



World Association  
of Girl Guides  
and Girl Scouts

Association mondiale  
des Guides et des  
Eclaireuses

Asociación  
Mundial de las  
Guías Scouts

# World Board Election Booklet

World Conference Document No 12



**imagine  
more**

**connect . grow . impact**





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## 1

### Introduction

Duties of the World Board are defined in the Constitution and Bye-Laws of the World Association of Girl Guides and Girl Scouts. The first states that the World Board 'acts on behalf of the World Conference between its triennial meetings and carries out the policy laid down by Member Organizations meeting at a World Conference.' The Board is therefore responsible for strategic planning, accountability and measurement of performance of WAGGGS as a whole. This requires Board members to collectively have a wide range of skills, knowledge and experience.

These areas include:

1. Professional financial knowledge and expertise.
2. Significant fund development expertise and experience.
3. Experience developing external partnerships.
4. Legal expertise.
5. Skills in strategic planning and leadership.
6. Advocacy.
7. Skills in marketing and brand promotion.
8. Knowledge of non-formal education.
9. Human Resource Management

In this triennium, WAGGGS especially seeks candidates from across our MOs able to take WAGGGS forward into the coming triennium with new governance arrangements and plans for the future.

It is important that nominees are able to adopt a global perspective on issues that will be addressed by the Board, and have external networks that can be used for the purposes of WAGGGS.

It is very important that Board members do not hold significant posts in their Member Organization, once elected, both to ensure that there is no conflict of interest, and also to ensure that they are able to devote the time required to their Board role.

Board members should be able to commit 20 hours per month on Board work, in addition to Board and other meetings relevant to their Board responsibilities.

Candidates do not need to have served on their National Board. It is more important that they have relevant skills, and the time and commitment to work for WAGGGS.

Member Organizations are encouraged to meet with the candidates during the Conference, question them on their skills and experience, and satisfy themselves that they have the skills, time, commitment, and language ability to work for WAGGGS as a World Board member.

In addition to supplying relevant biographical information, on-going Board members and candidates have completed a matrix of skills. When considering candidates for the World Board election, Member Organizations should review the list of skills and attributes and try to ensure that the Board, as a whole, will possess all of these skills.

Whilst brief information is given about the Regional Chairs, their skill sets have not been included in the matrix as they carry a significant workload in relation to their Regions.

At the 30<sup>th</sup> World Conference in Ireland in 1999, the Conference agreed:

*'The twelve elected members will include, so far as practicable, at least one young woman under the age of 30 at the time of election who shall be elected at each World Conference.'* (WAGGGS' Constitution and Bye-Laws, Article 22, Section a.)

At the World Conference, six new voting members and two substitutes will be elected by delegates of Full Member Organizations to serve for a term of six years.

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## 2

### Present membership of the World Board

World Board members are elected by the World Conference to serve for a term of six years. Those members whose name has an asterisk (\*) are due to retire at the close of the 35<sup>th</sup> World Conference in July 2014.

Name	Region	Elected	Term ends
<b>Shaleeka Abeygunasekera</b> <i>(Sri Lanka)</i>	Asia Pacific	2011	2017
<b>Gabriela Derosa*</b> <i>(Argentina)</i>	Western Hemisphere	2008	2014
<b>Nadine El Achy*</b> Chair <i>(Lebanon)</i>	Arab	2008	2014
<b>Michelle February</b> <i>(South Africa)</i>	Africa	2011	2017
<b>Nicola Grinstead</b> <i>(United Kingdom)</i>	Europe	2011	2017
<b>Fiona Harnett</b> Treasurer <i>(New Zealand)</i>	Asia Pacific	2011	2017
<b>Camilla Lindquist*</b> <i>(Sweden)</i>	Europe	2008	2014
<b>Wamuyu Mahinda*</b> <i>(Kenya)</i>	Africa	2008	2014
<b>Zahara Mavani*</b> <i>(Pakistan)</i>	Asia Pacific	2008	2014
<b>Sapreet Saluja*</b> <i>(USA)</i>	Western Hemisphere	2008	2014
<b>Teruko Wada</b> <i>(Japan)</i>	Asia Pacific	2011	2017
<b>Jill Zelmanovits</b> <i>(Canada)</i>	Western Hemisphere	2011	2017
<b>Substitute Members – elected to serve from 2011-2014</b>			
<b>Niumaath Shafeeg</b>	Asia Pacific	2011	2014
<b>Florence Chidiogo Enemu</b>	Africa	2011	2014

### Qualities required of World Board and Committee members

#### Introduction

*'In order to be eligible for membership of the World Board, a candidate must be a person of wide experience, and be a member of a Member Organization.'*

(WAGGGS Constitution and Bye-Laws, Bye-Law VI, 2a)

*'Members of the World Board shall consider the interests of the Girl Guide/Girl Scout Movement as a whole, and shall vote in the interests of the Movement as a whole.'*

(WAGGGS Constitution and Bye-Laws, Article 22)

#### Required skills, ability, knowledge and experience

##### Skills

- i. To show a sympathetic understanding of diverse points of view and to have appreciation of cultural diversity and skills in working in cross-cultural settings.
- ii. To be able to assess situations and exercise wise judgement, and to adopt an independent, analytic and objective approach to decision making, including making difficult decisions.
- iii. To have skills and experience in policy setting.
- iv. To be able to set targets, and monitor and evaluate performance.
- v. To be able to communicate easily in English, both verbally and in writing.
- vi. To be able to work in partnership with staff and other volunteers.

##### Ability

- i. To be able to spend up to 20 hours per month working on Board matters, in addition to formal meeting requirements.
- ii. To be able to work as part of a team, and to have an awareness of collective decision-making and a democratic way of work.
- iii. To be able to work on a strategic level, in order to set the strategic direction for the

##### World Association.

- iv. To be in a position to attend World Board and/or Group and Committee meetings, and to undertake all necessary preparatory work. World Board and Group and Committee Meetings are normally held annually, for a period of up to six days each. During the year of the World Conference, the World Board meets for a day prior to Conference, and may meet for half a day at the end of the Conference. Towards the end of the Conference, an Extraordinary World Board meeting is held for the election of officers.
- v. To be able to attend the World Conference.
- vi. To attend additional meetings if necessary. Some Committees and Groups may arrange additional meetings during the year. Meetings are normally held in Pax Lodge and where relevant, in World Centres and the World Bureau, except those at Conference, when they will be held at the Conference venue.
- vii. To be aware that as a large amount of work of the Board and Committees is carried out remotely, Board and Committee members must deal promptly with papers and emails received.

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## Qualities required of World Board and Committee members (continued)

### Knowledge

- i. To have a knowledge of the World Association, its Object, Mission and its Vision.
  - An officer of a Member Organization
  - A trainer for WAGGGS
  - A Group or Committee member
  - A WAGGGS Representative at the UN
- ii. To be aware of the varied organizational structures of Member Organizations, such as Joint, Merged, etc.
- iii. To have a high level of proficiency/experience in at least some of the following areas:
  - a. Financial Management
  - b. Governance or experience as Trustee of a voluntary organization, NGO or INGO
  - c. Legal expertise
  - d. Fund Development
  - e. Building internal or external partnerships
  - f. Human Resource Management
  - g. Advocacy
  - h. Leadership development
  - i. Strategic planning and visioning
  - j. Marketing and brand promotion
  - k. Non-formal education
  - l. Work within an international/global/cross cultural context
  - m. Working in partnership with volunteers and staff
- v. To have attended one or more WAGGGS' World Conferences would be useful in understanding the work of the World Board and its Groups and Committees.

World Board members must ensure that their private or personal interests do not influence their decisions, and that they do not use their position to obtain personal gain of any sort. World Board members should be meticulous about declaring a conflict of interest.

In addition to the qualities needed by all World Board, the following positions need additional skills and experience:

### *Chair and Deputy Chair - World Board*

- Experience and skills in leadership
- Experience of Board and Committee work
- Skills in tact and diplomacy
- Good people skills
- Able to be fair and impartial
- Ability to respect confidences
- Ability to work in partnership with the Chief Executive

### *Other experience*

- i. Members of the World Board are expected to have a commitment to Girl Guiding/Girl Scouting and to have good standing in their own Girl Guide/Girl Scout Organization.
- ii. Members should have interests outside Girl Guiding/Girl Scouting.
- iii. Experience in positions of responsibility in other voluntary or service organizations, and/or in business or a profession is useful.
- iv. Experience in any of the following roles is beneficial:

### *Treasurer and Chair of the Finance Committee*

- Financial experience and business planning skills
- Some experience of charity finance, fundraising and pension schemes
- The skills to analyse proposals and examine their financial consequences
- A preparedness to make unpopular recommendations to the World Board
- A willingness to be available to offer financial advice and answer enquiries from any staff member or volunteer

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## *Person Specification*

- A commitment to the aims and objectives of WAGGGS and a proactive and interest and enthusiasm in shaping and advising on the future of the organization.
- Relevant external skills and experience drawn from a professional or community background outside of WAGGGS.
- A willingness to devote time and effort in both preparing for and attending World Board (one week annually) and other relevant meetings (estimated time up to 20 hours per month).
- Good independent judgement and the ability to give constructive challenge.
- An understanding and acceptance of legal duties, responsibilities and liabilities of the role of the Board.
- An ability to think creatively and strategically.
- The ability to represent WAGGGS internally and externally.
- A good general knowledge of the challenges and opportunities facing girls and young women across the world.
- An ability to work effectively as a member of a team while contributing an independent perspective.
- Strong communication skills and the ability to analyse and interpret information.
- Cultural sensitivity and an ability to work in a global and multi-cultural context.
- The ability to communicate easily in English both verbally and in writing.
- Board members must be at least 16 years old.

