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Regional Committee Election Booklet
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REGIONAL COMMITTEE ELECTION

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1. INTRODUCTION

On behalf of the Nominations Committee I am delighted to present the candidates for the Europe Regional Committee 2019-2022.

As well as the recommendation from their Member Organisation (MO), all candidates who are standing were asked to provide a professional reference, and were interviewed by the Nominations Committee in order to know them better, to address their concerns including those about the task ahead and prepare this booklet. For the first time, all candidates across the regions were invited to submit a short video of themselves as part of their nomination. If videos have been submitted, they will be available to Member Organisations to view shortly. Not all candidates have taken up this opportunity but I am sure you will have many other chances to get to know them.

Europe this time has exactly six candidates and whilst this is not the ideal situation this is the result of quite an extensive consultation with MOs and potential nominees. These are six very capable young women who are willing to stand for election and take the responsibility of leading the work of the Europe Region in the next triennium. I am sure you will not miss the opportunity to get to know them better and help them prepare for their roles as committee members.

In addition, where candidates currently hold a significant position in their Member Organisation, they have been asked to relinquish this role within six months, if elected. This is partly to ensure no conflict of interest, and partly to ensure that they are able to devote sufficient time to the work of the Committee.

As well as their personal statement, the candidates have provided examples of how they believe they have demonstrated some of the key skills needed for a member of the Regional Committee. These candidates are talented women, with other skills not listed here due to limited space. Contact them, exchange views and comments and talk with them before and during the conference.

I will be happy to answer any questions you may have on the work of the Nominations Committee at the conference or, anytime, by email.

Barbara Calvi

Member, Nominations Committee

2. ROLE AND RESPONSIBILITIES OF THE REGIONAL COMMITTEE

As specified in the WAGGGS Constitution and Bye-Laws, a Regional Committee consists of six members, including, so far as practicable, at least one young woman under the age of thirty at the time of election. Members of the Regional Committee are elected by Full Member Organisations attending the Regional Conference. The members of the Regional Committee are elected to serve for three years and are eligible for re-election for a further term of three years. The maximum length of service is six years.

Regional Committees are inspired and guided by the core principles that direct the WAGGGS Global Team as a whole – its Mission, Vision and Value Proposition. They are responsible for developing and implementing Regional Action Plans that support the global themes and strategies defined by the World Board and strengthens Member Organisations according to their needs, as identified through the Capacity Building Assessment process.

Consistent with the WAGGGS Value Proposition and the recommendations of the Vibrant Regions Working Group, a Vibrant Region not only fulfils its strategy and planning responsibilities, it delivers and sustains opportunities for Member Organisations to grow, connect, learn, share and thrive in an inclusive environment that amplifies their own and girls' voices, visibility and impact, both regionally and globally.

In order to fulfil the essential and influential expectations above and to enable Member Organisations to realize more of their potential, the major deliverables for Regional Committees are defined as follows:

1. Lead Strategy and Planning – Develop and implement sound and effective action plans per the WAGGGS planning cycle in partnership with staff and volunteers at the global, regional and national levels
2. Provide Leadership and Development Opportunities – Use tools and resources to support development of leadership skills among staff and volunteers, use the Leadership Mindset in the work of Regional Committees and promote the Leadership Mindset in the Member Organisations.
3. Promote Change, Innovation and the Girl Guide/Girl Scout Experience – Actively demonstrate the value and importance of positive change, stimulate and sustain innovation within Member Organisations and develop action plans that promote girl-led, girl-safe space.
4. Promote Image, Visibility and Impact – Regional Committees and Member Organisations develop resources and implement action plans that increase International Experience (IE) opportunities and create IE connections
5. Engage and Connect Member Organisations – Enable Member Organisations to maximize opportunities to connect and support one another and to learn and develop through shared endeavours and experiences
6. Advance Diversity and Inclusion – Demonstrate leadership with regard to diversity and inclusion through all aspects of regional operations and of work with Member Organisations; encourage and support actions and practices that support Diversity and Inclusion within Member Organisations.
7. Promote Influence through Advocacy – Ensure that platforms and resources are in place to promote and support changemakers and to collect and measure the outcomes and promoted impacts of changemakers.

3. REGIONAL COMMITTEE MEMBER PERSON SPECIFICATION

It is anticipated that each Committee member will bring a valuable portfolio of knowledge, talent and expertise to maximize the benefit of WAGGGS' tools, resources and connections for Member Organisations. In order to advance the progress, unity and growth within and across Regions, it is highly desirable for Regional Committee members to collectively have skills and knowledge directly relevant to the stated Deliverables. To apply this collective capacity to full advantage, Regional Committee members should make every effort to be accessible, flexible and responsive, particularly during periods of peak demand and production, such as preparation and execution of regional events, launch of new programmes and/or partnerships, or preparation for World Conference.

Regional Committees are also strongly encouraged to recruit, develop and maintain strong teams of skilled volunteers at the regional level to supplement the expertise and bandwidth available to support Member Organisations—as well as to build a diverse and inclusive pipeline of future regional leaders.

Given the significant impact of regional leadership, it is very important that the Regional Committee remains well-rounded, well-informed, highly motivated and actively focused on delivering opportunities for Member Organisations within established timeframes and budgets.

Skills and experience

In our candidates we are looking for individuals who have skills and experience in some, but not necessarily all, of the following areas:

- Strategic planning and visioning (developing a plan, goal, or vision for the future)
- Governance and/or legal expertise
- Fund development
- Financial management, accounting and/or risk management
- Leadership and leadership development (experience in supporting and developing leadership in others). An understanding of WAGGGS Leadership Model is desirable.
- Positive influencing and advocacy
- Non-formal education
- Diversity and inclusiveness
- Conflict resolution
- Marketing and brand promotion
- Communications, public relations and/or social media
- Data collection, data analysis and/or outcomes research and evaluation
- Information technology tools, systems and applications
- Internal and External Partnerships
- Skills/experience in working in international/global/cross-cultural settings.
- An understanding of:
 - the World Association, its Mission, Vision and Goals
 - the complex and diverse Regional context in the WAGGGS setting
 - the varied organisational structure of Member Organisations.

Personal abilities and attributes

Everyone is unique and has different strengths, personal abilities and attributes. The list below is not an exhaustive list, but gives a sense of some of the abilities and attributes that we are looking for in our Regional Committee members:

- Ability to think both critically and creatively
- Ability to be flexible and open to new opportunities or ways of working
- A collaborative approach
 - able to listen and learn from others
 - able to see things from different perspectives and appreciate diverse points of view
 - able to work effectively as part of a team of volunteers and staff
 - an appreciation of cultural diversity
- Ability to inspire and mobilise others
- Strong communication/public speaking/facilitation/presentation skills

4. REGIONAL CHAIR AND REGIONAL VICE CHAIR

Additional responsibilities for the roles of Regional Chair and Regional Vice-Chair

Regional Chair

Each Regional Chair, in close collaboration with the Head of Region, bears primary responsibility for the strategic direction, action planning, financial stability and accountability of the Region to the World Board and to its Member Organisations.

