



Projects Leadership Training Fund, May 2012 – June 2019

Dear friends in Guiding and Scouting,

We have often been approached by interested MOs and NSOs – future costumers – what kind of projects we have funded, what kind of projects are good ones.... To finally answer these questions, we put together a summary of the projects the LTF has funded. We hope that some of the projects may inspire you to do something similar! We look forward to receiving your applications or any question you might have!

1 Value Based Leadership

This multilateral training project brought together 24 young leaders from countries in the Baltic Sea region. One of the aims was to make young leaders in the Baltic Sea Region prepared to lead in todays and tomorrows' society through qualified leadership training developed in the Scout & Guide movement and a cooperation with an international company. A mentor system was introduced to create a forum for meetings. In order to grow scouting and increase cooperation between Scouts and Guides in different countries a group assignment was added to plan a cooperation project. The course was held in four modules in different countries (Latvia, Sweden and Denmark) between August 2013 and January 2014. Together with the team of the mentors 53 people benefited from the VBLT.

2 Seven summits to the peak of Elbrus

The three partners developed a training system for the South-Caucasus NSOs. 32 leaders have been trained in physical, spiritual, social, emotional and intellectual areas with an ongoing evaluation. Twin trainings for patrol and troop leaders took place. The training lasted for 8 days and happened in a very "scouty" way – on a campground in tents. Topics covered were – inter alia - the scout method (incl. law & promise), community service, physical and psychological development, planning of program, group work.

Two months after the training the organizers checked how the training has changed the (scout) life of the trainees. It showed that all of them were still active, most of them founded new patrols our even units in their local area. In Azerbaijan 8 new troops/units have been established, 3 new groups in Georgia. The national Jamboree in Azerbaijan was mainly driven by trainers and trainees from the "Seven summits"-project. Also, ZHP in Poland benefited from this training – the contacts with the partners is lasting (also in 2015 without LTF-funds), they have developed an English training program.



3 On Fritjof Nansen's track

The project (exactly 100 years after the famous Norwegian explorer crossed Siberia) was aiming to strengthen the Scout association in Russia, the cooperation between Norway and Russia and to support a personal development of the participants. The training was based on the Scout method: patrol system, learning by doing, teaching by guiding, personality development. The aim was reached, there were new units established in Siberia – at least 2 in Tjumen and Krasnojarsk - the cooperation between Norway and Russia continues, people outside scouting learned positively about scouting's methods and values. The project continued (without LTF-funding), in September 2013 a Russian group participated in a Norwegian training.

4 Green future



The associations involved were trained on the World Environment Programme and in best practices of its implementation, like environmental education and awareness activities, forest protection, nature conservation. Five new projects between the participating associations (22 participants from 9 countries) were developed in a "World Café"-setting.

A European environmental network was established, three follow-up projects have been started, including a training for young leaders in the international climate politics. Young adults were qualified to address environmental issues to advertise and launch policy initiatives back home.

5 Goose-network

Starting on a regular meeting of the Goose-network 2 participants from the Romanian scout centre Nocrich participated on the meeting in Vässarö and developed a partnership-project that will finally help to develop the Romanian scout centre. The two participants learned theory that they transformed and adapted into a training that they ran back home in Romania for their staff (volunteers and professionals) on the topics of promotion, ecology, community service, supporting the scout method. The Swedish partners benefited by learning how a scout centre can also be run in a technical not so perfect and developed world.

6 Scouting train

The aim of this project was to qualify volunteers to organize an international training and meeting project. Mentors accompanied them and gave them training to successfully run co-operations. Commemorating 25 years of the fall of the Berlin Wall the organizers united 400 participants (Rovers and young leaders) from the participating associations and went with them on a train ride from Moscow to Lake Baikal. In each wagon the 15 to 30 participants were trained in various topics related to leadership. Peace education and international partnerships were the largest topics. Each wagon was under the responsibility of another participating association. There were meetings with local scouts on route and the final camp at Lake Baikal deepened the training experience. The final event took place in November 2014 in Berlin.



The project ended to be the largest international partnership project Germany has ever seen. The partnerships continue since then, new projects of a similar kind are in the stage of development.

7 Partnership project Italy – Moldova

The project was on national strategies and a training programme for the two associations and included bilateral trainings.

8 Growth

Based on the WAGGGS focus on growth five MOs organized a training for board members working on growth and retention of members facilitated by external experts. Leadership skills have been developed.

9 Training for leadership

The need that this project was addressing is the lack of active participation and leadership among the Rovers and Seniors in Macedonia and France. Through this project the youth developed their leadership skills and felt motivated and empowered to stand as active citizens and leaders in their community. The project promoted the values of equality and gender balance (teams were created on equal quotes) and strived to support the socially excluded young adults especially in rural Macedonia.