### Biographical Information of Candidates standing for the World Board in July 2014

## Alba Aguilar

**Member of:** Asociación de Muchachas Guías Scouts de El Salvador

**Age group:** 30-40

**Nominated by:** Asociación de Muchachas Guías Scouts de El Salvador

**Languages spoken:** Spanish, Intermediate English

**Current position in Member Organization:**

National President (2012-April 2014)

**Previous positions in Member Organization:**

International Commissioner (2010-2012)

**Current professional/business appointments:**

Lawyer

Independent Consultant for the Ministry of Education



### *Personal statement*

I wish to be a member of the World Board so that I can share the knowledge and experience from my professional life as well as my journey as part of the GG/GS Movement at world level. I have certainly been able to act as a multiplying factor as Group Guider, member of the National Board, as President of my Association and as member of the ICCG Regional Team. These experiences have undoubtedly helped me to grow and acquire knowledge, skills and abilities which I have discovered along the way. I believe I am ready to move to a new level which will enable me to explore new ideas and where I can participate in creating more opportunities for our girls and young women, including those who are not yet part of our Movement.

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## Alba Aguilar

### Skills and experience

Skill	Level	Example
<b>Financial management</b>	<b>Medium</b>	Finance assistant at Guadalupano School, monitoring income from registration and school fees, and managing grant allocations. Diploma in finance.
<b>Fund development</b>	<b>Medium</b>	Raising funds through partnerships with INGOs and GG/GS organizations, and through marketing of a book, creating centenary merchandise and events
<b>Internal/external partnerships</b>	<b>Professional</b>	In previous professional roles, facilitated workshops on climate change and leadership with national and international partners including UNESCO, the Red Cross and the Central American Network of Young People for Water. Developed resources and training materials.
<b>Legal expertise</b>	<b>Professional</b>	Practicing lawyer with experience in the fields of consumer advice, defence of human rights and family law.
<b>Governance/ trustee experience</b>	<b>High</b>	During term as President of the Asociación de Muchachas Guías Scouts de El Salvador, led a review of the constitution and by-laws of the association, restructured the national board, and put in place a succession management plan.
<b>Marketing and brand promotion</b>	<b>Medium</b>	Promoted the national association in the media and with private companies through personal contacts and visits. With aid of designers, created new image for the association, and updated the website and social media.
<b>Advocacy</b>	<b>Medium</b>	Devised and followed up an advocacy programme "Protect girls, build a country with smiles". Organised virtual rallies in El Salvador and participated in the virtual rally organized by Mexico on the theme of advocacy.
<b>Strategic planning and visioning</b>	<b>Medium</b>	Led the development of the strategic plan for the national association, with the international commissioner and executive director, with the ideas of the executive committee. Created a plan against violence in FIECA
<b>Leadership development</b>	<b>High</b>	Developed initiatives, forums and workshops to foster leadership in young women in the national association, the GG/GS Association of Guatemala, SERES Association, Water and Youth Movement, Guadalupano School, and Central American Youth Network United for Water.
<b>Non-formal education</b>	<b>High</b>	Developed programmes and day courses on non-formal education in GG/GS and in professional role as facilitator of workshops on human rights.
<b>Global/cross-cultural context</b>	<b>High</b>	Her profession requires that she be up-to-date on national and international issues and her experience in congress, studies and volunteer work has given her the opportunity to experience many different cultures.
<b>Working in partnership with volunteers and staff</b>	<b>Professional</b>	Coordinated activities with staff and volunteers, including the development of supporting meetings and training while working as a project co-ordinator or independent consultant, as well as in volunteer roles.
<b>Human resource management</b>	<b>Medium</b>	Has managed teams in professional roles, and managed volunteer teams in national association and internationally.

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## Biographical Information of Candidates standing for the World Board in July 2014

### Ana Maria Mideros

**Member of:** Asociacion Nacional De Guias Scouts Del Perú

**Age group:** 50-60

**Nominated by:** Asociacion Nacional De Guias Scouts Del Perú

**Languages spoken:** Spanish, English, basic French

**Current position in Member Organization:**

National Advisor, Legal Advisor, International Committee Member

**Previous positions in Member Organization:**

National President, International Commissioner

**Current professional/business appointments:**

Lawyer, Technical Trainer Youth Development Programme Peace Corps Perú,

Director Global Partners Consultant S.A.C., Organizational Consultant and facilitator



#### ***Personal statement***

More than 30 years working for Girl Scouts of Peru with passion, enthusiasm, proactivity, committed, willing to take on challenges, making decisions, manage changes and constantly looking for opportunities.

My professional background, significant experience and volunteering work have given me solid legal knowledge, skills in strategic planning, management, governance, non-formal education, conducting community projects, and a lifelong practice in leadership development and working with girls and young women.

In the various roles played in my Association, as a member of the World Centres' Committee and having participated in international events, I have acquired a global vision and recognize the priorities and challenges facing WAGGGS. I can help identify opportunities and develop strategies to support the delivery of the WAGGGS Mission, Vision and strengthen our Member Organizations.

For decades I have prepared young girls that now have leading roles in Guiding and society, I've worked in multicultural, intergenerational teams which has strengthened my leadership, communication skills, consolidated my tolerance, flexibility and appreciation for diversity. I'm thrilled to challenge my thinking, creatively cooperate and continue learning.

I put at WAGGGS service my competencies, dedication to Guiding and my passion to empower girls and young women to grow, lead and change the world.

# World Board Election Booklet 2014

## Ana Maria Mideros

### Skills and experience

Skill	Level	Example
<b>Financial management</b>	<b>Medium</b>	Analysis of financial statements of companies, organizations and tax advice. Previously Treasurer of the Association of Peruvian Women living in Chile.
<b>Fund development</b>	<b>Medium</b>	As National President, led project benefiting children impacted by the earthquake in Perú, raising \$128,000 from other MOs, and personal connections including companies and schools, and individuals who prepared 12,900 bags of hope. This also strengthened the image of Guiding.
<b>Internal/external partnerships</b>	<b>High</b>	Led national projects, through Mutual Aid, in partnership with other MOs - UK, Finland, Canada and the USA, and also negotiated a collaborative agreement with the Peruvian Association of Coaching, to include the Help Foundation, and Ministry of Education.
<b>Legal expertise</b>	<b>Professional</b>	Lawyer, with particular expertise in tax, commercial and customs matters, including the development of commercial contracts.
<b>Governance/ trustee experience</b>	<b>Professional</b>	Led amendments to the constitution and structure of the national association, and produced the Policy, Organization and Rules document. Provide legal advice on constitutions, contracts and agreements.
<b>Marketing and brand promotion</b>	<b>Medium</b>	Member of committee that designed the new image of the national association. Contributed to the strategic marketing plan and the new image for the World Centres, as a member of the World Centres Committee.
<b>Advocacy</b>	<b>Low</b>	Guide representative on groups preparing the first volunteering law in Peru, working with other NGOs and institutions.
<b>Strategic planning and visioning</b>	<b>High</b>	Led the National Council to design and develop the mission and vision and strategic plan. Contributed to the strategic direction for the World Centres.
<b>Leadership development</b>	<b>Professional</b>	Facilitator and trainer on leadership skills development within Guiding as member of the national training team. Support and monitor the training programme as a member of the National Board. Develops and provides four months training to Peace Corps professionals.
<b>Non-formal education</b>	<b>Professional</b>	Use techniques and theories on non-formal educations and experiential learning within Peace Corps training and Guiding.
<b>Global/cross-cultural context</b>	<b>High</b>	Has a good understanding of global issues, themes and initiatives. Well travelled, has participated in many international events, and enjoys working in intergenerational and multicultural teams.
<b>Working in partnership with volunteers and staff</b>	<b>High</b>	Worked with mixed staff and volunteer teams within the national association and WAGGGS, the Peace Corps and with teachers and parents in the local school Parent Association.
<b>Human resource management</b>	<b>Medium</b>	As consultant and within Peace Corps, responsible for recruitment, training, induction and empowerment of members.

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## Biographical Information of Candidates standing for the World Board in July 2014

### Anne Guyaz

**Member of:** Swiss Guide and Scout Movement  
**Age group:** 40-50  
**Nominated by:** Swiss Guide and Scout Movement  
**Languages spoken:** French, English, German, some Italian

**Current position in Member Organization:**  
Membre d'Honneur, external representative to other organizations and foundations

**Previous positions in Member Organization**  
President, Swiss Guide and Scout Movement, with 10 years on National Board  
Member, Crisis Management, Spirituality and Youth Political Committees  
Head of external relations team (international exchanges, political and civil society)

**Current professional/business appointments:**  
Director of the Swiss NGO - Co-ordination Post Beijing



### *Personal statement*

I would like to take part in the current development of WAGGGS and make my skills and my knowledge available in that regard.

**World:** Diversity is an identifying element of our movement. On the World Board, I would like to represent another linguistic culture or Guiding culture, that of mixed-sex Guiding. I would like to contribute to the necessary dialogue between Baden-Powell's "children", the Guides and the Scouts.

**Association:** WAGGGS structures are evolving. I would like to participate in their implementation, but also in the continuing reflection on governance.

**Of Girl Guides:** There are different kinds of leadership. It is important to me that Guiding remains open to every young person, whatever their personality. Those who work in the shadows for the good of everyone are just as important as the others who are centre stage.

**And Girl Scouts:** WAGGGS is first and foremost a non-formal education movement, applying Baden-Powell's educational methods. That is, and should remain, our primary activity.

My greatest successes are those gained by young people during my time in the national board, as I offered them the space to gain their successes. I am at their service, and therefore, if you wish it, at your service.