By virtue of her elected position as Regional Chair, the Regional Chair also serves as a World Board Trustee. As a World Board Trustee, she must meet the criteria for World Board Trustees and comply with the Code of Conduct and related governance policies.

The Regional Chair's World Board responsibilities require considerable time and attention over and above those as Regional Chair. Therefore, each Regional Chair is advised to carefully evaluate and balance her extensive duties to WAGGGS with her professional and personal commitments and wisely delegate when appropriate.

Regional Vice Chair

When the Regional Chair is unable to attend a World Board meeting by conference call or in person, the Regional Vice Chair will represent the Region and retains the Regional Chair's right to vote. She will also need to be compliant with the Code of Conduct and related governance policies for Board Trustees.

In addition, the Regional Vice Chair plays a lead role in fostering cohesiveness and coordination within the Committee as well as in identifying, recruiting, developing and retaining key Regional volunteers in conjunction with colleagues on the Regional Committee and Membership staff as well as the leaders of Member Organisations.

Additional skills and experience requirements for those elected as Regional Chair and Regional Vice-Chair

The ability to use English as a working language, to read and understand prepared documents and to fully participate in discussions on complex topics is a requirement for World Board members. Therefore it is required for anyone elected from amongst the Regional Committee who undertakes the role of Regional Chair. This is because an important part of the World Board's role involves governance and ensuring compliance with English Charity Law, and other relevant legislation or regulations.

In order to deputise for the Regional Chair as needed at World Board meetings, the ability to use English as a working language is also highly desirable for the Vice Chair.

5. GUIDELINES ON CAMPAIGNING

The following guidelines aim to provide candidates and Member Organisations with clear parameters within which they can work to support a candidate's nomination. It is an expectation that all parties will follow the guidelines to ensure a fair and ethical process in the lead up to the election.

Be aware that different cultures view campaigning in different ways. Candidates may provide opportunities for Member Organisations to get to know them, face to face at conferences and events, with a web page, digital flyer, short videos, blog, or using social media. Taglines to email messages are also an option. Promotion of a candidature shall at all times be conducted with dignity and moderation. Following the values and principles of Girl Guiding and Girl Scouting, we discourage aggressive and/or negative campaigning including activity or behaviour that seeks to criticise or undermine a fellow candidate.

Candidates may provide additional information to Member Organisations at the Regional Conference in the form of a flyer (one page), bookmark or item of similar nature. However, they should be mindful of protecting the environment and if producing a flyer, the recommendation is that one per Member Organisation rather than one per participant be produced.

If candidates have the opportunity to attend another event prior to the Regional Conference, they should be aware that while this is a great opportunity for Member Organisations to get to know them and see them in action, the event purpose should be the focus, rather than their candidacy. Candidates are encouraged to practise their Leadership Mindsets, letting their personality, participation, commitment and effectiveness at the event speak for them, rather than campaigning actively.

A current member of the Regional Committee, standing for re-election, may continue to carry out her role before and during the Regional Conference unhindered. For example, she may be required to run a workshop or give a presentation as part of her Regional Committee duties. In this situation she should not be prevented from carrying out her duties even though it may be perceived as giving her greater visibility or an advantage over other candidates.

Candidates may not provide gifts, either at conference or at other events. This ensures that no one is either advantaged or disadvantaged by a financial position and minimises the risk or perception of gifts being seen as an inducement to act in a certain way or creating a sense of obligation. This definition of gifts includes gifts in kind such as the exchange/promise of services or favours.

These guidelines will be circulated to all candidates and all Member Organisations and will be available on the WAGGGS website.

6. LIST OF CANDIDATES STANDING FOR THE REGIONAL COMMITTEE 2019-2022

Candidates for the Regional Committee 2019-2022 are listed in alphabetical order by surname/family name.

Full Name	Member Organisation
Lilit Chilingaryan	National Union of Girl Guides and Girl Scouts of Armenia
Stephanie Darmanin	Malta Girl Guides
Eline Marie Grøholt	Guides and Scouts of Norway
Agnes Kauer	PPÖ Pfadfinder und Pfadfinderinnen Österreichs
Paula Neher	Ring Deutscher Pfadfinderinnenverbände
Petra Stipanic	Združenje Slovenskih Katoliških Skavtinj in Skavtov

7. BIOGRAPHICAL INFORMATION OF CANDIDATES STANDING FOR THE REGIONAL COMMITTEE 2019-2022

LILIT CHILINGARYAN



Member Organisation	National Union of Girl Guides and Girl Scouts of Armenia
Nominated by	National Union of Girl Guides and Girl Scouts of Armenia
Age Group	30-40
Languages Spoken	Fluent Armenian (mother tongue), Russian, and fluent English.

PERSONAL STATEMENT

WE ARE...INSPIRING GIRL SCOUTS & GUIDES ACROSS EUROPE

I believe that Europe region's identity message already says a lot about the vision of our region. Therefore I hope that in the next triennium the Region will continue to be and get even better in:

- making Guiding/Scouting exciting and accessible and providing more life changing opportunities and experience for more girls and young women: both shy ones like I used to be and bold ones like Greta Thunberg or Kathrine Switzer.
- supporting the development of leadership of our inspired and inspiring members via quality programmes and Guiding/Scouting methods.
- having stronger influence by demonstrating the huge impact of the work done (both the advocacy work and services provided, the work done/ongoing on different topics and issues affecting girls and young women) at the regional but also national levels.

I am willing to bring all the skills and knowledge I have gained based on my previous volunteering and professional experiences to support and strengthen the work being done. I am ready to bring my passion for Guiding/Scouting and positive attitude, strategic and creative thinking, experience of event planning and collaboration with staff and volunteers, flexibility and logical thinking, as well as my understanding of the changes and challenges.

As BP has said. "Life without adventure would be deadly dull". Being a Regional Committee Member is an adventure like a roller coaster ride that brings with it a huge responsibility, some risks and challenges, but at the same time many successes and achievements, proudness and excitement. With better understanding what is waiting ahead, I would like to go for another ride on this adventurous roller coaster.

SKILLS AND EXPERIENCE

"The only source of knowledge is experience".

Being active in different governance and leadership roles at the national and regional level had provided great opportunity for developing my strategic planning skills. As National Board member I have worked for the management and development of the organization, planned and implemented various events and projects. I have worked in several strategic and operational plans such as bringing organization to full membership, partnership event of 5 CIS countries, different international cooperations. At the regional level have worked on WAGGGS strategy at Roverway 2018, regional communications strategy plan and supported and helped planning of strategy work for a few MOs. Thinking of creative ways and different scenarios is regularly my method used for setting goals, implementing activities and overcoming all sorts of challenges.

SKILLS AND EXPERIENCE (CONTINUED)

Having Master's degree in Economics and working in a bank I have implemented financial practices and policies, reviewed and monitored financial transactions, prepared financial reports as made financial statistical analyses. Besides professional experience as NUGGGS member I acted a few years as Financial Advisor, created Financial Policy document and planned project proposal and budget for LTF for CIS event.

Working as a designer, I have worked on brand elements and provided building a brand and marketing services to companies. Moreover, I was involved in communications work of the region for last 2 triennium first as a member of External Relations and Communications group and after leading the work of the communications volunteers.