On a long term the project will have a measurable impact on the society since it will significantly change the approach and the understanding for the role of the young adults as active citizens. 240 young people participated in the training events in Macedonia.

The evaluation showed that:

- 215 Scouts increased their leadership
- The participants have practiced their leadership skills and implemented 22 initiatives
- intercultural understanding increased among the participants

- 110 +105 participants empowered and enabled to support the sustainability of its association and the community
- 490 young people affected by the implemented activities of the participants
- 4 new partnerships developed with NGOs in Macedonia
- Help provided to 70 vulnerable youths as result of the actions
- Image of scouting improved and strengthened in Macedonia

10 Roverway & Moot

The target group of this joint application by “Roverway 2016” and “Moot 2017” were leaders that guided young people at Roverway in 2016 and at World Scout Moot 2017. The end beneficiaries are nevertheless the young people attending those events, as they got guidance of high quality as well as the neighbouring community, as the training focussed on how to empower young people to get more engaged in different activities and thus became committed to contribute to common work and the society. The main aims of both events are to educate youngsters and young adults and get them to be actively involved in the events and take mutual responsibility on making the events successful. This calls for a strong leadership as the leaders are the facilitators for empowering the young people.

11 Motivated leaders today, further development tomorrow

This project aimed to empower girls and young women to get more involved in their organizations’ work and take actions for the future development of their organizations. 30 young leaders (16 to 25) from the 5 MOs participated in the five days course in Yerevan. The evaluation was very positive and showed that having a training with these partner organizations was needed and was highly valued by the participants. The participants highlighted that the training helped them to get new and useful knowledge and skills both in theory and practice which would be very valuable for their future work in the organizations. Moreover, they mentioned that the training was very motivational, hoped that the project would continue, and that similar trainings would be organized more frequently.



12 Developing leadership

The purpose of this project was to strengthen leadership training for adult volunteers and young people in Girlguiding Scotland and Scouting Nederland. There were two intensive training weekends

for volunteers looking at all aspects of leadership styles and different approaches to training volunteers and a period of practicing the new techniques and reflecting on how this could in turn encourage young people in their leadership journey. 15 leaders participated and 190 young people benefited from the training.

13 Coeducation

The project presented a response to challenges of today's world - changed behaviour of boys and girls, changed needs, outdated approaches in the field of coeducation. The problems identified are:

- Skills of leaders - potential not fully realized
- The lack of educational materials/tools in the field of Co-education in Guide organizations
- Co-educational approach in member organizations out-of-date

This project aimed to educate and train around 50 youth leaders and workers. The programme contained 3 trainings and a training guide as a final output.

14 Adult leader training

This project answers to a need for Adult Leader Trainings in the SEE sub region as was identified at the last meeting of the SEE group. This project is meant to help develop trainings for adults in countries of South East Europe, to help develop the trainers' pool and strengthen international cooperation between different scout organizations in this region. The project is important for development of trainings, connecting trainers, exchanging knowledge and strengthening cooperation between scout associations of the SEE group. This project helped participating countries to develop training program on national levels. They will be able to apply changes in educational structure in their own country, based on best practices in other countries and improve quality of their trainings.

15 Rover & Ranger training

This project addressed the need to build capacity of leaders working with Rovers and Rangers so that they can offer the best and most inclusive Guiding and Scouting experience possible to young people.

41 leaders working with Rovers and Rangers took part in this five-day project. Participants were selected on the basis of common criteria such as the motivation of the leaders to develop activities for Rovers and Rangers, the commitment to put in practice the learning, their openness to diversity and willingness to work in a multicultural environment.



16 Europe-Eurasia training

European and Eurasian NSOs have developed different bilateral and trilateral partnerships to address jointly different common issues such as Peace-building, diversity and inclusion, environment protection, leadership, etc. More specifically this project focused on practical training about

leadership model with modular training sequences on leadership in different environments (volunteer based, teachers-school based etc).

The main aim of the project was to support leadership development in the Eurasian and European NSOs. The project looked up to achieve 4 specific objectives:

- Improve/develop leadership skills of the adult scout members of the Eurasian and European NSOs;
- Exchange leadership training practices between the Eurasian and European NSOs;
- Turn three best practices examples into practice with modular trainings offered to the participants;
- Establish/develop partnerships between two or more participating countries supporting leadership development.