# World Board Election Booklet

**Anne Guyaz**

## Skills and experience

Skill	Level	Example
<b>Financial management</b>	<b>High</b>	In professional role, prepared annual budget, accounts, and presented to General Assembly for approval.
<b>Fund development</b>	<b>Medium</b>	Communication with Foundations, contact with certain donors, fundraising as part of national administration.
<b>Internal/external partnerships</b>	<b>Medium</b>	Follow-up of various partnerships for the national association, especially with funding partners and the national administration.
<b>Legal expertise</b>	<b>Medium</b>	Able to interpret legal texts and apply to concrete situations. Led review of national association constitution while president. Worked with lawyers to prepare regulations while on local town council. Member of WAGGGS Constitutions Committee.
<b>Governance/ trustee experience</b>	<b>Professional</b>	Governance of NGO as part of the committee and coordination of approximately 40 NGOs. 10 years on National Board of national association, 5 years as president, during which led restructure and changes to constitution.
<b>Marketing and brand promotion</b>	<b>High</b>	Promotion of Guiding and Scouting in Switzerland, promotion of MSdS activities for young people and former members. Promotion of NGO activities, promotion of international standards on women's rights. Promotion through interviews, lobbying activities, participation in creating campaigns, publications and stands at the market.
<b>Advocacy</b>	<b>Professional</b>	Advocacy for the rights of women in Switzerland as director of an NGO. Participation as civil society representative in the official Swiss delegation to UN Commission on the Status of Women. Advocacy for MSdS on a committee and as President. Advocacy for WAGGGS during a UN conference.
<b>Strategic planning and visioning</b>	<b>High</b>	With Joint President, led strategic planning for the national association, using external expertise to assist. Engaged with local volunteer levels to ensure understanding that what was proposed met their needs. Presented at national assembly and gained agreement.
<b>Leadership development</b>	<b>Low</b>	When teacher, identified potential of students and discussed how to develop their leadership skills.
<b>Non-formal education</b>	<b>Medium</b>	While responsible for external relations with the Government and media, presented skills developed and activities provided through Scouting, and the benefits to society.
<b>Global/cross-cultural context</b>	<b>Professional</b>	Organization of multilingual conferences, communication, adapted to different cultures, 9 months of study in East Jerusalem, delegate at international conferences, including at the UN. Intercultural work in Switzerland – there is no single Swiss culture.
<b>Working in partnership with volunteers and staff</b>	<b>Professional</b>	Allocation of roles and responsibilities for professionals and volunteers, clarification of job descriptions, adapting and clarifying working methods, listening to frustrations and valuing one another.
<b>Human resource management</b>	<b>Medium</b>	Member of the national association Staff Committee, which was responsible for hiring staff, agreeing their pay and benefits, and ensuring that legal requirements were met, also in regard to social insurance.

# World Board Election Booklet

## Biographical Information of Candidates standing for the World Board in July 2014

### Connie Matsui

**Member of:** Girl Scouts of the United States of America  
**Age group:** 60 - 70  
**Nominated by:** Girl Scouts of the United States of America  
**Languages spoken:** English, basic Spanish

**Current position in Member Organization:**  
Emeritus member Girl Scouts of the USA National Board  
Vice President, Board of the World Foundation for Girl Guides  
and Girl Scouts

**Previous positions in Member Organization:**  
National President, Girl Scouts of the USA 1999-2002  
Member of National Board in various capacities from 1984 - 1999

**Current professional/business appointments:**  
Retired from full time employment – previously Vice President,  
Wells Fargo Bank and Executive Vice President Biogen Idec /  
IDEC Pharmaceuticals



#### ***Personal statement***

Since I attended my first World Conference in Tarrytown, New York, I have been awed and humbled by the life changing work of the World Association's member organizations and the extraordinary women and girls I've met through Girl Guiding and Girl Scouting. This pivotal experience in 1984 inspired me to accept positions of increasing responsibility within Girl Scouts of the USA as well as to serve the World Association in various volunteer positions over the past ten years.

Given the dynamic environment for Girl Guiding and Girl Scouting today, my background in strategy and organizational development, and my deep respect for all that the movement represents, I feel this would be an auspicious time for me to apply my skills and knowledge as a member of the World Board and partner to the World Association staff. I also hope that my experience working with the Girl Scouts of the USA can be of benefit to the World Association and to other member organizations.

Whether or not I am elected to the World Board, I remain devoted to the growth and prosperity of the worldwide movement.

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## Connie Matsui

### Skills and experience

Skill	Level	Example
<b>Financial management</b>	<b>Professional</b>	MBA in Marketing and Finance, professional experience through 15 years with Wells Fargo Bank, rising to Vice President. As volunteer, experience as Treasurer, and members of local and national finance and audit committees.
<b>Fund development</b>	<b>High</b>	As the board member of non-profit organizations and alumna of Stanford University, have led campaigns and consulted on fundraising strategy. Member of the Board of the Olave Baden- Powell Society.
<b>Internal/external partnerships</b>	<b>Professional</b>	Responsible for strategic alliances and project management at IDEC Pharmaceuticals. Led international product development team.
<b>Legal expertise</b>	<b>Medium</b>	Experienced in reviewing legal documentation in partnership with professional legal advisors, in both professional and volunteer capacities.
<b>Governance/ trustee experience</b>	<b>High</b>	While President, chaired the national board. Significant volunteer board experience within and outside GG/GS, including revising the constitution of the World Foundation.
<b>Marketing and brand promotion</b>	<b>Professional</b>	MBA in Marketing and Finance. Responsible for marketing and branding financial services at Wells Fargo, and investor and corporate communications at IDEC Pharmaceuticals.
<b>Advocacy</b>	<b>Low</b>	Advocated for girls while president of national association, and for science, technology, engineering and math education while head of corporate communications and investor relations at IDEC Pharmaceuticals. Experienced and professional public speaker.
<b>Strategic planning and visioning</b>	<b>Professional</b>	Responsible for corporate strategy for IDEC Pharmaceuticals. Have led strategic planning for all current and some past volunteer board appointments. WAGGGS Strategies for Growth committee 2002–2005
<b>Leadership development</b>	<b>Professional</b>	Responsible for human resources and leadership development while senior vice president for planning and resource development at IDEC Pharmaceuticals.
<b>Non-formal education</b>	<b>High</b>	While board member and president of national association, presented the benefits of non-formal education to government, business and philanthropic leaders.
<b>Global/cross-cultural context</b>	<b>High</b>	Multicultural working environment throughout professional and volunteer positions in the USA. WAGGGS experience through the Strategies for Growth Committee, the OB-PS Board, world and regional conferences. Preferred listening style helps build relationships and understanding before work begins.
<b>Working in partnership with volunteers and staff</b>	<b>High</b>	Extensive experience starting at Stanford University and in all subsequent volunteer leadership positions.
<b>Human resource management</b>	<b>Professional</b>	Responsible for employee relations and communications at Wells Fargo and for human resources at IDEC Pharmaceuticals.

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## Biographical Information of Candidates standing for the World Board in July 2014

### Emilie Bassil El Feghaly

**Member of:** Lebanese Girl Guides Association  
**Age group:** 30-40  
**Nominated by:** Lebanese Federation for Girl Scouts and Girl Guides  
**Languages spoken:** French, Arabic, English

**Current position in Member Organization:**  
Legal Counsellor

**Previous positions in Member Organization**  
Elected member of the National Board  
Vice National Commissioner  
Vice General Commissioner  
National Secretary Commissioner

**Current professional/business appointments:**  
Lawyer, Senior Legal Advisor for group of pharmaceutical companies



#### ***Personal statement***

I am a Girl Guide since 1985 and Girl Guiding is part of my life. I adhere completely to the values and mission of WAGGGS and I strongly believe that together we can make a difference and change our world. My experience in the Lebanese Girl Guides Associations helped me in building my personality and with the WAGGGS Leadership Development Programme I gained a lot in maturity. My learning journey is still going on and being a World Board member would be a remarkable part of it.

My contribution to the work of WAGGGS would mainly be in two fields: legal, which I practice by profession, and use as appropriate in the Guiding context, and leadership development, being a WLDP facilitator. Now that the Board is moving into a strategic one and that lots of work will be done in governance review and membership strategy, I can offer my skills and knowledge as a lawyer, a facilitator and an advocate for WAGGGS' mission.

I am proud to be part of the girl Guiding family and it would be an honour to serve in the World Board!

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## Emilie Bassil El Feghaly

### Skills and experience

Skill	Level	Example
<b>Financial management</b>	<b>Medium</b>	Reviewed, negotiated and approved the annual financial statements of the association while a member of the National Board.
<b>Fund development</b>	<b>Low</b>	Fundraising through local and national events, mainly developing and managing actions such as sales of handcrafts and social events.
<b>Internal/external partnerships</b>	<b>None</b>	
<b>Legal expertise</b>	<b>Professional</b>	Professional expertise as member of the Beirut Bar Association, in commercial, civil, penal and public law. Senior legal advisor to a regional group of pharmaceutical companies. Contributed to the amendment of the constitution of Lebanese Girl Guides Association. Actively managed legal conflict within the Lebanese Federation and with the Lebanese Ministry of Youth and Sports.
<b>Governance/ trustee experience</b>	<b>High</b>	Led work with WAGGGS and all members of the Lebanese Federation, to find constitutional solutions which met legal requirements and were acceptable to all parties. As member of National Board, have guided the transformation of the board into a strategic entity, leaving full executive responsibilities to the Executive Board. Ensured that internal guidelines and policy were amended to keep up to date with good practice.
<b>Marketing and brand promotion</b>	<b>None</b>	
<b>Advocacy</b>	<b>Medium</b>	Prepared and delivered sessions on advocacy, in global youth work training, in co-operation with the International Co-ordination Meeting of Youth Organizations. Participated in radio debates defending the association's choice of single gender education.
<b>Strategic planning and visioning</b>	<b>Medium</b>	Contributed to strategic planning of the association. Professionally, actively involved in implementing the strategy of the company. Prepared and delivered visioning sessions as part of the WLDP.
<b>Leadership development</b>	<b>High</b>	Member of team that updated the association's adult training, learning and development plan (ATLDP). Planned and delivered training in association and federation. WLDP facilitator, responsible for introducing the learning journal among other pillars of the WLDP to the association's ADLTP.
<b>Non-formal education</b>	<b>High</b>	Developed and deliver training in non-formal settings. Participated in TV and radio shows presenting the benefits of non-formal education.
<b>Global/cross-cultural context</b>	<b>High</b>	Both professionally and in Guiding through WLDP, work in international and cross-cultural settings. Professionally: in charge of negotiating agreements with counterparts in the USA and Europe, answering legal issues related to Middle East and North Africa region.
<b>Working in partnership with volunteers and staff</b>	<b>High</b>	When National Secretary, responsible for the administrative team. Organised and participated in many activities with other volunteers.
<b>Human resource management</b>	<b>Medium</b>	Manage contracts of employees to ensure compliant in more than 17 countries in the Middle East and North Africa region. Review HR policies to ensure legally compliant.