Living and working with the international team in Pax Lodge for 4 times, as well as participating in different events, hosting international teams, building partnerships with other MOs, leading regional working groups as well as recruiting and working with the diverse group of facilitators has provided me valuable skills and great experience in working in international settings. Besides it has also helped me to become open minded individual that respects and values diversity and inclusion. That experience motivated me to work with the center of mental disabled children and young people in Armenia who are disconnected from the society.

Being an active trainer/facilitator I have wide experience of delivering leadership trainings and follow-up necessary mentoring. It is worth mentioning that I have my unique leadership style as well as facilitation methods which aims to encourage the leadership development in others as well. The hard work done by the facilitator and endless hours and creativity invested in planning is paid off so easily by receiving such comments as you are a role model for them, have impacted and inspired to become facilitator and help others to develop their skills. The comment that stick to me from one of last trainings.

I believe that by actively being involved in Guiding/ Scouting in different roles and at the national, regional and global for more than a decade provided me with the valuable experience and knowledge of WAGGGS, our diverse region and various MOs.

PERSONAL ABILITIES AND ATTRIBUTES

"Knowledge will give you power, but character respect".

When it comes to my character, both in professional and volunteering field critical thinking and creativity have a big role to play. Usually I am always full of ideas and have the ability to follow through from the initial idea to its full implementation like in case of visual identity of the region.

Collaborative approach is also always present in my professional work. Working with different people and companies it is important to see other's perspectives and solve the issues easily in a way that everyone benefits from it. In my experience of partnerships with different MOs and extensive experience with joint work (e.g. Roverway, joint communication) it had also played an important role.

It is noticeable that reflective, analytical and logical mindset comes along with my personality. I think about all the ideas proposed paying attention to details and form my own opinion on it and give a constructive feedback after a good reflection.

People around me say that I'm energetic and thoughtful, and because of my enthusiasm and positive energy, high level of responsibility and determination, openness of facing challenges and not running from them, I inspire others. I like shining the light on others. I know how to pick a good mix of fun and seriousness when it is needed.

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Member Organisation	<ul style="list-style-type: none"> • National Trainer 2009 – present • International Commissioner (National Board Member) April 2012 –September 2016 • Member of Programme Committee 2012 -2015
Regional level	<ul style="list-style-type: none"> • Member of Europe Region Committee June 2016 – present • Member of External Relations and Communications Volunteer Core Group January 2014 – June 2016 • Member of the Advisory Council of the Council of Europe March 2014 – March 2016
World Association of Girl Guides and Girl Scouts	<ul style="list-style-type: none"> • Volunteer at Pax Lodge: House Assistant, June –September 2007 • Volunteer Event Assistant, April – October 2009 • Programme Assistant: Events, March – December 2012 • World Centre Intern, March 2013 – July 2013
Other voluntary positions	
Professional/business appointments	<ul style="list-style-type: none"> • Freelance photographer and designer, October 2015 - present • Armbusinessbank CGSC Specialist at International Operations Department, August 2008 – May 2009 • Leading Specialist at International Documentary Operations Division, January 2010 – March 2012

PARTICIPATION IN EVENTS

Member Organisation events	<ul style="list-style-type: none"> • Facilitator at Smarter Leaders for Smarter Members Training, February 2019 • Strong Leaders for Sustainable Future (Joint event of Armenia, Georgia and Ukraine), October 2018 • Many more camps, trainings and other events
Regional level	<ul style="list-style-type: none"> • IC Forum – 2012, 2016 & 2019 • The Academy –2015, 2017 & 2018 • Growth gathering – September 2018 • Roverway - 2016 & 2018 • Regional Conference – 2013 & 2016
World Association of Girl Guides and Girl Scouts events	<ul style="list-style-type: none"> • World Conference –2014 & 2017 • Girl Guide and Girl Scout Experience Forum 2015 • Photovoice –2013 • JLS –2008
Other events	<ul style="list-style-type: none"> • Many Council of Europe events for the period of 2014-2016 as an official representative of the AC and sometimes as a Facilitator.

STEPHANIE DARMANIN



Member Organisation	Malta Girl Guides
Nominated by	Malta Girl Guides
Age Group	30-40
Languages Spoken	Fluent Maltese (mother tongue), fluent English, basic-intermediate Spanish, Italian and French.

PERSONAL STATEMENT

WAGGGS Europe needs a boost in its visibility based on a clear strategic vision. The Region should undergo an internal assessment, together with the Member Organisations (MOs), to identify the current challenges and the elements which potentially leave positive influence on WAGGGS Europe image. The newly elected Committee should do its best to:

1. Underline the uniqueness of the Europe region at World level and ensure a tailor-made governance structure;
2. Invest in the Region staff and in a strong collaboration between regional volunteers and staff;
3. Strengthen the cooperation between the Region and the Member Organisations and provide a platform for sharing of best practices and challenges;
4. Carry out a study of the impact of a rich and active Guiding programme and use the findings to promote the relevance of WAGGGS today;
5. Invest in quality non-formal education methods adaptable to the needs of the MOs and relevant to today's society;
6. Increase the membership at Regional level;
7. Advocate for women and youth issues and support the MOs to be a stronger voice at national level in the shape up of a diversified Europe; and
8. Make the most of the available funding allocated for WAGGGS Europe and make the best use of EU funding to design WAGGGS projects.

If elected, I will do my utmost to see WAGGGS super active in the well-being of the girls and young women, and in the promotion of an open space for all to speak up for their rights, irrespective of their background and political situation. WAGGGS is well-placed to influence the future of our continent and I am committed to put WAGGGS on the forefront for a positive change.

SKILLS AND EXPERIENCE

Upon obtaining my law degree, I started my career in a law firm in Malta. My main responsibility was drafting the Articles of Incorporation of new companies. Such experience enabled me to fit easily in the WAGGGS Constitutions sub-group which reviews the Constitutions of the MOs and gives advice on governance issues.

When I was a member of the Regional External Relations working group, I represented WAGGGS in various high profile events – United Nations Commission on the Status of the Women (CSW) and a Roundtable at the European Parliament to promote the Stop the Violence campaign; and other advocacy events which focused on climate change, gender equality, youth rights and the significance of non-formal education. In preparation for my participation in the structured dialogue on youth skills at the EU Youth Conference, I conducted a survey amongst the MOs to be able to present factual data on behalf of WAGGGS. At the dialogue, I advocated for

SKILLS AND EXPERIENCE (CONTINUED)

the right to decent work, the importance of comprehensive education and youth participation in all levels. I facilitated various workshops on these topics in Roverway.

Throughout the years, I established contact with many international friends from various youth organisations, particularly from WOSM. I learnt the different structures of girls-only organisations and SAGNOs and I understood that there is no one size fits all approach.

I currently work for the European Commission as a policy officer in consumer protection. This has given me the opportunity to meet national authorities and engage them in discussions on the future of EU policy-making through workshops focused on the priorities and strategic planning on how to better address infringements of EU consumer legislation. I would be willing to put into practice the lessons I learnt to improve the relationship between WAGGGS Europe and the MOs and between MOs.