The main outputs and outcomes achieved as a result of the project were the following:

- About 50 adults have acquired knowledge about modern approaches to leadership and have improved leadership skills and competencies;
- Eurasian and European NSOs have exchanged experience about planning, reviewing and refreshing leadership trainings and promoting value-based leadership;
- Existing partnerships have been updated and further developed and new partnerships have been established between two or more participating countries from the Eurasia and Europe scout regions supporting leadership and training development;
- Participants have acquired information about funding opportunities in Eurasia and Europe regions.

17 Ireland – Georgia – link

This project promoted inter-country partnership between the ‘most Eastern’ and ‘most Western’ parts of Europe. It also aimed to enable girls and women to develop leadership and event management skills. This project involved a group of leaders from Georgia and a group of leaders from Ireland joining together to volunteer as staff for an international camp in Ireland in 2017, and then working together to plan and organise an international camp in Georgia in 2018.

The project supported leadership development through non formal education for 6 members of DIA and 6 members of IGG. These leaders changed due to their increased knowledge and skills after working together, learning from the Irish camp organizers and implementing a plan to organize a smaller camp in Georgia.

18 Ertoba TWO

“Ertoba TWO” connected youth of Georgia and Luxembourg to jointly live a leadership and training camp lasting 3 weeks around the main topics of Leading in Scouting, applying the scout method in different scenarios and bringing scouting to minorities.

60 participants and trainers from both countries met in summer 2016 in Rustavi/Georgia. The activities and training fields of this project were Youth Work and Scouting, Environment, Rural development and urbanization.



19 Rover Forum

Montenegro took the lead for a Rover Forum to strengthen the Rover section in this SEE-subregion. Starting from positive experiences in Serbia they transformed this Forum into a training event to stop the decrease that the Rover section had been facing. The final aim of the project is to start the process of the development of the rover scout program in the four organizations. Through raising awareness about the specific position of rover in scouting, the rovers and leaders are empowered to start the process of developing activities that are made for rovers as recipients of the program.

All the participants at the Rover scout forum developed an action plan for implementing one activity that is specifically aimed at rovers as recipients of the program. The implementation of this activity will raise awareness about the specific position of the rovers and initiate the process of development of the rover scout program in these organizations.

20 Mainstreaming Diversity & Inclusion

This is a major project within one of the Region's core topics and called "Mainstreaming Diversity & Inclusion". The aim of the project is to mainstream Diversity and Inclusion in 6 Balkan associations with a support of best practices from Belgium and Luxemburg. This idea came up as a result of "Scouting Without Barriers" project, which has been implemented by the European scout region in the past triennium. The need for continuing building on what has been started was recognized and thus partner organizations became aware of the importance to be more open, inclusive and provide a safe environment to all.

The first part was a Training of Trainers with the following objectives:

- to train 5 trainers from each association on diversity and inclusion
- to enable the trainers to train the young leaders on how to roll-out diversity and inclusion activities
- and to develop sensitivity towards diversity and inclusion topics

The next step was to provide adequate trainings to their young leaders to be able to roll-out activities on Diversity & Inclusion to the local Scouts groups. To do this Scouts & Guides from Belgium and Luxemburg help as partners with experience in this area, ready to transfer the know-how and share experiences, best practices and tools – but also to collect ideas from the other partners and

external experts when needed. In addition, the European Scout Region, through the Diversity and Inclusion Team, supports this project by making available reference documents, toolkits and share the experience widely.

21 Spokespersons training



Scouting's profile should accurately portray what we do and why we do it, reflecting our shared values. By using the most impactful methods of communication, and engaging in strategically relevant partnerships, scouting should be recognized as the world's leading youth movement. Through the different WOSM communication strategies through the last years, we have learnt that every Scout needs to know how to explain to his or her surrounding society what Scouting means.

In Spain and in Portugal, scouting needs to be recognised as a new social force, acting as reliable partner specialised in non-formal education. Every collective, and whatever their nature is (business, social, economic or cultural) must have a spokesperson for internal and external communication matters, both of them equally important. From outside we have to consider that society will value us for our results, but above all, they will value us through the image we project. We will be judged through the way we are perceived.

After the first training they plan to have more widespread spokesperson training, with participants in this project delivering workshops to other young people in national platforms, such as their annual Rover Forum, and other regional meetings.

Additionally, AEP is finalizing a Communication Handbook that will be targeted at local and regional scout units regarding communication best practices, both in Social Media and in traditional formats.

22 Building strong leaders for sustainable future

A follow up to the 2016 project "Motivated leaders today, further development tomorrow" called "Building Strong Leaders for Sustainable Future" came into reality in fall 2018. This project aimed to build strong leaders by equipping them with necessary knowledge and practicing leadership skills for the sustainable development of the partner organizations.