# World Board Election Booklet

## Biographical Information of Candidates standing for the World Board in July 2014

### Haifa Ourir

**Member of:** Scouts of Tunisia  
**Age group:** 30-40  
**Nominated by:** Scouts of Tunisia  
**Languages spoken:** Arabic, French, English, basic Spanish

**Current position in Member Organization:**  
Deputy Chief Commissioner

**Previous positions in Member Organization**  
International Commissioner  
Member of National Bureau responsible for Guides and online communication  
Member of National Council

**Current professional/business appointments:**  
Information Technology Project Leader, Linedata Tunisia



### ***Personal statement***

As part of the WLDP program, I was fortunate enough to see hundreds of young women from all around the globe. I was able to see in them the immense potential that WAGGGS has, but also how much more we can do to unleash it.

I would like to make our world association a place that not only uses the voices of its 10 million members to advocate for causes that are important to all of us as citizens of the world, but also, that allows some more noise in those 10 million voices, more divergence and more action and initiative on a local level.

As a member of a SAGNO, I also would hope I could contribute to a clearer understanding at WAGGGS level of how life in a mixed association can be, and how we can help the girls and young women in them achieve their fullest potential.

And as a citizen of a rapidly changing country and society, I would like to make sure our girls are aware of all the possibilities out there, are an active part of their communities, and a real influence on the decisions being taken.

# World Board Election Booklet

## Haifa Ourir

### Skills and experience

Skill	Level	Example
<b>Financial management</b>	<b>Medium</b>	Chair of finance committee of national association, prepared the Guide branch budget in partnership with the professional Head of Finance.
<b>Fund development</b>	<b>Low</b>	As part of National Council, developed sustainable projects to provide funding in local regions, following the loss of funding support from the government due to the change in regime.
<b>Internal/external partnerships</b>	<b>Medium</b>	As a member of the International Committee, participated in the preparation and implementation of several partnership agreements for the Scouts of Tunisia with Danish Scouts and the National Office for Family.
<b>Legal expertise</b>	<b>Low</b>	Knowledge of the constitution of association
<b>Governance/ trustee experience</b>	<b>Low</b>	While a member of the National Council, reviewed the bye-laws, worked towards a successful outcome, and was able to understand and vote on them.
<b>Marketing and brand promotion</b>	<b>Medium</b>	Responsible for online communications for the Scouts of Tunisia. Supervised the re-design of the web site, and integration of a discussion forum.
<b>Advocacy</b>	<b>High</b>	Led seminar on advocacy in the Arab Region. Participated in a national advocacy action against smoking in public places. Promoted advocacy among leaders and launch of several local advocacy actions on the environment. Within the "Tunisian League of Women Voters", participated in organization of a seminar on the theme of "A woman's rights in the Tunisian Constitution". Recommendations were delivered to elected representatives to be taken into account when writing the new Tunisian Constitution.
<b>Strategic planning and visioning</b>	<b>High</b>	Developed the strategic plan for the guide branch between 2003 and 2010, turning objectives into actions. Follow up on the development of the strategic plan and vision for association since 2013.
<b>Leadership development</b>	<b>High</b>	Trainer since 2004. Led review of the guide branch programme. Facilitator for WLDP programme since it began. Train professional team on management, leadership, communication.
<b>Non-formal education</b>	<b>Medium</b>	Used non-formal education when reaching out and educating potential voters in the League of Women Voters. Used non-formal education methods to train peer educators on reproductive health in partnership with the Tunisian Family Office.
<b>Global/cross-cultural context</b>	<b>Professional</b>	Work in a multinational company, part of a team spread across three continents: Africa, Europe, America
<b>Working in partnership with volunteers and staff</b>	<b>High</b>	Works with volunteer teams, supported by the staff of the association.
<b>Human resource management</b>	<b>Medium</b>	Responsible for a team, professionally, since 2010



# World Board Election Booklet

## Biographical Information of Candidates standing for the World Board in July 2014

### Heidi Jokinen

**Member of:** Guides and Scouts of Finland  
**Age group:** 30 - 40  
**Nominated by:** Guides and Scouts of Finland  
**Languages spoken:** Finnish, Swedish, English, basic French and German

**Current position in Member Organization:**  
Member of the Board, Scout and Guide Foundation of Finland  
Member, Advocacy Team of the Scout District of South West Finland

**Previous positions in Member Organization:**  
Chief Commissioner  
Deputy Chief Commissioner  
International Commissioner

**Current professional/business appointments:**  
On maternity leave. Most recently Church Minister and Post-Doctoral Researcher in Philosophy and Ethics.



### ***Personal statement***

As a global organization WAGGGS has excellent chances in enhancing its mission and vision for girls and young women. I find this exciting. Simultaneously WAGGGS makes a platform for its member organizations' diverse needs. This must be remembered when pursuing WAGGGS' mission globally.

As a former Chief Commissioner and board member of Guides and Scouts of Finland, I have firm insights in governance. I led GSF through challenging organizational changes and inspiring times like the centenary. This experience of an organization that is both a founding member of WAGGGS and fully co-educational convinced me that the mission of WAGGGS can be pursued in very diverse settings. My involvement in the Europe Region as a volunteer, as a WAGGGS representative to external organizations and as a delegate to world conferences has enhanced my understanding of WAGGGS' governance and advocacy work.

Professionally, I researched conflict resolution in an academic setting. Several stays abroad have taught me the value of different ways of life. I have gained experience in public speaking, working with volunteers and meeting people with different needs.

I believe that my experience can greatly contribute to the success of WAGGGS and to the success of girls and young women.

# World Board Election Booklet

## Heidi Jokinen

### Skills and experience

Skill	Level	Example
<b>Financial management</b>	<b>Medium</b>	Budget management with national association and professionally. Previously Treasurer of local Guide unit.
<b>Fund development</b>	<b>Medium</b>	Continuous development of funds and funding opportunities as a member of the board of the National Scout and Guide Foundation.
<b>Internal/external partnerships</b>	<b>High</b>	While Deputy / Chief Commissioner, created External Relations Committee, and appointed responsible staff member, to enhance external perception of organization. Responsible for the Parliamentary Network, and regular contact with partners, including government and NGOs. Represented Europe Region WAGGGS as part of Advocacy Group, with external and internal partners.
<b>Legal expertise</b>	<b>Medium</b>	University degree in International Human Rights law. Regular contact with legal advisors while Deputy / Chief Commissioner
<b>Governance/ trustee experience</b>	<b>High</b>	Led major repositioning of association while Chief Commissioner, to improve recruitment and retention of members. Led re-organization of national headquarters including the appointment of a new Secretary General. Previously Youth Trustee of the Council of Europe.
<b>Marketing and brand promotion</b>	<b>Medium</b>	With the help of professional company, began rebranding work for association, which required buy in from regions in order to ensure sufficient effort available to ensure success. Membership increased as a result of the changes.
<b>Advocacy</b>	<b>High</b>	Represented WAGGGS at several international events, both intergovernmental and NGO, as a member of the Europe Region Advocacy Group
<b>Strategic planning and visioning</b>	<b>High</b>	Led the work to create a new strategy for association. Weekly involvement in monitoring progress and ensuring speedy decisions made where necessary. Professionally, responsible for the strategy in relation to children and families in the church, and when planning university research five years ahead.
<b>Leadership development</b>	<b>Medium</b>	When member of the National Board, monitored the development of the training programme
<b>Non-formal education</b>	<b>High</b>	Advocated the benefits of non-formal education externally when Chief Commissioner. First hand practical knowledge when local guide leader.
<b>Global/cross-cultural context</b>	<b>High</b>	Participated in student exchanges, travelled internationally when studying international human rights law, especially Africa
<b>Working in partnership with volunteers and staff</b>	<b>Professional</b>	Daily contact with volunteers and staff, both professionally and when on National Board. Initiated development of code of conduct for volunteer / staff co-operation, and to clarify relationships.
<b>Human resource management</b>	<b>Medium</b>	Responsible for HR Management of staff and volunteers when Deputy / Chief Commissioner.



# World Board Election Booklet

## Biographical Information of Candidates standing for the World Board in July 2014

### Lara Tonna

**Member of:** Malta Girl Guides Association  
**Age group:** 40-50  
**Nominated by:** Malta Girl Guides Association  
**Languages spoken:** Maltese, English, Italian, basic French

**Current position in Member Organization:**  
Council Member, Vice President (honorary position)

**Previous positions in Member Organization**  
Chief Commissioner  
Training Commissioner

**Current professional/business appointments:**  
Lecturer in Physical and Health Education, Institute for PE & Sport, University of Malta



### *Personal statement*

Being involved from the age of six, and as an adult volunteer in the local, national and international level within the movement was an experience which ingrained in me the value of volunteering and service to WAGGGS. I am a firm believer that WAGGGS is a high performing organization; an enterprise that over the years has produced outstanding and remarkable results, with high levels of commitment, from a multitude of women who fully dedicate their time and service to the success of the movement.

My leadership experience as a lead volunteer both within my association and at Europe Region level equipped me with knowledge and skills ranging from leading teams, thinking strategically, training and development and also a vast experience of how to deal with diverse MOs in Europe. Being on the World Board, as a regional chair has enabled me to discover and understand more the different socio-economic realities of MOs both in Europe and in other regions. I have also worked and lived experiences outside my region such as the WLDP Event in Burundi and the Arab Region Youth Forum.

I believe that with this experience, I will be of better service for the benefit of global Guiding.