On national level, I started the MGG Advocacy team and led it for 5 years. The team's main outputs were: 2 resolutions which the MGG tabled at the National Council for Women calling on the government to regularise the gentlemen's clubs in Malta and to step up enforcement vis-à-vis violence against girls and women. The team organised a workshop which was open to the general public to raise awareness about Female Genital Mutilation at the peak of immigration crisis in Europe. I was in charge of the logistics, the programme and the marketing of the event, including TV interviews and social media promotion.

PERSONAL ABILITIES AND ATTRIBUTES

Working in an international environment has contributed to my self-development. I love going out of my comfort zone every now and then. I travelled to far away countries and came across people I never thought I would ever meet. Through Guiding, I met people who did not get the chance to enjoy the basic needs in their life, who had to sell themselves to make ends meet, and learnt of others who I never got to meet. These experiences are the main source of inspiration why I want to be a driver of change.

When setting goals, I tend to be realistic and engage others to criticise me, in a constructive manner. I prefer working in a team because I am aware of the skills, different people can put in a successful action. If elected, I will strike a balance between being vocal on the Region's vision and having a listening ear to understand the MOs needs and challenges. Even if the smallest MO goes dormant, the Region will be missing out; and not just the membership fee but the passion of every volunteer in that MO. The time volunteers dedicate to Guiding is worth millions! I look forward to working with young leaders and new faces at Regional level to steer the Guiding agenda in the best direction; primarily to showcase the benefits of the Guiding programme and to ensure a sustainable movement adapted to today's diversified Europe.

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Member Organisation	<ul style="list-style-type: none">• Adult volunteer• Advocacy Team coordinator (2011 – 2017)• MGG Representative on the National Youth Council (2002 – 2005)• Unit leader (1998 – 2008)
Regional level	<ul style="list-style-type: none">• EGM European Region Procedural Team (2017)• Planning Team – External Relations Network Meeting (2016)• External Relations network team (2008 – 2014)
World Association of Girl Guides and Girl Scouts	<ul style="list-style-type: none">• Constitutions Sub-Group (2015 - today)• Advocacy network (2017 - today)
Other voluntary positions	<ul style="list-style-type: none">• International Officer for Law Student Society, University of Malta (2004- 2006)
Professional/business appointments	<ul style="list-style-type: none">• Policy Officer on Consumer legislation, European Commission (2018 - today)• Senior Policy Officer, Permanent Representation of Malta (2016- 2017)• Lawyer-linguist, Council of the EU (2014 - 2016)• Lawyer-linguist, European Parliament (2013 - 2014)• Translator, European Court of Auditors (2012)• Translator, European Commission (2008- 2011)

PARTICIPATION IN EVENTS

<p>Member Organisation events</p>	<ul style="list-style-type: none"> • Lead the Malta Girl Guides (MGG) Advocacy team in its organisation of a public seminar on FGM (2016) • Women Deliver, Copenhagen on behalf of MGG (2017) • National conferences, training sessions and other events organised by MGG • Represented MGG at Malta National Youth Council
<p>Regional level</p>	<ul style="list-style-type: none"> • European Youth Forum on behalf of WAGGGS Europe (2008) • European Parliament Roundtable in Brussels on behalf of WAGGGS Europe (2011) • European Youth Conference, Riga on behalf of WAGGGS Europe (2015) • International Sharing Meeting on Global Education, Slovakia (2016) • External Relations Network Session, Malta (2017) • Roverway as a WAGGGS facilitator (2009, 2012, 2016)
<p>World Association of Girl Guides and Girl Scouts events</p>	<ul style="list-style-type: none"> • Global Youth Forum Bali on behalf of WAGGGS (2012) • United Nations Commission on the Status of Women on behalf of WAGGGS (2013) • World Conference on Youth, Sri Lanka on behalf of WAGGGS (2014) • WAGGGS World Conference, 2014, Hong Kong • WAGGGS World Conference, 2017, Delhi
<p>Other events</p>	<ul style="list-style-type: none"> • Youth seminar organised by the Council of Europe, Strasbourg – All Different All Equal (2006) • Gave a session on WAGGGS external relations at the Young Women Christian Association in Tallinn (2008) • Strategic meeting organised by the European Youth Forum to all its member organisations in the run up for the UN Climate Change Conference (COP 21) in Paris (2015)

ELINE MARIE GROHOLT



Member Organisation	Guides and Scouts of Norway
Nominated by	Guides and Scouts of Norway
Age Group	20-30
Languages Spoken	Fluent Norwegian (mother tongue), fluent English, intermediate Russian, and basic French.

PERSONAL STATEMENT

I want to continue to serve the movement through the Europe Committee of WAGGGS because I truly believe in our mission, and I am dedicated to the work of the region.

One of the best things about serving in the Europe Committee is the opportunity to work with so many inspiring women and men supporting WAGGGS' mission from different countries. Working with the volunteers and supporting them through leadership development gives me lots of positive energy. The other thing that always inspires me is working with the MOs, supporting in any way we can as a region. These two concepts are key to why we need to have a strong Europe region, and I am highly motivated to ensure that they will remain at the heart of our work.

I want to bring my knowledge and experiences from serving on the Committee this triennium into the new one and explore new ways of working to advance our common goal. Although sometimes challenging, I believe it is essential to keep developing the staff-volunteer relationship in order to unlock the potential of WAGGGS in the Europe Region. This will be one of my priorities, in the coming triennium as well.

WAGGGS is nothing without our Member Organisations, where volunteers and staff are working hard every day to deliver excellent girl guiding and girl scouting experiences across Europe. I see the region as a driver and facilitator of opportunities for MOs' exchange of ideas and learning from each other, and in supporting capacity development in the MOs. I believe we should continue to improve WAGGGS' delivery to the MOs, so we can demonstrate the value of belonging to a large international movement of girls and young women.

SKILLS AND EXPERIENCE

This triennium I have had the pleasure to sponsor the External Relations portfolio, guiding the lead volunteers and staff on the strategic direction of the region's advocacy work. Central to the strategy is raising the voice of girls and young women in European decision-making processes and on topics that are important to the MOs. This includes the recognition of non-formal education, gender and diversity, volunteering and youth participation, which the external relations working group is doing an excellent job in promoting on the European advocacy scene. As concrete achievements the External Relations portfolio accomplished through strategic planning, WAGGGS's candidate Rosalyn Old got elected to the board of the European Youth Forum in 2018 and WAGGGS' candidate Alice Barbieri got re-elected to the Advisory Council of the Council of Europe 2018-2019.

Moreover, through the sponsoring of the external relations portfolio, I have worked with our volunteers to develop the region's strategic partnerships. By working together with other organisations and networks on topics of mutual interests, WAGGGS can amplify the voices of our members and increase our visibility. I have also extensive experience in collaborating with WOSM on multiple occasions, ranging from single events to joint committee work, where the challenge is to find the right balance between working jointly where it can benefit

SKILLS AND EXPERIENCE (CONTINUED)

both organisations, and working separately when we can show our own uniqueness as organisations.