At the training in Rustavi there were 28 participants + 2 volunteers/participants (Ukraine and Georgia) and 6 trainers (2 from each partner organisation). To ensure that all the participants benefit the most from the training and for making it interesting and interactive, the trainers used different working methods, approaches, practices. Important element of the programme was everyday group reflection/evaluation meetings. Each trainer met with a small group at the end of each day and helped participants to reflect on their learnings, identify pros and cons and provide feedback and suggestions. Trainers meeting was set after meeting with the participants to share findings from the evaluations meeting and make appropriate changes or improvements if needed.



“I was afraid to start it as the was another image in my head. That is leaders should work hard in order to have a patrol. It is really so, but leaders can organize everything in such a way that it will be a fun for all members and for leaders as well.”

23 South East Europe training seminar

During September 2018, the Israel Boy & Girl Scouts Federation hosted a successful three-day training and leadership seminar for Scout leaders from the South-East-Europe sub-region (SEE), which constitutes Scout organizations from 12 different countries. The training addressed the need for international coordination between Scouts organizations across the SEE sub-region in order to develop best practices among senior staff primarily regarding leadership methods and skills, diversity and inclusion in Scouting, co-existence and growth.



Topics discussed in the seminar:

Growth - While visiting a large Scout tribe in the centre of Tel-Aviv with over 1,000 members holding regular activities twice a week, our seminar participants had the chance to discuss matters of growth in Scouting together with both the Chief Scout of the local group, and with the volunteers and professionals for the Tel-Aviv Scouts Region, learning about different ways to attract more young members to join Scouting.

Culture - Participants visited a typical Druze family in the village of Shefar'am and learned about the Druze traditions together with the Chairperson of the Druze Scouts Organization in Israel - it was an experience to remember. While discussing the Druze religion in Israel, we took the chance to also discuss minorities in our countries and each NSO shared their experience regarding the topic.

Presentations by countries - Each country prepared a short presentation that included their major activities during the last year. Participants prepared questions and learned a lot about their neighbouring countries.

Sharing ideas - One of the most interesting sessions during the seminar was a special workshop of sharing ideas in mixed small groups, in order to generate more shared projects together.

24 Multiculturalism as a tool

After facing political instability since its independence from Yugoslavia 25 years ago, the Republic of North Macedonia is now undertaking a new step toward settling a long term and strong democracy. Within its citizens, Macedonia is especially struggling to reach and involve youth into engaging them in the society.

Suffering from political apathy, lack of consideration and models, and issues to get involve into civic society, the youth is still waiting for a way to get engaged into improving their democratic environment. Among North Macedonia's youth, the Roma community appears to be in an even deeper lack of perspective for its future. In addition to all the previously mentioned elements, Roma youth has as well to compose with discriminations, an extreme poverty, and a low level of education. Despite a better political and economic stability, these observations apply as well in France where Roma are also deeply marginalized and lacking benchmarks to improve their situation.

As a direct consequence, through this project, the Scouts of Macedonia and the Scouts et Guides de France aim to train new generations of Scout leaders who will empower their societies and communities through Scouting. Finally, through this project, the Scouts of Macedonia want to demonstrate that multiculturalism is a favourable framework to develop leadership of young people.

Through this project, 121 Scouts or aspiring Scouts will become leaders and/or reinforce their leadership skills in France and North Macedonia. As participants of the different trainings of this project,

- they will all be aged of 17 years old and above and their gender equality and balance will be
- guaranteed and promoted through quotas.

In North Macedonia, the direct beneficiaries of the project will be 25 French Scouts, 25 North Macedonian Scouts and 25 Roma who aspire to be Scouts (only 5 of them are already Scouts but as the other they still need to get trained into leaders). In France, 8 Rovers from France and 8 North Macedonian Rovers will directly empower and form to Scouting 30 Roma teenagers split into 3 camps. Indirectly through the activities developed and implemented by the 75 leaders trained in North Macedonia, 150 children and young Roma will become aware of what is Scouting, its values and benefits.

The main training event will happen in summer 2019.

25 Remembering Baldur Hermans

The idea of this project was to make a significant contribution to peace work, dialogue, reduction of xenophobic tendencies and to mutual understanding.

The participants experienced peace as a progress, as John F. Kennedy suggested, gradually changing opinions, slowly eroding old barriers and quietly building new structures.

“We want to support Scouts in raising awareness and understanding of the different realities from Israel, Palestine, Jordan and Germany. The participants should be sensitized for the intercultural dialogue and to reduce prejudices and stereotypes. We bring our own experiences into the concept

of the leader training and inform about opportunities and give the time and place to get to know each other. Thereby we want to enabling young adults to develop their intercultural competence, making experiences in the international exchange and to learn more about the countries in the Middle East.”