# World Board Election Booklet

## Lara Tonna

### Skills and experience

Skill	Level	Example
<b>Financial management</b>	<b>Medium</b>	Managing the budget of the association as Chair of the National Board. Contributed to the decision taking when looking into financial matters while Chair of Europe Region Committee.
<b>Fund development</b>	<b>Low</b>	Member of the fund raising initiative team for the national training centre. Mainly practical and small scale fundraising projects such as sponsored good turns.
<b>Internal/external partnerships</b>	<b>Medium</b>	Co-ordinating Group member for the Joint Committee for Europe WAGGGS and WOSM. Work on joint projects and events such as the Regional conference, and evaluated joint work.
<b>Legal expertise</b>	<b>Low</b>	Understanding of legal structures and their implications following work as a member of the WAGGGS Governance Review team.
<b>Governance/ trustee experience</b>	<b>High</b>	Member of WAGGGS Governance Review team, and national Constitutions Committee. WAGGGS World Board has provided experience of being a Trustee, and a good understanding of the responsibilities involved.
<b>Marketing and brand promotion</b>	<b>Low</b>	Involved in the rebranding of the national association while on the National Board.
<b>Advocacy</b>	<b>Low</b>	Attended local events to promote the position of women and young people in society. Been an strong advocate in order to promote the value of Guiding in Malta, especially with policy makers. Member of the National Council of Women.
<b>Strategic planning and visioning</b>	<b>High</b>	While Chief Commissioner, led strategic visioning and planning to modernise the association. While chair of Europe Region, led change in ways of work of committee to strategic board. Professionally, member of the senior management team of a school, and developed new degree course, and planned implementation from conception to marketing.
<b>Leadership development</b>	<b>High</b>	Training commissioner for national association, and multiplier trainer for the Europe Region for a number of years. Has developed and delivered various training programmes nationally and for European MOs. Involved in training within the Duke of Edinburgh Malta.
<b>Non-formal education</b>	<b>High</b>	Involved in voluntary work through Guiding, Duke of Edinburgh's Award, and sports organizations. Promoted the role of voluntary organizations and pushed forward the benefits that such organizations promote at various external fora, seminars, and discussion groups. While reading for a Masters in Youth and Community Studies, advocated for non-formal education during discussions and assigned work.
<b>Global/cross-cultural context</b>	<b>High</b>	Experience through the membership of Europe Region Committee and World Board of leading and working in cross cultural teams
<b>Working in partnership with volunteers and staff</b>	<b>High</b>	Leading the volunteer team and working closely with the Regional Director taught the importance of having clear roles for volunteers and staff, open communication, and also the very different expectations, which need to be clarified and managed.
<b>Human resource management</b>	<b>High</b>	Advanced Certificate in Human Resources. Manage degree course, both academic and human resource aspects.



# World Board Election Booklet

## Biographical Information of Candidates standing for the World Board in July 2014

### Maria José Proaño

**Member of:** Asociación Nacional de Guías Scouts del Ecuador

**Age group:** 30-40

**Nominated by:** Asociación Nacional de Guías Scouts del Ecuador

**Languages spoken:** Spanish, English

**Current position in Member Organization:**

National President, Brownie Leader

**Previous position in Member Organization**

International Commissioner, Leader in intermediate branch

**Current professional/business appointments:**

Teacher, early years library co-ordinator and co-ordinator of multi-sensory room in International School



#### ***Personal statement***

I believe in the importance of education towards sustainable change at world level. I also strongly believe in the power of Guiding to positively impact the lives of girls and young women, empowering and enabling them to become agents for change.

I have twenty years' Guiding experience, and feel the time is now right to work on the global vision. I have had the opportunity to develop my abilities and leadership skills and put them into practice at a number of different levels from Patrol leader to National President. One of the most significant experiences has been participating in the decision-making process which contributed to the development and progress of my Association, with the main achievement being the involvement of young women in decision-making at all levels. I am currently working with a National Executive Committee where all members are under the age of thirty.

Besides being a member of the Guiding Movement, I am a teacher and this complements this perfectly. I can support WAGGGS with my knowledge and experience not just in education, but also in planning and strategic vision, as well as my knowledge and understanding of GG/GS at a global level through my own experience in this field.

# World Board Election Booklet

**María José Proaño**

## Skills and experience

Skill	Level	Example
<b>Financial management</b>	<b>Low</b>	Managed basic accounts, reviewed and monitored income and expenditure against budgets.
<b>Fund development</b>	<b>Medium</b>	Supported fund development processes and delivered plans for national association while President.
<b>Internal/external partnerships</b>	<b>Medium</b>	Has organised a number of programmes for national association in partnership with other WAGGGS member organizations.
<b>Legal expertise</b>	<b>None</b>	
<b>Governance/ trustee experience</b>	<b>High</b>	Led processes on strategic and tactical planning, leading a process of change in leadership and management in Association. Created administration and management manuals, set up procedures linked to the ISO international regulations, and monitored development, management and impact on the girls in Ecuador.
<b>Marketing and brand promotion</b>	<b>Professional</b>	While marketing co-ordinator for Tony Roma's, contributed new ideas to deliver activities and products, managed the brand name, created PR campaigns. Leadership, coordination and implementation of change of image and branding of national association, including visual imaging, uniforms, badges and marketing campaign.
<b>Advocacy</b>	<b>High</b>	WAGGGS delegate at the 54th UN Commission on the Status of Women and keynote speaker at the parallel UNIFEM/WAGGGS event. Participated in workshops on advocacy, delivering WAGGGS programmes at local level. Worked with girls on issues related to gender violence and equality.
<b>Strategic planning and visioning</b>	<b>High</b>	Led strategic planning processes in national association at a time of significant change, ensuring the involvement of all members in developing the main goals for the association. Created strategic planning manual for the association including monitoring and evaluations procedures. Apply these same principles professionally.
<b>Leadership development</b>	<b>High</b>	Facilitated several workshops on leadership and empowerment at national and international levels. Established succession management processes and made structural, policy and procedural changes to include young women in all decision-making processes. Participated in review of training scheme and facilitators framework
<b>Non-formal education</b>	<b>High</b>	Developed and led campaigns to raise the profile and impact of GG/GS in Ecuador, educating businesses, parents, and local communities.
<b>Global/cross-cultural context</b>	<b>High</b>	Attended and led events for young people and leaders across the Americas, including global events, and exchanges in Ecuador.
<b>Working in partnership with volunteers and staff</b>	<b>High</b>	Works currently with volunteers, responsible for the management and monitoring of the professional staff of the association. Have also worked with WAGGGS' staff on projects.
<b>Human resource management</b>	<b>Medium</b>	Recruited and managed professional staff team.



# World Board Election Booklet

## Biographical Information of Candidates standing for the World Board in July 2014

### Nadine Kaze

**Member of:** Association des Guides du Burundi  
**Age group:** 40-50  
**Nominated by:** Association des Guides du Burundi  
**Languages spoken:** French, English, Kirundi /  
Kinyarwanda

**Current position in Member Organization:**  
Local Advisor

**Previous position in Member Organization**  
National Commissioner, International and Public Relations  
National Commissioner, Programme

**Current professional/business appointments:**  
Human Resources Officer – UNICEF Burundi



#### ***Personal statement***

I would like to become a member of the World Board for three main reasons. Firstly, I have been in guiding since I was six years old and have been living Guiding at all levels, in primary school, in secondary school and at university, and had some responsibilities at all these different levels.

Secondly, I have been from 1995 to 2012 the National Commissioner in charge of International and Public Relations (three mandates) and Programme (one mandate).

Thirdly, I am one of the WLDP facilitators and have co-facilitated several WLDP events. I have participated in two regional conferences and three world conferences since 1999.

Serving Guiding in the community, national, regional and world levels motivated me to apply to become a member of the World Board and contribute to the work of WAGGGS at the high level. I would like to bring my academic and professional experience to contribute to the development of Guiding / Girl Scouting in the areas of administration, leadership and advocacy.

# World Board Election Booklet

## Nadine Kaze

### Skills and experience

Skill	Level	Example
<b>Financial management</b>	<b>Medium</b>	Treasurer of local church, managing annual budget of US \$100k. Working towards masters degree in business administration.
<b>Fund development</b>	<b>Medium</b>	As national board member, participated in several fundraising initiatives, including contact with pharmaceutical companies to obtain close to expiry date medicines for an NGO, when funds were hard to raise.
<b>Internal/external partnerships</b>	<b>Professional</b>	As international commissioner, on team which led Amahoro Amani project, an international caravan aiming to ease ethnic conflict in Burundi, Rwanda and Congo. Managed twinning partnership with Guides de France. Work with local partners to use Guiding principles. Experience through UNICEF employment.
<b>Legal expertise</b>	<b>Low</b>	Have participated in the preparation of the constitution of the association's constitution.
<b>Governance/ trustee experience</b>	<b>Medium</b>	Led discussions on changes in the constitution to bring in minimum education requirements for national board members.
<b>Marketing and brand promotion</b>	<b>Medium</b>	In previous employment, promoting management software applications and providing support to managers in companies in Burundi
<b>Advocacy</b>	<b>High</b>	Worked with five other organizations to lead campaign against violence towards girls and young women, including lobbying the government and local administrators.
<b>Strategic planning and visioning</b>	<b>High</b>	While member of national board, contributed to the creation of strategic plans, ensuring they linked with WAGGGS and Regional plans, but included the priorities of local units. Member of the innovations task force in UNICEF – applying strategic thinking when implementing projects.
<b>Leadership development</b>	<b>High</b>	Trained and co-facilitated at more than 10 WLDP events. Trained national facilitators, devised manual on facilitations skills, and adapted material with examples to fit a Burundi context.
<b>Non-formal education</b>	<b>Medium</b>	While on the National Board, contributed to the development of the national programme. Facilitated trainings locally, nationally and internationally. Promoted Guiding/Scouting activities for child's social and personal development to Montessori school, allowing Guiding / Scouting club to be set up.
<b>Global/cross-cultural context</b>	<b>Professional</b>	Have travelled to more than twenty countries. Well aware of cultural diversity due to working for a global organization, and through Guiding.
<b>Working in partnership with volunteers and staff</b>	<b>High</b>	While member of National Board, day to day consideration of colleagues, volunteers and staff.
<b>Human resource management</b>	<b>Professional</b>	Responsible for the human resource management of more than one hundred staff for more than ten years.



# World Board Election Booklet

## Biographical Information of Candidates standing for the World Board in July 2014

### Natasha Hendrick

**Member of:** Girl Guides Australia  
**Age group:** 40-50  
**Nominated by:** Girl Guides Australia  
**Languages spoken:** English

**Current position in Member Organization:**  
Member

**Previous position in Member Organization**  
Assistant Chief Commissioner  
Chair of the Australian Management Team

**Current professional/business appointments:**  
Staff Geophysicist, Santos Ltd

#### ***Personal statement***

I am a scientist, volunteer, adventurer, mentor and friend ... and Guiding has positively influenced every aspect of my life. I am committed to helping WAGGGS achieve its mission so that girls and young women can share in the incredible experiences of Girl Guiding / Girl Scouting.