Leadership development is at the heart of what WAGGGS does, and it is fundamental for how I view volunteering in the Europe Region. In sponsoring the external relations portfolio, I have delegated tasks and responsibility to the lead volunteers and giving them freedom to explore, challenge and find solutions, while always being there to support their work, asking questions and providing input and guidance. As a result, I have seen the lead volunteers grow, stepping up to new challenges and feeling increasingly confident in their roles as leaders as well. The Europe Committee gave me the same experience, when during challenging circumstances I accepted the position as Vice Chair in 2017.

Governance is an important topic in the Europe Region, with complex elements such as our own legal structure in Brussels and our own funds from the regional membership. The very first thing I was tasked with when I became a Europe Committee member in 2016 was to set up the Financial Governance Task Force in order to look at options for the region, which presented their conclusions at the Extraordinary General Assembly in New Delhi. Furthermore, I have served at the board of the AISBL, the legal structure of the Brussels office, and through that experience gained insights into the framework that is so important for how we use, control and access the European Voluntary Contribution.

PERSONAL ABILITIES AND ATTRIBUTES

I have an analytical mindset and try to see a challenge from as many perspectives as possible in order to look for solutions. When working on strategic challenges, a typical approach I use is identifying possible scenarios, and then use these as a basis for discussion, in order to make sure all options are covered. More of a strategic thinker, I like to take into account the longer-term perspectives and developments.

In an international organisation like WAGGGS, I believe its highly important to understand and respect each member's uniqueness and cultural background, which I have learnt both from living in Russia, the UK and France, and through extensive travelling the last couple of years.

As a person, I try to be an active listener. I am not afraid of disagreements, and in fact I highly value differing opinions within a group, because these are important drivers of change and reaching more robust outcomes. In group discussions, I usually take the role of a mediator, looking for workable compromises and solutions based on inputs of the group.

I'm experienced in different facilitation processes, ranging from holding sessions at the Academy to chairing Europe Committee meetings as sometimes required as the Vice Chair. Through my time volunteering in Norway and in WAGGGS, I have had the opportunity to present at large conferences and to external partners.

I have a deep sense of responsibility, and I like to follow through what I have agreed to. I get motivation from seeing the impact of the work of the team, both in the organisation and in society, and being a part of that team is an inspiration in itself.

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Member Organisation	<ul style="list-style-type: none"> • Member of National Board (2011-2015) • International Commissioner (2011-2015) • Chair of the National Rover Committee (2010) • Long-term strategy planning group (2008-2009)
Regional level	<ul style="list-style-type: none"> • Vice Chair of the Europe Committee (2017-to date) • Member of the Europe Committee (2016-2017) • Core Group member of the External Relations and Communications working group (2014-2016)
World Association of Girl Guides and Girl Scouts	
Other voluntary positions	<ul style="list-style-type: none"> • Board member of the Norwegian Outdoor Association (Norsk friluftsliv) (2013-2015) • Member of Planning Team for the World Scout Jamboree in Sweden (2010-2011)
Professional/business appointments	<ul style="list-style-type: none"> • Public Sector Economic Adviser (2019-to date) • Higher Executive Officer at Norwegian Ministry of Petroleum and Energy (2017-2018)

PARTICIPATION IN EVENTS

Member Organisation events	<ul style="list-style-type: none"> • National jamborees from 2002 • General assemblies in 2009, 2011, 2013, 2015, 2017, 2019 • Various training events • Camp chief for the top patrol leader training in Norway in 2017 and 2018
Regional level	<ul style="list-style-type: none"> • European Guide and Scout Conference in Berlin (2013) • The Academy (2012, 2013, 2017) • European Guide and Scout Conference in Melsomvik (2016) • Chief Volunteers Meeting (2017) • Roverway (2018)
World Association of Girl Guides and Girl Scouts events	<ul style="list-style-type: none"> • World Leadership Development Programme (2010) • World Conference in Edinburgh (2011) • World Conference in Hong Kong (2014) • World Conference in New Delhi (2017)
Other events	

AGNES KAUER



Member Organisation	PPÖ Pfadfinder und Pfadfinderinnen Österreichs
Nominated by	PPÖ Pfadfinder und Pfadfinderinnen Österreichs
Age Group	20-30
Languages Spoken	Fluent German (mother tongue), fluent English, intermediate Portuguese, basic Czech and basic Spanish

PERSONAL STATEMENT

Our strategy for the Austrian guides and scouts for the year 2028 is to be courageous, colourful and loud. This is also my vision for guiding and scouting in Europe for the next triennium.

While the last triennium has brought its difficulties we can courageously start into the next one, thinking in new ways to grow in members, reaching out to new countries and communities and continuing our efforts in Gender Equality.

Europe Region is a vibrant region full of diversity not just in our members, but also in the mix of different MOs. Each one adds value to Europe Region. It is important to me that they can see the benefit of being part of this global movement, by listening and answering to their needs and supporting ICs in transporting this back to their MOs. Europe Region's dedication to Joint Work with WOSM also makes us more vibrant. I am dedicated to continuing these efforts, as I know the benefits coming from a SAGNO, but having grown up in a single-sex guide group I also hope we will be able to offer WAGGGS-only opportunities in the next triennium.

Through my experience in the Gender and Diversity working group in the last triennium I want to continue to give support to all MOs that want to work on this topic in their country. This will help to make Europe Region more colourful and diverse over the next triennium.

Lastly we need to be loud when celebrating our successes and honest when goals are not met. WAGGGS has changed many lives of girls and young women and will continue to do so and this is the essence of our motivation.

Let's find a good path for Europe Region! A path that is courageous, colourful and loud!

SKILLS AND EXPERIENCE

In guiding and scouting I developed leadership skills through non-formal education from an early age first as patrol leader, leading activities within my peer group, and later taking on the role as a leader. I led guides and scouts aged 10-13 for four years where a big part was supporting our patrol leaders in practicing their leadership skills. As the International State Commissioner for Vienna I was able to help guides and scouts to learn in international settings and I was also involved in the training of group leaders for this topic. In 2015 when Austria launched Free Being Me, I was part of the national facilitators and got to give workshops to leaders all over the country advocating for body confidence and self-esteem. With my involvement in the Juliette Low Seminar 2019 as a facilitator I have an in depth understanding of the new WAGGGS Leadership Model and I am preparing to facilitate leadership development at the seminar.

In Austria I have been involved in many international projects including the distribution ceremony for the peacelight which happens every December in Vienna with about 1500 guides and scouts from all over Europe

SKILLS AND EXPERIENCE (CONTINUED)

participating. For this event I am the main point of contact for all delegations, promoting the event, assisting them in finding accommodation and answering their questions.

My professional background is GIS (Geographic Information Science) where I have a Master's degree from the Vienna University of Technology. A big part of my work today is data and programming, where I have to find creative and practical solutions to answer complex questions

Working in cross-cultural settings is something I have learned early on with several short-term exchange programs to the Czech Republic from the age of eleven to a whole year abroad in the USA when I was 16. Later I was a volunteer at Kandersteg International Scout Centre where I was part of the 2014 Winter Short Term Staff and then a Long Term Staff managing guides and scouts from all over the world in the housekeeping department. During my studies I also spent an Erasmus semester in London and I have had countless opportunities in guiding and scouting including visits to four of the five WAGGGS world centres that allowed me to work in international teams.

