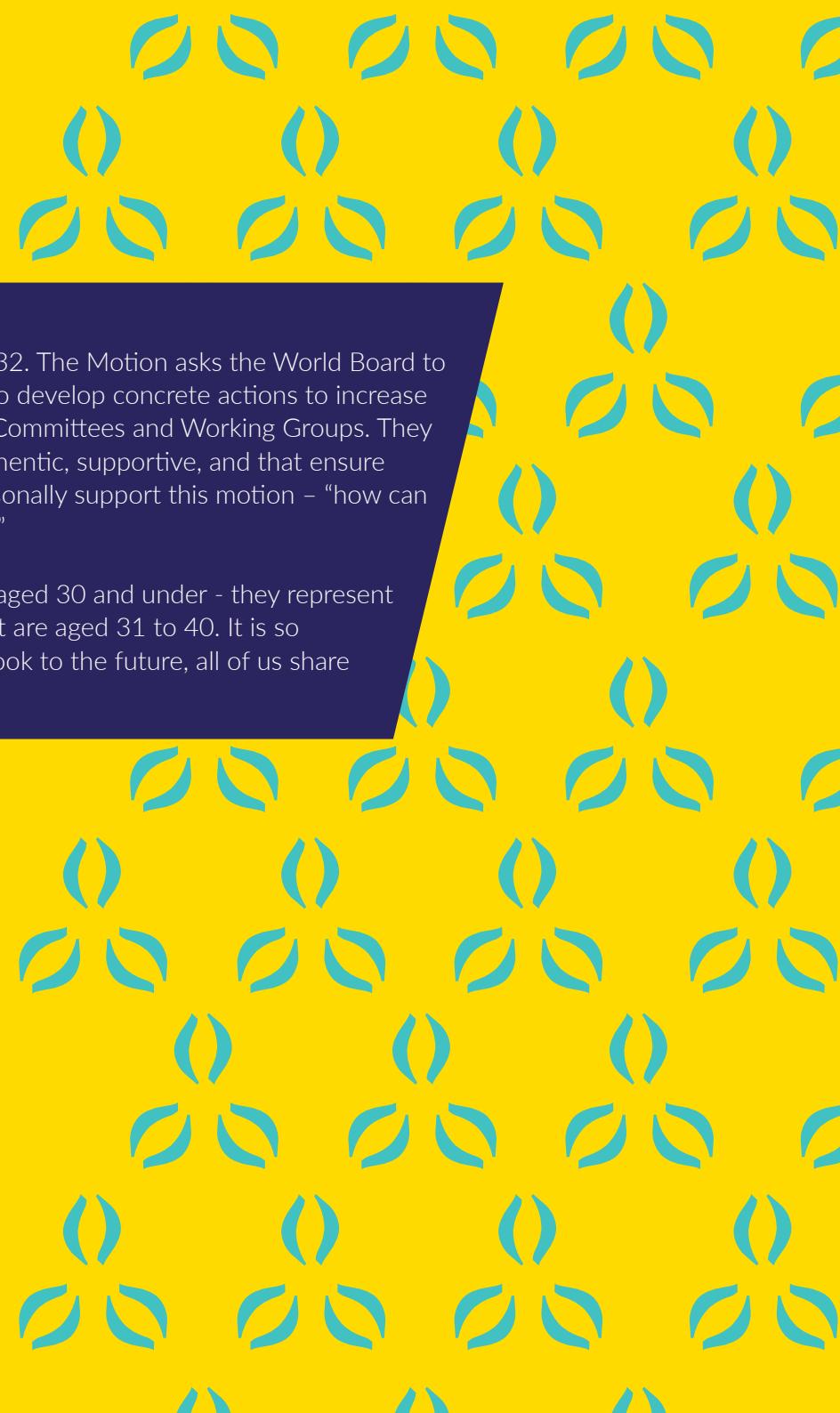
Currently, 22 per cent of those people appointed to our Committees and Working Groups are aged 30 and under - they represent forty per cent of the women in this age range that applied for these roles. A further 33 per cent are aged 31 to 40. It is so effective and positive to have these younger women as members of these core teams. As we look to the future, all of us share the determination to see these numbers grow and grow.