Through WAGGGS events, and my current involvement in the Membership Development Strategy Working Group, I have gained insight into WAGGGS' strategies and priorities. With this greater understanding has come the realisation that I have skills and experiences that can assist the Board to be an innovative, strategic governing body.

Time spent working with the Australian Board has given me skills in high-level strategic planning and policy formulation, and an appreciation of the different responsibilities of a board and a management team. As a professional research scientist, with experience working internationally and managing multi-national teams, I bring excellent communication skills, the capacity to collect and rapidly absorb large amounts of information and extract relevant details, and the ability to work with people from varied backgrounds.

I am a conscientious, motivated volunteer who has the time to commit to this challenging governance role, and I believe my skills and attributes will enable me to contribute effectively.

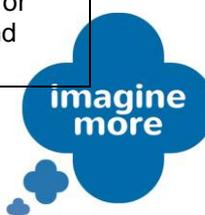


# World Board Election Booklet

## Natasha Hendrick

### Skills and experience

Skill	Level	Example
<b>Financial management</b>	<b>Medium</b>	Responsible for preparing and managing project budgets – from Guide camps through to \$20M oil & gas exploration projects.
<b>Fund development</b>	<b>Low</b>	Successfully attracted ongoing funding and industry sponsorship for professional geophysics research project over five years. Practical local level fundraising projects only in Guiding.
<b>Internal/external partnerships</b>	<b>High</b>	Worked with Queensland Education Department to establish Guiding in schools. Guiding representative on the Australian Youth Policy and Action Coalition. Collaborate with internal and external national /international project teams and corporations for work and Guiding.
<b>Legal expertise</b>	<b>Medium</b>	Three years' experience preparing professional business proposals, tender documents and confidentiality agreements.
<b>Governance/ trustee experience</b>	<b>High</b>	Two years working with National Board during repositioning of governance and management responsibilities, and development of new national vision and strategy. Three years on State Board, including taking a lead role in research to better streamline governance and management functions.
<b>Marketing and brand promotion</b>	<b>Professional</b>	Design of technical marketing materials. Networking and presentations through meetings and conferences across Australia, SE Asia, USA and Europe.
<b>Advocacy</b>	<b>Medium</b>	Actively advocated for greater participation of girls and women in science through school visits, industry career nights and presentations to professional organizations. Guiding member of Australian Youth Policy and Action Coalition, involving youth organizations in national policy decisions.
<b>Strategic planning and visioning</b>	<b>High</b>	Contributed to the development of the 2020 Girl Guides Australia strategic plan, and helped establish performance indicators and monitoring processes.
<b>Leadership development</b>	<b>High</b>	Member of State training team, providing leadership training for young women and adult volunteers. Key role in integration of adventure based learning into leadership development for girls and women. Helped develop program, and facilitator of sessions at national leadership development events.
<b>Non-formal education</b>	<b>Medium</b>	Delivered Guide program as a Unit leader for six years. Trained leaders in delivery of the Australian Guide Program for three years.
<b>Global/cross-cultural context</b>	<b>Professional</b>	Managed, trained and mentored staff in Australia, USA, Malaysia and Indonesia for four years. Collaborated with Guiding/Girl Scouting staff and volunteers from USA, Canada and UK during Churchill Trust research project on volunteerism.
<b>Working in partnership with volunteers and staff</b>	<b>High</b>	Established, managed and worked closely with a mixed team of staff and volunteers for two years to design and deliver the national operational plan for Girl Guides Australia.
<b>Human resource management</b>	<b>High</b>	Responsible for the employment, growth and high performance of multi-national team comprising 50+ staff. HR Contact Officer for current workplace. Supervised and managed national staff and volunteers for Girl Guides Australia.



# World Board Election Booklet

## Biographical Information of Candidates standing for the World Board in July 2014

### Rania Radwan

**Member of:** Egyptian Girl Guides Association  
**Age group:** 40-50  
**Nominated by:** Egyptian Girl Guides Association  
**Languages spoken:** Arabic, French, English

**Current position in Member Organization:**  
Member of the Committee for International Relations, Egyptian  
Federation of Boy Scouts and Guides

**Previous position in Member Organization**  
Co-ordinator of Global Action Theme Projects

**Current professional/business appointments:**  
Television news presenter and translator



#### ***Personal statement***

First it is an honour and a dream to any Guide leader to become a member of the World Board, especially when you have a clear vision and mission of this huge association. It is clear to me that we have to work hard to empower young women to develop their fullest potential, and to take action to change the world, to be a part of a team, in a decision making position, to share in different strategies and plans to support young women around the world.

I use my expertise from my media work, volunteering with different NGOs and charities, my network connections, and my ability to convince companies to make partnerships to support projects.

As a member of a team, I aim to take part in the marketing and advertising area, and contribute new creative ideas to attract new members and find new sources of fundraising by using media tools.

I have a commitment from our guide law, I learned a lot from Guiding, I received a lot of training on different levels, and it is time now to share my expertise with 10 million girls and women to lead the change.

# World Board Election Booklet

## Rania Radwan

### Skills and experience

Skill	Level	Example
Financial management	None	
Fund development	High	Used connections through media work to approach decision makers and businesses to support projects for hospitals, charities and local projects. Made advertising films to promote projects and raise funds. Also involved in practical projects at local level.
Internal/external partnerships	High	Partnered with Alexandria Regional Centre for Women's Health to provide seminars for leaders on womens' development and health. Prepared partnership protocol with the Association for Women and Development for seminars for leaders tackling women's rights and violence against women.
Legal expertise	None	
Governance/ trustee experience	Medium	Board member of the Ossoul Association for the development of society, where constitution needed to be revised after the revolution to reflect the change in government and society.
Marketing and brand promotion	Professional	Ran own advertising business for four years. Produced advertising campaign for the Royal Hospital. Produced promotions for various products and to raise funds for charities.
Advocacy	High	Raised funds for and organised seminars for leaders on women's rights, and a parade to stop violence against women. Actively engaged personally - first to appear wearing hijab on Egyptian TV following a law suit to allow women to do this if they choose.
Strategic planning and visioning	Medium	Chair of two media committees, responsible for defining the strategy for promotion of each organization through media and conferences.
Leadership development	Medium	Trained as WLDP facilitator, delivering WLDP and NLDP in Oman, and delivered Educational Development Programme in Kuwait. Received professional training in leadership.
Non-formal education	Medium	Promoted the benefits of non-formal education to businesses and potential partners, to raise awareness and to gain funding for projects.
Global/cross-cultural context	High	Participated in many international Guiding events, including events with Italy, France, and Turkey.
Working in partnership with volunteers and staff	High	Works with volunteers and staff across several charities, and with staff from governmental, health, media and commercial organizations.
Human resource management	Low	No formal training

# World Board Election Booklet

## Biographical Information of Candidates standing for the World Board in July 2014

### Rita María Solís Arce

**Member of:** Costa Rica Guides and Scouts Association  
**Age group:** 40-50  
**Nominated by:** Costa Rica Guides and Scouts Association  
**Languages spoken:** Spanish, English, some Portuguese

**Current position in Member Organization:**  
Member of Leadership Committee and International Event  
Preparation Committee  
Member of local group

**Previous position in Member Organization**  
Vice President  
International Commissioner

**Current professional/business appointments:**  
Managing Director of own marketing company  
University Professor



#### ***Personal statement***

After thirty years membership in the Guide Movement, and my career in communication, management, marketing and education, my association and I believe that the contribution that I could provide to the World Board would be very positive and valuable, facing the challenges and plans for the future.

My Guiding experience, plus experiences gained as President of the Latin American Youth Forum, a regional marketing communications manager for a global company, a college professor, and in my own company, have allowed me to understand the foundations that hold and drive the Guide Movement, the difficulties facing local organizations, and the needs and dreams of adult and young members. I have gained understanding of the reality of Latin America and other regions, how youth associations and their relationships with society work, and the social, economic, political and cultural reality of the region and its relations with other regions. I have increased my knowledge of business and projects, situational analysis, strategic partner management, policy setting, performance evaluation and strategic thinking. I developed teamwork skills, based on intercultural respect and affirmative contribution.

I feel confident I will be able to make significant contributions to the work of the World Board to strengthen World Guiding.

# World Board Election Booklet

**Rita María Solís Arce**

## Skills and experience

Skill	Level	Example
<b>Financial management</b>	<b>Medium</b>	Currently manages the budget of own company and the customers' portfolio marketing budget. At Ford, managed annual regional budget. Previously on finance committee of national association.
<b>Fund development</b>	<b>High</b>	For national associations and the Latin American Youth Forum (FLAJ) obtained grants through identification and planning of contacts with potential partners, executing strategic approach, preparing and presenting proposals, executing and reporting.
<b>Internal/external partnerships</b>	<b>High</b>	Managed partnerships with grant providers, including the achievement of specific objectives and provision of support.
<b>Legal expertise</b>	<b>Low</b>	Basic understanding of laws and regulations related to performed duties.
<b>Governance/ trustee experience</b>	<b>High</b>	Membership of National Board and Chair of FLAJ. Member of procedural team at 34 <sup>th</sup> World Conference.
<b>Marketing and brand promotion</b>	<b>Professional</b>	National and international marketing professional for 17 years. MBA with emphasis on marketing, management and sales.
<b>Advocacy</b>	<b>High</b>	Lobbied as an organized youth representative in the region with government stakeholders, in processes such as the adoption of youth-related public laws and the Ibero-American on the Youth Rights Convention.
<b>Strategic planning and visioning</b>	<b>High</b>	As member of the National Board, produced the strategic plan for the period 2005-2010, as well the FLAJ triennial Plan. Planned strategy for the development of own business
<b>Leadership development</b>	<b>High</b>	Planned leadership campaigns and programs, as well as receiving and facilitating, including in national association and WLDP events.
<b>Non-formal education</b>	<b>High</b>	30 years of Guiding and Scouting: receiving and facilitating non-formal education through the Guide and Scout Method, and promoting with governmental and non-governmental organizations.
<b>Global/cross-cultural context</b>	<b>Professional</b>	In volunteer and professional roles, interacting with different participants and stakeholders internationally and cross-culturally.
<b>Working in partnership with volunteers and staff</b>	<b>High</b>	Have supervised both professional and volunteer staff.
<b>Human resource management</b>	<b>Medium</b>	Plenty of experience in managing collaborators, direct reports and indirect staff.