My passion in the last years was working towards diversity and gender equality as part of the working group for Gender and Diversity. In co-creating the toolkit and working with a pilot country on a mainstreaming project I have internalised successful approaches for MOs to work on these topics and how I can support them in such a project.

For the last seven years I have been part of the international team, participating in events, and working closely with our International Commissioners. My participation as a Service Team member at the last World Conference stands out as it gave me the opportunity to see the diversity within WAGGGS as a global movement and the differences between the regions and how they operate.

PERSONAL ABILITIES AND ATTRIBUTES

Most of my life I have been part very different contexts simultaneously. While I am a scientist, I still find comfort in my religion. While I am working towards gender equality within WAGGGS, I also work in a challenging work environment where I am often confronted with sexism. In all these different contexts I manage to be a valuable member that is respected for sharing different perspectives while being open to learning from everyone once I put myself in their shoes.

Having a technical background, I often bring a different view to a team in a guiding and scouting context. In a diverse team you can/will find different opinions and backgrounds and together with my critical thinking I am able to identify possible obstacles and opportunities for improvement. Thinking creatively is allowing me to solve problems efficiently not just in programming but all sorts of challenges. I often take the role of structuring a discussion and making sure it stays solution oriented.

During my time at KISC I discovered about myself that I am able to motivate and keep up a good spirit in a team even in extremely challenging circumstances. In the last two years I was the lead volunteer for our national fundraising project in Uganda where I was leading a team of volunteers while coordinating with staff and our partner organization.

Public speaking has been something I enjoy ever since I was a child. I find great pleasure in telling good stories, capturing my listener's attention and inspiring them. I have taken numerous opportunities to practice my public speaking in school, university, at work, and in guiding and scouting - as I often volunteer to do the job. My facilitator skills have been used for example: as a national Free Being Me facilitator, at Roverway 2016, and soon at JLS 2019.

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Member Organisation	<ul style="list-style-type: none"> • International State Commissioner for Vienna (since 2015) • Lead volunteer for our national fundraising program in Uganda (since 2018) • Point of Contact for international participants and part of the team organizing the peace light distribution event every year for about 1500 guides and scouts (since 2012) • Part of the international team in Austria (since 2014) • Leader in local group (2010 – 2014) • National Free Being Me Facilitator (2015-2016)
Regional level	<ul style="list-style-type: none"> • Member of the Gender and Diversity working group in this triennium (2017-2019) • Roverway 2016 in France, Facilitator
World Association of Girl Guides and Girl Scouts	<ul style="list-style-type: none"> • JLS 2019 facilitator (2019) • International Service Team at WoCo in India (2017)
Other voluntary positions	<ul style="list-style-type: none"> • Part of the Salesian Youth Movement in Austria (since 2011) • Staff at Kandersteg International Scout Centre (2014)
Professional/business appointments	<ul style="list-style-type: none"> • Government Employee (since 2018)

PARTICIPATION IN EVENTS

Member Organisation events	<ul style="list-style-type: none"> • Peace light distribution service every year (since 2012) • Thx A Lot 2 – a national camp for leaders (2015) • HOME– international camp hosted by the guides and scouts of Upper Austria (2018)
Regional level events	<ul style="list-style-type: none"> • The Academy in Porto, Portugal (2015) • Roverway in Jambville, France (2016) • DSK German Speaking Conference (2018 and 2019) • Yo!Fest in Strasbourg (2018) • Short visit at Roverway in the Netherlands launching the Gender and Diversity Mainstreaming Toolkit (2018) • Gender Equality and You Conference in Vienna (2018) • Overture Network Meeting in Vienna (2018) • IC Forum in Belgrade, Serbia (2019)
World Association of Girl Guides and Girl Scouts events	<ul style="list-style-type: none"> • Free Being Me Festival at Sangam (2015) • WAGGGS World Conference in India as International Service Team (2017) • JLS Facilitator Training at Kusafiri Uganda (2018)
Other events	<ul style="list-style-type: none"> • World Youth Day in Madrid, Spain (2011) • World Scout Interreligious Symposium in Iksan, South Korea (2012) • World Scout Moot in Canada (2013)

PAULA NEHER



Member Organisation	Ring Deutscher Pfadfinderinnenverbände
Nominated by	Ring Deutscher Pfadfinderinnenverbände
Age Group	20-30
Languages Spoken	Fluent German (mother tongue), fluent English, intermediate French and basic Spanish

PERSONAL STATEMENT

My Vision for WAGGGS Europe Region is “A Region where WAGGGS thrives and our movement has a meaningful impact on all of our members.” This vision is based on hoping that all of our Member Organisations feel engaged in WAGGGS. I want to make sure that all MOs benefit from WAGGGS and see the value of being a member for their organisation and their individual members.

How can we achieve this?

We can achieve this by making sure that, in a modernising Europe, where the topic of “gender equality” is all around us, we as WAGGGS shape our profile both externally and internally about this topic which we are experts on.

For that we need to:

1. Showcase the relevance and value of WAGGGS
2. Use the diverse structure in our Region, with its different kinds of organisations, to our advantage
3. Have strong governance
4. Get everyone at the table and include our MOs in the decision-making process

How can I contribute to this?

If I was on the European Regional Committee I could contribute to this by:

1. Helping to adapt WAGGGS’ content and programmes to our regional context using my experience in adapting WAGGGS’ content to my national context.
2. Facilitating dialogue between MOs discussing their needs and learning from each other to bring them closer together. I can bring my experiences from a federation of co-ed and girl-only organisations and my facilitation skills to this.
3. Being a motivated committee member and making sure that we have a strong team using my intercultural communication and team working skills as well as my governance knowledge.
4. Pushing for accessible and transparent communication between committee and MOs, informing MOs timely about decisions and ideas. I can bring my experience with and ideas for inclusive, interactive and accessible communication to this.

SKILLS AND EXPERIENCE

Governance, Strategic planning and Finances:

- developed extensive project plans, budgets, set short- & long-term goals and developed visions for the future and development of different teams and projects as IC, Lead Volunteer & project manager; e.g. involved in putting together first draft of the European strategic plan 2020-2022.
- skills in team management, managed different national & international teams inside and outside Guiding/ Scouting
- been involved in the governance of RDP, BdP & WAGGGS by putting forward motions at conferences & actively engaging in discussions, e.g. drafted successful motions for a constitutional change (WoCo 2017) & content based motion (EGC 2016)
- learning about different governance systems and about the way public organisations and NGOs are structured and governed in university degree
- managed a 60,000€ budget & did the accounting as project manager for JGW-NAka; basic accounting part of degree as politics and economics student
- wrote successful funding applications, found different funding sources, supported others in writing funding applications in different volunteer roles
- went to law school for two years; some skills and knowledge in this area

WAGGGS and International working:

- good understanding of WAGGGS mission, vision and goals as well as the diversity of the European Region through being a WAGGGS Europe volunteer, former WAGGGS delegate and an IC
- skills in working in an international context, intercultural communication and conflict resolution through working in and leading different international teams within WAGGGS and working in different countries for a German travel agency
- delivered workshops on intercultural communication at international trainings in BdP
- worked with WAGGGS staff and volunteers in different leadership levels and have a good understanding of the WAGGGS leadership and working structures by being WAGGGS Europe volunteer and IC during the WAGGGS restructuring

Advocacy, Communications, Partnerships and Inclusiveness:

- learned how to identify stakeholders and bringing your/WAGGGS' message across as external relations volunteer & delegate at CSW60
- received and delivered WAGGGS advocacy training e.g. at Network Meeting
- developed partnerships (e.g. strategic partnership with another SAGNO as BdP IC) & worked in existing partnerships (with WOSM, UN Women, Dove in External Relations/CSW).
- strong diplomatic and negotiating skills developed as an IC
- ability to communicate strategically, well-organised and transparently through different volunteering roles making sure that the right people are included and reached, e.g. was part of creating an open application process in BdP for international events
- worked on gender (equality) during internships & as student assistant of gender equality officer

Leadership (development) and non-formal education:

- encouraged & supported young people in taking and carrying out leadership roles, e.g. trained & supported Young Delegates for EGC and WoCo; trained, encouraged and supported 10 young women from all over Europe in their roles as representatives of WAGGGS
- learned about new WAGGGS Leadership model as facilitator at Roverway
- skills in using the non-formal education methods and applied them as a facilitator of workshops and trainings in different roles inside and outside of Guiding/ Scouting

Working with data:

- skills in collecting data and evaluating it with different software due to supporting two professors in their research

PERSONAL ABILITIES AND ATTRIBUTES

1. Critical thinker: I am a critical and realistic thinker. I like dreaming of possibilities for the future but I think it is equally important to come back to reality after a process of creativity and make realistic plans. I am not shy of asking uncomfortable questions and I make sure that they are phrased in a considerate way.
2. Structured worker: I work and communicate in a very structured way. I like creating spreadsheets, lists and categories as well as giving existing strategies and content a framework and structure.
3. Strong communicator: I am an experienced public speaker and am comfortable with speaking in front of big crowds. I took debating classes in English at university and have had several public speaking opportunities representing WAGGGS or my MO. I have been a facilitator both in my MO (national and regional trainings) and for WAGGGS (Roverway, Network Meeting etc.).
4. Team work makes the dream work: I am experienced in working in teams and enjoy low hierarchies and achieving things as one team. I have lead a lot of teambuilding exercises for new teams. I have learned a lot about listening and learning from each other as an IC in a SAGNO where we combine both WAGGGS' and WOSM's approaches. I try to take everyone's needs into consideration when working in a team and am happy to improve my own way of working. Working as a team is a constant learning process and it requires finding consensus by having open and honest discussions.
5. Inspiring others: Through being involved in WAGGGS I have learned to encourage others to engage in a project or a team. I have inspired, encouraged and mobilised others e.g. when facilitating workshops about Free Being Me for leaders who then used the programme in their groups.

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Member Organisation	<ul style="list-style-type: none"> • International Commissioner (WAGGGS, BdP) (Summer 2016 –Summer 2019) and with this position member of the BdP’s leadership team • RDP federation IC WAGGGS (March 2018 –March 2019) • Co-Leader of the international team (2016 –2017) • Guest facilitator at woodbadge training (2014) • Lead volunteer for Free Being Me in BdP (co-ordinating the programme development and delivery team) (2014 –2016) • Member of the International team’s core group on national level (2013 –2019) • Member of international team for 2 national jamborees (2013, 2017) • Member of troop/unit council (2009 –2012)
Regional level	<ul style="list-style-type: none"> • Lead Volunteer WAGGGS Europe External Relations (2017 –2019) • Facilitator at Roverway (2018) • Member of WAGGGS Europe External Relations & Communications resource pool (2014 -2016)
World Association of Girl Guides and Girl Scouts	<ul style="list-style-type: none"> • CSW 60 delegate (November 2015 –March 2016) • Pax Lodge Resident Volunteer (August 2012 –February 2013)
Other voluntary positions	<ul style="list-style-type: none"> • Project Manager of Sustainability summer academy for 6th form students called JGW-NAka (2012-2014) responsible for overall leadership of the project and finances • Member of Young Greens in my hometown (active membership 2009 –2012, currently inactive member) • Pupils’ representative at school (2009 –2011) • Editor and one year editor in chief pupils’ magazine at school (2008 –2011)
Professional/business appointments	<ul style="list-style-type: none"> • Student assistant for a professor of Global Environmental Governance and the Equality Officer in the department of social and educational sciences of the WWUMünster (March 2017 –July 2019) • Internships at the German women’s lobby (2018), Pfadfinderinnenschaft St. Georg (German Catholic Girl Guides) (2018) German ministry for family, seniors, youth and women (department of prevention of violence against women) • Student assistant in a research project on women in leaderships positions of NPOs at the WWU Münster (2016-2017) • Facilitator at the event “Jugend und Politik im Dialog (JuPiD)“ (youth and politics in a dialogue, part of structured dialogue) for the German Youth Council (2014) • Student assistant for a professor of constitutional and financial law at Humboldt-Universität Berlin (2013 –2015) • Animator for kids and tourist guide for a German travel agency (summers 2011 –2013)

PARTICIPATION IN EVENTS

<p>Member Organisation events</p>	<ul style="list-style-type: none"> • Federation council, board and commissioners of BdP, international team and conference preparation meetings (multiple events a year 2015 –2019) • Yearly German Speaking Thinking Day postcard project (2015 –2019) • Yearly National delegates assembly (2015 –2019) • Regional Leadership Trainings (2015 –2019) • Yearly International training seminar (2014 -2019) • Woodbadge training course (certified in the WAGGGS leadership training scheme) (2015) • National Jamboree (2005, 2009, 2013, 2017) • Trips to France, Ireland, Poland and the UK (2004 -2012) • Multiple troop/unit camps (2000 –present)
<p>Regional level events</p>	<ul style="list-style-type: none"> • Regional Conference (2016) • Roverway and Dream the Way event (2018) • WAGGGS Europe regional volunteers' meetings (2015, 2017) • WAGGGS/WOSM Europe Network Meeting (2017) • IC Forum (2016, 2019) & IC meeting (2017)
<p>World Association of Girl Guides and Girl Scouts events</p>	<ul style="list-style-type: none"> • MDG3: Empowering Girls will Change our World! seminar (2013) • German Speaking Free Being Me training seminar (2014) • WAGGGS World Conference (2017)
<p>Other events</p>	<ul style="list-style-type: none"> • CSW60 (2016) • EYE/YO! Fest as a representative for WAGGGS (2015, 2018) • Council of Members (COMEM) of the European Youth Forum (YFJ) as a WAGGGS Europe representative (2015 –2016) • Ending Violence against Women event by Gender 5+ as a representative of WAGGGS Europe (2015) • German Speaking Conference (2015, 2017, 2018, 2019) • WOSM World Scout Jamboree (2007)