### **Understanding our leadership mindsets**

Our new WAGGGS leadership model recognises that everyone can practice leadership – and focuses on the mindsets we need to put leadership behaviours into practice. This new model sets out six core mindsets; reflective, collaborative, responsible action, critical thinking, worldly and gendered. The World Board were given a taster session of this new approach and were asked to consider how to apply the mindsets to their work together. We are excited and proud to see this program highlighted in the recent Helen Storrow seminar engaging over 500 young women from around the world and see amazing potential for this model to update and revitalize national and regional trainings.

### **Rapid Response update**

We reviewed the progress of the Rapid Response Team. Having seen the vital work come to life at the World Conference when we welcomed new Member Organisations to our Movement, it was very gratifying to hear about the team's ongoing efforts. Work is continuing in countries and territories including Afghanistan, Algeria, Bulgaria, Comoros, Croatia, Ethiopia, Gabon, Laos, Moldova, Montenegro, Mozambique, Tajikistan and Timor-Leste.



## Greater global influence

The induction sessions and World Board meeting underlined a common commitment from the whole WAGGGS Global Team; we need to do more to show the world the life-changing impact of Girl Guiding and Girl Scouting. To grow our Movement and ensure the voices of girls are heard, we also recognise that we need to build stronger, more strategic partnerships.

## Monitoring and evaluation

Every Girl Guiding and Girl Scouting volunteer understands the power and impact of our Movement. To have a greater global influence, we need to ensure that we can evidence and explain this impact to more partners and decision makers. We need to connect with new, different audiences and show them how our work contributes to the issues they care about. As you will have seen in previous communications, we have made the decision to prioritise monitoring and evaluation through all of our work and have, therefore, decided that this area should be staff-led. As this work progresses we will call on volunteers to share their expertise, input and perspectives.

Our newly appointed Monitoring and Evaluation Officer led a session for the World Board looking at how improved monitoring and evaluation will benefit WAGGGS. In addition to reinforcing the importance of improving how we review, evaluate and learn from our work, this session revealed how we are already making this an operational reality. Initial findings from recent evaluation research from our Voices Against Violence (VAV) and World Thinking Day programmes and the improvements the research generated was also shared. Look out for the findings from the VAV project later in the year.

## Stronger, more strategic partnerships

Another World Board session looked at our work with partners. The whole Board recommitted to stronger, more strategic collaboration with existing and new partners. This discussion reminded each of us to appreciate the awe-inspiring reach and power of our global Movement. Through all of our partnership work we must ensure WAGGGS, and our Member Organisations, are recognised and engaged as the leading organisation on issues related to girls.

## Strong vibrant Movement

We all have a part to play in ensuring that WAGGGS is a strong, vibrant Movement. The WAGGGS Global Team has a critical leadership responsibility to model good behaviour and positive ways of working. These values-based ways of work will invigorate and inspire all that we do – our governance, our financial reporting, and our collaboration as a Global Team.