# World Board Election Booklet

## Biographical Information of Candidates standing for the World Board in July 2014

### Tejiri Okeregbe

**Member of:** Nigerian Girl Guides Association  
**Age group:** 40-50  
**Nominated by:** Nigerian Girl Guides Association  
**Languages spoken:** English

**Current position in Member Organization:**  
Delta State Advisor  
Focal contact on the 'Stop The Violence' curriculum

**Previous position in Member Organization:**  
Delta State Commissioner  
National Youth Co-ordinator

**Current professional/business appointments:**  
Administrative Officer, Delta State Government Liaison Office



#### ***Personal statement***

Membership of the World Board would give me a global opportunity to serve and address issues that affect girls and women in the world. It is an opportunity to help and proffer solutions to matters that cause affliction and endanger the lives of girls.

I can contribute my wealth of experience acquired through the years in Guiding and National Youth Council of Nigeria (NYCN). I am an active member of Nigerian Girl Guides Association (NGGA), first youngest State Commissioner after 85 years of Guiding in Nigeria (2005), now State adviser and focal contact of 'Stop the Violence Against Women' Curriculum.

I served on the Special Interest Group of Nigeria's Vision 2020, which produced Nigeria's Vision 2020 Economic Transformation Blue Print, formally launched by the President of the Federal Republic of Nigeria, His Excellency Dr. GoodLuck Jonathan in 2010.

I am proactive, creative and a team player. I will passionately propagate WAGGGS activities, motivate girls to brace up and be the change they desire.

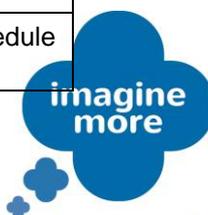
It is my mission to achieve to the best of my ability the goals of the vision 2020, equip girls to maintain the ideals of these goals and improve on it beyond the period.

# World Board Election Booklet

## Tejiri Okeregbe

### Skills and experience

Skill	Level	Example
<b>Financial management</b>	<b>Medium</b>	Created and managed project budgets within Guiding. Professionally manages significant expenditure budget. Holds Masters in Business Administration.
<b>Fund development</b>	<b>Medium</b>	Approached personal contacts to raise funds to acquire building and provide uniforms for girls. Negotiated with government for grants for guides and other NGOs in Delta State.
<b>Internal/external partnerships</b>	<b>High</b>	Developed and implemented project to combat teenage pregnancy in partnership with National Youth Council of Nigeria (NYCN). Peer Educator on HIV/AIDS, ran project with state government on care and support for people living with AIDS. Other partnerships with government and NGOs to stop election malpractice and violence against girls and women.
<b>Legal expertise</b>	<b>Medium</b>	Involved in developing the constitution of the national association. Some law studies as part of MBA programme, and civil service examinations. Apply local law in relation to employment.
<b>Governance/ trustee experience</b>	<b>High</b>	Involved in developing the constitution of the national association, updating to follow good practice, as member of the Constitution Amendment Committee. Trustee experience as member of the national Executive Committee. Actively participated in producing draft constitution for NYCN.
<b>Marketing and brand promotion</b>	<b>Low</b>	Rebranding national association so more attractive to young people, by bring uniform up to date, including young women in decision-making and the creation of a youth forum in all states.
<b>Advocacy</b>	<b>High</b>	Worked on campaigns on violence, HIV/AIDS, human trafficking, child labour, and teenage pregnancy as peer educator, co-ordinator, trainer and lead contact. Used print an non-print media to disseminate information.
<b>Strategic planning and visioning</b>	<b>Medium</b>	As a member of the Nigeria Government Vision 2020, Special Interest Group on Youth Committee, actively involved in development of the country's economic blue print. Developed the state level annual for NGGA for 6 years.
<b>Leadership development</b>	<b>High</b>	Member of the NGGA training team that developed the national training scheme in 2006. Developed training scheme to combat teenage pregnancy. Organised several leadership development trainings at local, state and national level.
<b>Non-formal education</b>	<b>High</b>	Promoted the benefits of non-formal education, as delivered by NGGA, to staff of the Ministry of Education, and influenced the state Chief Inspector of Schools to introduce guiding to all schools.
<b>Global/cross-cultural context</b>	<b>High</b>	Experience through many international Guiding events, and as a member of the National Youth Council.
<b>Working in partnership with volunteers and staff</b>	<b>High</b>	Trained volunteers and staff on the "Stop the violence" campaign. Worked in partnership with volunteers and staff on many committees.
<b>Human resource management</b>	<b>Professional</b>	Qualified government administrative officer with primary schedule as human resources officer.



# World Board Election Booklet

Age group	CANDIDATES														CONTINUING WORLD BOARD MEMBERS						
	30-40	40-50	30-40	60-70	40-50	40-50	30-40	40-50	50-60	30-40	30-40	40-50	40-50	40-50	30-40	30-40	30-40	30-40	40-50	30-40	
Region	Western Hemisphere	Western Hemisphere	Arab	Western Hemisphere	Europe	Asia Pacific	Europe	Africa	Western Hemisphere	Arab	Western Hemisphere	Arab	Europe	Africa	Asia Pacific	Africa	Europe	Asia Pacific	Asia Pacific	Asia Pacific	Western Hemisphere
NAMES	Alba Aguilar	Rita Maria Solis Arce	Emilie Bassil El Feghaly	Connie Matsui	Anne Guyaz	Natasha Hendrick	Heidi Jokinen	Nadine Kaze	Ana Maria Mideros	Haifa Ourir	Maria Jose Proano	Rania Radwan	Lara Tonna	Tejrii Okeregbe	Shaleeka Abeygunasekera	Michelle February	Nicola Grinstead	Fiona Harnett	Teruko Wada	Jill Zelmanovits	
Financial Management	M	M	M	P	H	M	M	M	M	M	L	O	M	M	P	L	H	P	H	M	
Fund development	M	H	L	H	M	L	M	M	M	L	M	H	L	M	H	M	L	H	H	P	
Internal/external partnerships	P	H	O	P	M	H	H	P	H	M	M	H	M	H	H	H	M	M	H	P	
Legal expertise	P	L	P	M	M	M	M	L	P	L	N	O	L	M	O	L	L	M	P	P	
Governance/trustee experience	H	H	H	H	P	H	H	M	P	L	H	M	H	H	L	M	P	H	H	H	
Marketing, brand promotion	M	P	O	P	H	P	M	M	M	M	P	P	L	L	O	H	M	H	H	M	
Advocacy	M	H	M	L	P	M	H	H	L	H	H	H	L	H	H	H	H	L	P	P	
Strategic planning and visioning	M	H	M	P	H	H	H	H	H	H	H	M	H	M	P	H	M	H	H	P	
Leadership development	H	H	H	P	L	H	M	H	P	H	H	M	H	H	H	H	M	H	H	P	
Non-formal education	H	H	H	H	M	M	H	M	P	M	H	M	H	H	H	P	H	P	M	M	
Global/cross-cultural context	H	P	H	H	P	P	H	P	H	P	H	H	H	H	P	H	H	M	H	P	
Working in partnership volunteers & staff	P	H	H	H	P	H	P	H	H	H	H	H	H	H	P	H	H	H	H	P	
HR management	M	M	M	p	M	H	M	P	M	M	M	L	H	P	H	M	H	H	H	P	

Key: P = Professional, H = High, M = Medium, L = Low, O = no expertise

### Brief information on continuing World Board Members

#### Current Members of the World Board



**Shaleeka  
Abeygunasekera  
(Sri Lanka)**

Shaleeka is currently the Leader, 5<sup>th</sup> Colombo Guide Company. Her previous positions in her Member Organization have been as the Director of Communications and as Chairperson,

'Environmental Star-Rating Project' - a national-level community service project.

Shaleeka has served the Guiding Movement as an adult volunteer for over 10 years. During this time, she has been entrusted with different roles and a variety of responsibilities within her own Member Organization, the AP Region, and WAGGGS. These multiple experiences have helped her to develop as an open and honest, objective and analytical leader.

She has a background in Finance and Decision Sciences, and has been advising for companies and other NGOs on strategy and resource optimization for several years.

Shaleeka has travelled extensively and lived and studied for several years in Nigeria, Sri Lanka and the UK. She is currently reading for PhD at the University of Colombo.



**Michelle February  
(Africa)**

Michelle February was elected onto the World Board in 2011.

Her working areas on the Board are Social Media, Merchandising and Education and Leadership.

From attending Guiding meetings as a baby in a pram, to gaining badges and awards through the branches, Guiding has had a very positive influence on Michelle's life while she was growing up.

As a member of the Cape West Regional Committee she efficiently managed Guide meeting halls.

She has over 10 years of experience working with girls and young women, from teaching to training and eventually leading.

Michelle contributes her leadership development skills, experience in an international global cross-cultural context and is dedicated to developing the potential of our young women into responsible citizens of our world.

Michelle enjoys sharing her passion for Guiding through her work and strives to positively influence the lives of more young women around the world. Michelle is a qualified event co-ordinator and her key areas of expertise include governance and trustee experience, advocacy, leadership development and strategic planning and visioning.

# World Board Election Booklet



**Nicola Grinstead**  
(UK)

Over the last triennium she has served as Deputy Chair of the World Board and as a member of the Chair's Team. In addition, as an active member of the Governance Review Task Group, the 2014 World

Conference Planning Group, the WAGGGS-Dove global steering group, the Strategic Planning 2015-17 working group, the human resources committee and the audit committee. She has contributed to both 'business as usual' tasks and the development of new initiatives to grow and strengthen the future of WAGGGS. As the Board Member responsible for leadership Nicola's highlights of the triennium include visits to several WLDP events and the JLS seminar where she had the opportunity to share and be inspired by the learning and ideas of the young women participants.