The training for leaders and guides of the 4 associations also strengthened existing partnership among the associations in Israel, Palestine, Jordan and Germany or formed new partnerships. The participants were motivated to promote the international exchange in their groups.

The LTF funded the participants from Germany and Israel.

26 Rover Forum, 2

We have managed to raise awareness among the rovers towards the SDGs. Training the rovers to become “peer to peer” educators about this topic was also one thing that we achieved in implementation of this project. This was also a chance to help them to create activities for Rover age section especially through the Better World Framework program.

With this project, we managed to:

- Strengthen the involvement of young adults in scouting through the SDGs
- Allow the Balkan region to fully participate in the dynamic of the Rover century campaign
- 60 participants (50 was planned) got trained in organizing activities for Rover Scouts
- 5 nations took part in Forum
- Program created for Rover Forum that can be replicated in other NSOs
- 10 local activities for Rovers were organized in 5 partner countries



27 Scout Leadership college

This project between Finland and Sweden is to happen in 2019/2020:

The Woodbadge course is an in-depth leadership training where participants get the opportunity to experience and practice scouting while reflecting both individually and jointly around different leadership theories. The education gives greater self-esteem and confidence in personal leadership. We have room for 32 active scout leaders and 10 in the team - a total of 42 people who gets new

inspiration in their own scout leadership. We all give groups of children and young people a meaningful and exciting free time, upon that inspiration and ideas to share with other adults in our local organization. Overall, our cooperation directly affects between 600 and 800 young and adult people.

The education is divided into three parts with intermediate tasks to perform in groups. After each part, an evaluation is conducted where we ask both how interesting a particular part was, and how important it was for their continued development. After completion of the education, a larger evaluation of the course as a whole is also made, where the participants also have to answer if they think they have reached the learning goals.

During the course each participant will be coached by one of the trainers during in-depth discussions. Part of these discussions will be around the individual targets of the participants and how they are met by the course content.

28 Spiritual development

This project scheduled for autumn 2019 will serve to train a group of people, involved at national level in the preparation of the educational programs, on the theme of the development of the spiritual dimension, thus providing support to scout and guides organizations and helping the two world movements to advance in the definition and application of spirituality into the scout method.

The participants, at the end of the project, will have:

1. acquired a thorough understanding of the meaning of spirituality and its relationship with religions;
2. discovered the role that spirituality plays within the Scout and Guide method;
3. learned how to insert the spiritual dimension within the scout and guides programs with particular attention to the different age groups;
4. shared best practices;
5. built a network of contacts with experts of the topic useful for the future;
6. actively contributed to providing feedback on the topic to the WOSM and WAGGGS world movements.

The objectives will be achieved through sessions held by facilitators and experts.

Those experts will be people with an important experience in non-formal education, coming from WOSM and / or WAGGGS where they have previously held roles related to youth programs and the development of the spiritual dimension. Those are people with a broad knowledge of the characteristics and needs of young people as well as the skills required by the challenges of today's world; they will be capable of inspiring and giving depth with a wide view.

Experts and session details will be organized by a program team based on the draft included below in this project.

29 Bridging Balkan communities

Historic relationships between countries and ingrained cultures in all former Yugoslavia present barriers to the progression of scouting and young people within society. In addition, it addresses the need for wider Inclusion and Diversity in Scouting in former Yugoslavia to grow the movement and

inclusion of minorities. This training will support scouts to address manage and address conflict, subsequently having a significant impact on young people and their communities.

We as scouts recognize that within our values, we should be using our platform to achieve dialogue for peace. Too often young people are being taught to avoid talking about politics and religion which has led to a lack of understanding of politics and religion. The combination of training at this event, Diversity and Inclusion, Dialogue for Peace and project management, aims to support participants to tackle wider challenges within all 6 National Scout Organizations in Former Yugoslavia. We strongly believe that Scouts can be much more effective in delivering this message to young people, by using their own language, and through diverse channels of communication.

This project will empower more scouts to promote peace education. Which in turn will have a positive impact on both scouts and none scouts region wide. This is turn will enable scouts to be the catalyst for rebuilding relationships across Southeast Europe and changing the way young people understand and talk about politics, religion and conflict.

After the training representatives from each National Scout Organization will be expected to deliver a minimum of 10 local projects in their country, on the topic of Diversity and Inclusion and Peace education (total of 60 mini grant projects). It will be possible to achieve more at a local level through the mini grants and project management training provided, therefor the learning from this event and funding support will be visible through direct impact on scout members and local communities in the 6 NSO's within former Yugoslavia.