PETRA STIPANIC



Member Organisation	Združenje Slovenskih Katoliških Skavtinj in Skavtov
Nominated by	Združenje Slovenskih Katoliških Skavtinj in Skavtov
Age Group	30-40
Languages Spoken	Fluent: Slovenian (mother tongue), English, Italian and German. Intermediate: Serbian/Croatian. Basic-intermediate: French, Spanish

PERSONAL STATEMENT

In the next triennium I wish to see:

- A stable, more organised Region with defined processes and ways of working between and with MO's, staff and volunteers. I'll contribute through my experience in WAGGGS, being part of two MO's and profession by bringing know-how on designing new processes, KPIs and volunteer management.
- We'll talk about gender and diversity mainstreaming as something normal and we'll use it in everything we do. I was part of the process that developed the G&D toolkit and I want to use that in-depth knowledge as a basis of the committee work on business planning.
- We'll actively and consciously incorporate more work on spirituality. In many MO's and mine, spirituality is the essence of the educational method and young people holistic development. I would like to seek options for making spirituality activities more present.
- All MO's will become WAGGGS ambassadors and work with the Region to truly be on #teamgirl and support girls and young women achieving their full potential. There are several organisations from Ex-Yugoslavia wishing to join WAGGGS. Coming from Slovenia, I understand the culture and language and I can support this area of growth.
- We equally prepare good programmes and add value for both single sex and coeducational MO's. I have been part of two MOs in different settings and therefore understand the different needs of support in MOs' cooperation with WAGGGS.
- Meaningful cooperation with WOSM and partnership that brings benefits to both organisations. I can manage well our partnership, our common topics and at the same time expose/incorporate WAGGGS specific campaigns.

I want to be part of a group that will take guiding in 21st century and show that guiding is very relevant now as ever. We need to be modern and forward thinking in our approach, bringing value to our members. I want to make this happen also by looking at our foundations.

SKILLS AND EXPERIENCE

Strategic planning and visioning, Leadership and leadership development, conflict resolution, communication, Skills/experience in working in international/global/cross-cultural settings, Data collection, data analysis and/or outcomes research and evaluation:

- I'm currently employed as HR Business Partner in an FinTech company, taking care of different strategical projects connected with for example performance management, new learning solutions, culture and general innovation in the area of people development. I must be on top of all trends in HR and that is heavily connected with data collection and analysis.

SKILLS AND EXPERIENCE (CONTINUED)

Strategic planning and visioning, Leadership and leadership development positive influencing, conflict resolution, communication, internal and external partners, Skills/experience in working in international/global/cross-cultural settings, Information technology tools, systems and applications:

- In the past I worked at a fast-paced trading company where I implemented a new HR IT system for Europe and Asia, worked closely with various managers, prepared all workshops and coached key users on its usage. The company was going through a major restructuring and in moments like that is very important to listen on one side to business needs and on the other to clients/employees wishes. I believe my biggest achievement was staying purposeful connected with employees, keep the partnership, trust and communication to support them in the coming change.

Strategic planning and visioning, conflict resolution, internal and external partners, Skills/experience in working in international/global/cross-cultural settings, Data collection, data analysis and/or outcomes research and evaluation:

- I was also in the role of a Global HR Service Manager for Learning and Development, Talent Development and Recruitment, as a trusted advisor and a coach on a wide variety of projects ensuring strategic alignment and if necessary, adapting or redesigning processes and procedures. Building relationships with multiple stakeholders, department and clients was key to ensure I can deliver the services effectively. My strengths gained are reporting with data and needs analysis to partners and maintaining the HR systems up-to date, contribute to strategic planning across all functions, as well setting up meaningful operational support and delivery of new learning impact measurements.

Governance:

- 3 years on the Europe Committee WAGGGS and Advisory Board team member of BPOpronet, a network for business process outsourcing- monitoring the service performance.

Fund development:

- Writing Erasmus+ applications.

Financial management and risk management:

- Managing HR budgets professionally (more than 1 million) and risk associated with it.

Diversity and inclusion:

- South, Central and East European Countries are less-represented in working groups and Committee itself. I strongly believe that in a will to grow the Europe Region WAGGGS it's important to understand different realities around the Europe. Coming from Slovenia, living in Switzerland, I am experiencing the reality of many young people in Europe today: being an immigrant
- Working on Diversity and Inclusion projects in Swiss Guide and Scout Movement
- Living and working in 9 different countries in last 6 years.

Positive influencing and advocacy:

- I represented WAGGGS on many events and spoke for youth participation and non-formal education and I am used to seek new ways to work with partners and reach common goals.

PERSONAL ABILITIES AND ATTRIBUTES

- Thinking out of the box
- I can be a point for escalation and quick resolution of urgent matters (staying calm in all situations)
- Bringing people together for compromises
- My ability to quickly become an expert, coupled with my strong communication skills and decision-making abilities has been a driving factor for the success of my multiple projects
- I know the work of the Europe Region WAGGGS office (because of my work there in the past) and volunteers so I saw both perspectives and can understand/consider both sides
- I'm resilient and have perseverance capabilities: When something unexpected happens and circumstances change, I'm able to recover quickly from setbacks. I always want to face the facts and because of that I want to stay with WAGGGS and really understand what are the root cause challenges that are right now part of our association.

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Member Organisation	<ul style="list-style-type: none"> • Cubs leader (2007-2010) • Searching for ways to introduce Stop the Violence campaign in ZSKSS • Facilitator in train the trainer event for the project Scouts and Guides Active Global Citizens (2015) • Starting the work on Academy 2019 in Slovenia (2018-2019)
Regional level	<ul style="list-style-type: none"> • Part of various working groups (2012-2016) • Europe Region Committee member (2016-2019)
World Association of Girl Guides and Girl Scouts	<ul style="list-style-type: none"> • EVS Volunteer in Europe Region WAGGGS office (2012) • Our Chalet assistant (2013) • Europe Region Committee member (2016-2019)
Other voluntary positions	<ul style="list-style-type: none"> • Food for Life, Sandipani Muni school, India: Implementing Volunteer management program and teaching English (2010-2011) • Member of the international team in Swiss Guide and Scout Movement (2014-2016) • Member of the Diversity and Inclusion team in Swiss Guide and Scout Movement (2016-ongoing) • Local Football Club (2017-ongoing) • ImpactHub Zurich (2017-2018)
Professional/business appointments	<ul style="list-style-type: none"> • HR Business Partner • Different roles in HR • Learning & Development, Training

PARTICIPATION IN EVENTS

Member Organisation events	<ul style="list-style-type: none"> • General Assemblies • Local group beginning/finish of the year • Planning to attend all leaders camp in ZSKSS in Summer 2019
Regional level events	<ul style="list-style-type: none"> • All Europe Region WAGGGS events from 2016 - 2019
World Association of Girl Guides and Girl Scouts events	<ul style="list-style-type: none"> • World Conference (2017)
Other events	<ul style="list-style-type: none"> • UN General Assembly (New York, 2013) • World conference on Youth (Sri Lanka, 2014) • Commission on the Status of Women (New York, March 2014 & 2015) • First Global Forum on Youth Policies (Azerbaijan, 2014) • The Beijing+20 Regional Review Meeting (Geneva, 2014)