### Navigating the future

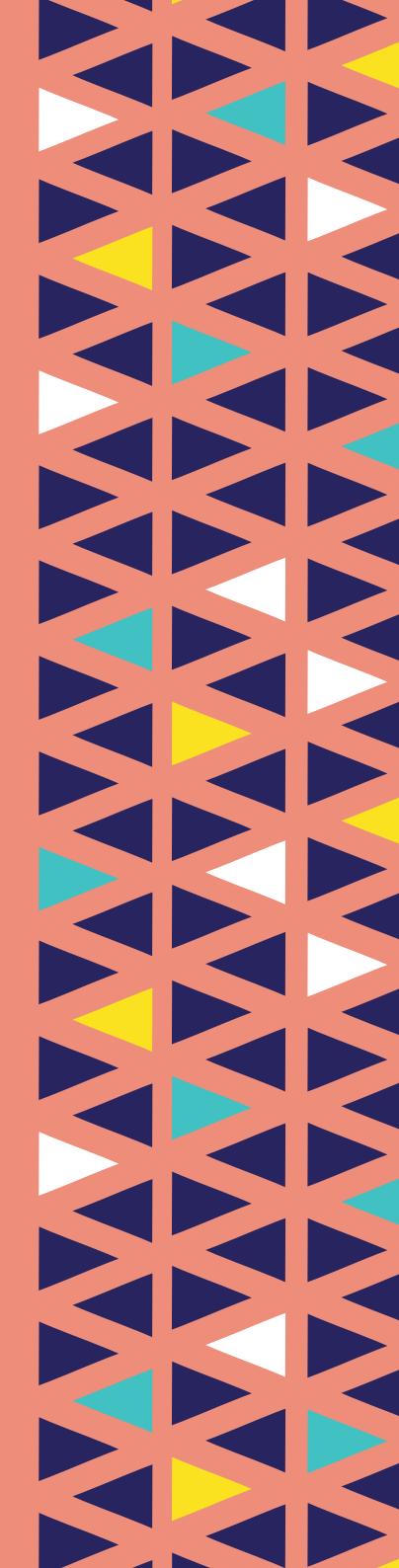
To remain relevant as a global organisation, we need to better understand and respond to evolving global trends and their implications. One thought-provoking session challenged us to look to the future and consider external factors, changes and trends that will impact our work over coming years. This session helped us to understand the need to be more adaptable than ever before – we must innovate, and remember to look externally, to become more resilient and sustainable.

### World Board roles and responsibilities

For the benefit of both current and new Board members, the World Board reviewed its own roles and responsibilities during this five-day event. Our lawyers joined us to talk through our legal responsibilities as Trustees and to discuss how we manage risk as a Board. While this topic may seem somewhat dry, I want to assure you that all 17 of us take these responsibilities very seriously. We want to uphold good governance in all that we do – so that we can best support you, our Member Organisations, and therefore the millions of girls and young women you work with.

### Reviewing our budgets

Another important aspect of the World Board meetings was the review and scrutiny of our budgets, reserves and risk register. As a result, we are pleased to confirm alignment against our strategic plan. We are happy to announce that we have approved the first phase of the proposed Technology Strategy. In order to be the modern organisation that we aspire to be, improving our technology is essential. We'd like to say a particular thank you to Girl Scouts of the USA, who kindly offered their expertise and support, and recently sent a team to London as we develop this work at the global level.



### Keeper of the flame

As well as formal agenda items, there were many other special moments during this time together. Thanks to the dedicated and enthusiastic volunteers at Pax Lodge, all of us renewed and celebrated the spirit and passion of our global Movement. Like so many Girl Guide and Girl Scout groups around the world, we joined together for a flag ceremony. We took part in World Thinking Day activities, as millions of girls will do in the next few weeks. The Pax Lodge team ran evening programme activities for us, providing a great World Centres experience, and reminding us to take time to have fun!

These experiences not only gave us the chance to keep the flame of Girl Guiding and Girl Scouting alive, but also helped us to connect and get to know one another as we work with you to fulfil WAGGGS' mission for girls.

## **Looking to the future**

Now that the new Board and our Committees and Working Groups have met together and agreed on shared goals and ways of working, our journey to 2020 really begins.

Over the next months and years, we are committed to keeping your needs and your experiences at the core of our work. WAGGGS can only succeed at being truly member-driven if we consciously and continually involve even more people – especially young women – with new and ongoing work. For instance, a high priority is to partner with MOs and regions to have properly supported young women nominees at each of the 2019 Regional Conferences.

Plus, we want to involve more of you with our work in order to benefit from the incredible diversity of our Movement and to secure WAGGGS' position as the leading global influence on behalf of girls and young women.

To best deliver for all of our MOs, we are committed to continuously improving our performance and productivity as a whole Global Team. This environment of mutual respect, collaboration and accountability is vitally important for me personally. I very much look forward to a close working relationship with our newly appointed CEO, Sarah Nancollas. I was thrilled that Sarah could join us for these inductions and our World Board meeting.

Sarah, myself, and the entire WAGGGS Global Team are committed to delivering the most effective services, connections and tools for all of our Membership Organisations. We understand that by supporting you, our MOs, we are helping girls across the world to learn, grow and reach their full potential.

**I look forward to sharing future updates with you!**