Professionally she has worked in general management roles for the UK's National Health Service since 2002 and in 2013 was appointed as the Director of Operational Performance for Imperial College Healthcare NHS Trust – one of the largest hospital systems in England. She has developed skills in organisational development, strategic planning, leadership development and implementing large-scale change all of which are transferable to my volunteer role in WAGGGS.

Nicola is an enthusiastic and positive leader with the ability to apply a common sense approach to the most complex of problems. She is also able to inspire and motivate others with her passion to bring about positive changes to the communities we live in. She is motivated and energised by the opportunity to work in a cross-cultural and global context.

As we enter the next triennium and take the next steps towards achieving Vision 2020 Nicola looks forward to the opportunity to further drive, challenge, innovate and shape our organisation to make the biggest possible impact on the lives of girls and young women a success on a local level.



**Fiona Harnett**  
(New Zealand)

Since her election to the World Board in 2011 Fiona has been serving as Treasurer ensuring the Board is fulfilling its responsibilities in terms of financial management and governance. She has been actively working towards looking at different quota options, supporting greater understanding of the financial performance of World Centres, and growing fund development capabilities. As chair of the 2015-17 Future Planning and Strategy Group Fiona has worked on the next stage of our journey towards Vision 2020.

As a professional accountant Fiona brings to the World Board both her financial expertise as well as her breadth of experience in leadership, strategic planning, information technology and human resource management. With seven years of GirlGuiding New Zealand National Board experience and as a senior manager in one of New Zealand's largest companies, Fiona is skilled in collaborative working styles, negotiation, influencing and decision-making.

During her 17 years as a ranger leader she experienced the joy and the challenges of helping teenage girls grow and develop their potential as leaders within their communities. Over the last 20 years Fiona has used this knowledge to help GirlGuiding New Zealand develop the girl programmes, update the organization's brand and image, prepare material for recruitment campaigns, develop and deliver training modules and strengthen the organization financially and structurally.

Fiona is committed to the principles and aims of Guiding and is passionate about utilizing her skills and knowledge to help WAGGGS achieve its global vision and goals.

# World Board Election Booklet

## Brief information on continuing World Board Members (continued)

### Current Members of the World Board



**Teruko Wada (Japan)**  
Teruko Wada was elected as World Board Member at the World Conference in 2011 and since then she has assumed responsibilities as the Chair of Constitutions Committee, the Chair of Membership Development Strategy Working Group (MDSWG), and the Chair of World Conference Planning Team

(WCPT). Based on her professional background as a lawyer and corporate governance expert, she has been reviewing constitutions of Member Organizations and giving necessary advice and suggestions to keep MO's constitutions consistent with WAGGGS principles and its Constitution.

To fulfill her responsibility as the Chair of MDSWG, she has worked with committed volunteers and staff members and successfully come to deliver the presentation of the Membership Development Strategy at the World Conference in Hong Kong 2014.

As the Chair of WCPT, she has closely collaborated with the Hong Kong Girl Guides Association, the host MO, and tried to ensure the more active participation of the MOs as well as the young delegates coming from across the world, while maintaining the program compact and effective, responding to the suggestions from the last World Conference.

Teruko was a National Board Member of Girl Scouts of Japan during 2005 to 2011 and she became the youngest President in GSJ's history in 2009, successfully undertaken the celebration of 90th anniversary of Girl Scouting in Japan in 2010. She also drafted the Constitution and the Articles of incorporation for GSJ to be recognized as a charitable association under Japanese law. This experience contributed to her current work as the Constitutions Committee Chair.

She also works as Girl Scout Trainer for her local prefectural council in Nagano, Japan and is committed to put priority on the needs of young girls and leaders who are active for Girl Scouting at local level



**Jill Zelmanovits (Canada)**  
Jill is passionately committed to the Mission of WAGGGS and believes that WAGGGS needs a responsive governing body to value, support and inspire its Member Organizations.

Her professional and Guiding experience encompasses both high-level strategic Board work and local level ground work with MOs. On the global level, in the last Triennium as a World Board Member Jill worked with staff and volunteer teams on governance, advocacy and had a lead role in one area of work in the Membership Development Strategy Working Group. On a local level, she worked as a Development Executive/Field Trainer with the Europe Region on programme/training development with over 20 Member Organizations that ranged from new to established, small to large, girls-only to SAGNOs and component organizations. As a lawyer who has practiced in the private and public sectors and volunteered with other NGOs, Jill's professional experience includes governance, financial management, issue assessment, negotiation, drafting, public speaking and networking. She has global cross-cultural experience from working around the world.

Jill was elected to the World Board in 2011. As we move into the next Triennium she believes that we must ensure that we are supporting the needs of MOs, including making the related expenditures of funds, time and talent more effective so that MOs can implement the global

Jill's understanding of Member Organizations and her professional skill-set would assist with effective governance to do just that, so that every girl and young woman worldwide can benefit locally from the empowerment that WAGGGS inspires

## Brief information on Regional Committee Chairmen



**Rose Kioko  
(Kenya)  
Africa Region**

As a member of the Kenya Girl Guides Association (KGGA) National Board and as an International Commissioner Rose has been involved in strategic planning and performance assessment in the association.

In her professional work she is involved in annual and multi-annual planning for funding of development projects implemented in Somalia. Here she works with nationals from various parts of the world in aid coordination, negotiation of contracts, monitoring and evaluation of projects. She also represents her organization in various development meetings in Kenya, Somalia and Djibouti.

Rose has been part of the planning teams for events such as the Young Women World Forum held in Our Chalet in 2011 and the first ever Juliet Low Seminar held in Africa, Kenya in 2009. She has also been a facilitator at various WAGGGS events such as the Africa Region Workshop on Fund Development and Leadership in Ghana in 2012 and the Girls' World Forum in Chicago, USA in 2012 and Facilitators training in Kenya 2010.

She has also been involved in the KGGA constitution review process as a committee member and in the past as a young leader. As a member of the Regional Committee and as a WLDP facilitator she have been involved in facilitating at seminars/workshops on governance issues, structure of WAGGGS, its vision and mission. In supporting various MOs Rose has been exposed to the diverse structure and organization systems among MOs. Her professional work requires an understanding of the political and socio-economic factors at play in Somalia and the interaction with the Horn of Africa countries.



**Sharifa Nasser  
Mohammed Al  
Harrasi  
(Oman)  
Arab Region**

Sharifa has historically been involved with the Guides for many years. Amongst others her previous involvement supporting the movement includes the 18th National Camp, Sultan Qaboos Camp in Muladah, the 4th Gulf Jamboree for Brownies, Nizwa and the Roundtable, Tunisia in October 2011.

After graduating from University, she led a Guide Troop for ten years in the school where she worked as an English teacher.

She is currently leading Guiding work in Oman which has given her further experience and skills in strategic planning, putting goals and themes and a broader knowledge of assessing and evaluating targets and goals.

Sharifa has been a member of many committees for developing Guides in areas such as community service projects, Guide supervision, leadership development, Guide levels and membership development as well as Guides media and public relations.

She also has a broad knowledge and experience of collecting, analyzing and evaluating data.

She has also participated in drafting the Oman Guides Strategies and the Leadership Development Strategies.

# World Board Election Booklet

## Brief information on Regional Committee Chairmen (continued)



**Low Lih Jeng (Singapore)**  
**Asia Pacific Region**

Jeng has been with the Movement since her days as a Brownie with Girl Guides Singapore. She has also lived and worked abroad in many countries in Asia Pacific, Africa and Europe. A lawyer by training, Jeng has worked in the private sector, the office of the United Nations High Commissioner for Refugees and other non-government organizations.

She has a Certificate in English Language Teaching to Adults and taught in tertiary institutions for many years. Jeng is now a District Judge / Deputy Registrar of the State Courts of Singapore, Referee of the Small Claims Tribunal and Associate Mediator at the Singapore Mediation Centre.

Jeng hopes to use her understanding of the diversities of the Asia Pacific Region to forge strong bonds within the Region and wants to help Member Organizations be vibrant and relevant to create exciting opportunities for girls and young women in today's fast changing world. Jeng is a member of her Association's Trefoil Guild. In her free time, Jeng dabbles in photography and enjoys walks in the outdoors.



**Corinna Hauri (Switzerland)**  
**Europe Region**

Corinna started as a Brownie when she was seven years old and held various positions in the Swiss Guide and Scout Movement including being a trainer of trainers, developing a strategy for Growth and introducing a membership magazine. For four years, she was a member of her MO's National Board and International Commissioner. Later, she became a member of the European Working group on Growth for six years before being elected as a Europe Committee member in 2010 and as Chair of the Europe Committee in 2013.

Additionally, Corinna served as a member of the procedural team for the World Conference 2008 and was the procedural coordinator at the World Conference 2011.

She has a Masters Degree in Law and a Postgraduate Degree in journalism. For 7 years, she worked as a journalist for daily newspapers, covering Swiss politics. After that, she was the editor in chief for a bilingual magazine on law and politics. Currently she works as a freelance journalist and studies Management, specializing in Non Profit Organizations.

Corinna wants to use her experience and understanding of European MOs to support them to become stronger and growing organizations, offering unique and quality opportunities in development and leadership to a growing number of members.



**Grace Ann Crichlow**  
**(Barbados)**

### ***Western Hemisphere Region***

Grace has been involved with the Guiding Movement throughout her life. She continues to ensure that she does her best to fulfill the mission of WAGGGS in order to enable girls and young women to develop to their fullest potential as responsible citizens of the world.

Working with the Western Hemisphere Committee over the past triennium, WAGGGS staff and various Member Organizations within the Western Hemisphere region of WAGGGS has enhanced her ability to function in cross cultural settings, contribute to the development of the strategic plan, set policies and measure performance against our targets. Having the opportunity to access material from a wider gamut of bodies in WAGGGS has further heightened her consciousness on issues concerning girls and young women and consequently refined analysis of such issues.

In past Missions with the United Nations and the Organization of the American States Grace interacted effectively and efficiently in a pluralistic and multicultural environment contributing to the setting of policies, objectives and goals as well as monitoring their implementation.