

# DOCUMENT 5: WORLD BOARD ELECTION BOOKLET

April 2023



**DREAM, ACT, LEAD:  
THE FUTURE IS OURS**

**38th WAGGGS World Conference**



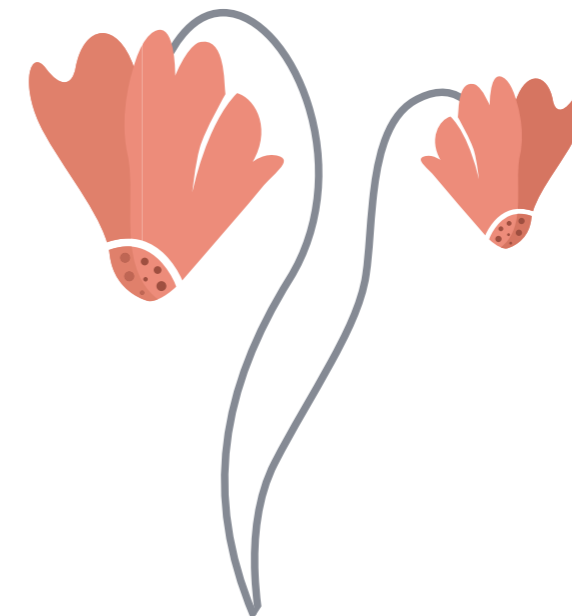
**WORLD ASSOCIATION  
OF GIRL GUIDES  
AND GIRL SCOUTS**



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## INTRODUCTION FROM THE NOMINATIONS COMMITTEE

At the 38th World Conference in July 2023, Full Member Organisations will elect six new members of the World Board. On behalf of the Nominations Committee, I am delighted to present the sixteen candidates for the World Board 2023-2029.

Being able to recognise when and how we have practised leadership is key to being more conscious about who we are as leaders. For each of the ten WAGGGS leadership outcomes, candidates were invited to share an example of when they felt they achieved the outcome. To help Member Organisations get to know the candidates better these examples have been shared on the following pages, alongside each candidate's personal statement, skills and experience. As well as the recommendation from their Member Organisation (MO), all candidates who are standing named referees who provided professional references, and had a conversation with members of the Nominations Committee in order for us to better prepare this booklet.

As you peruse the profiles of the sixteen candidates, we encourage you to think about who you feel has the vision, skills and dedication to serve our Movement at the global governance level for the next six years. We value greatly your active partnership and careful judgment in identifying the most talented, versatile and committed individuals to join the WAGGGS Global Team at the World Board level. As a Movement that is strongly committed to inclusion, and, promoting young women's participation in our governance and decision-making at all levels, Member Organisations are reminded that, as far as is practicable, at least two of the elected World Board members should be under the age of 30 at the time of election.

It is very important that World Board members do not hold significant posts in their Member Organisation during their term of office, both to ensure that there is no conflict of interest, and that they are able to devote the time required to their Board role. Any candidates currently holding a significant position in their Member Organisation, have therefore been asked to relinquish this role within six months if they are elected to the World Board.

There will be opportunities before and during the World Conference for Member Organisations to hear from and meet candidates. These candidates are talented women, with even more skills than those listed here in view of our space constraints. Do take the opportunity to talk with them, so that you have the information you need to make the best choice for WAGGGS.

Yours in guiding and scouting,

Grace-Anne Crichlow  
Chair, Nominations Committee  
World Association of Girl Guides and Girl Scouts



## OPPORTUNITIES TO ENGAGE WITH THE WORLD BOARD CANDIDATES

### Election Booklet

In this election booklet you will find information about each candidate including their personal statement, details of their skills and experience, relevant positions they have held within and outside the Movement and relevant events they have participated in.

### Campfire

Each candidate has their own page on Campfire where you can find information about the candidate and engage directly with them.

Click on the QR code on each candidate's profile within this document to visit their page, or go to the main [Candidate page on Campfire](#) and click on their name to access their profile.

The translation software used on Campfire enables translation of the election booklet profile into many languages beyond the four official WAGGGS languages.

### Pre-conference sessions

Delivering on Motion 25 passed at the World Conference in 2021, the Nominations Committee will be hosting three 'Meet the Candidate' sessions in the lead up to the 38th World Conference.

Before the session Member Organisations will be invited to submit questions they would like the Candidates to answer in the session. These questions may be to an individual candidate or to all the candidates. The Nominations Committee will select a few questions for each candidate to answer in the session from amongst those submitted. Time permitting, there may also be some questions from the floor during the session. Interpretation will be offered for the four official WAGGGS languages (English, Arabic, French, Spanish).

#### Session 1: 10 June 2023 @ 11am UTC

*Huda Al Matroushi, Helga Mutasingwa, Josephine Mwangi, Sharrada Segeran, and Antonia Yip*

#### Session 2: 17 June 2023 @ 1pm UTC

*Leila Aiboud, Lilian Damie, Monika Dreik, Emna Fitouri, and Pamela Rice*

#### Session 3: 24 June 2023 @ 1pm UTC

*Maryam Isa Ahmed Abdulaziz, Luluwah Jouher, Fiona Lejosne, Miriam Nyoni, Signe Obel and Anar Patel*

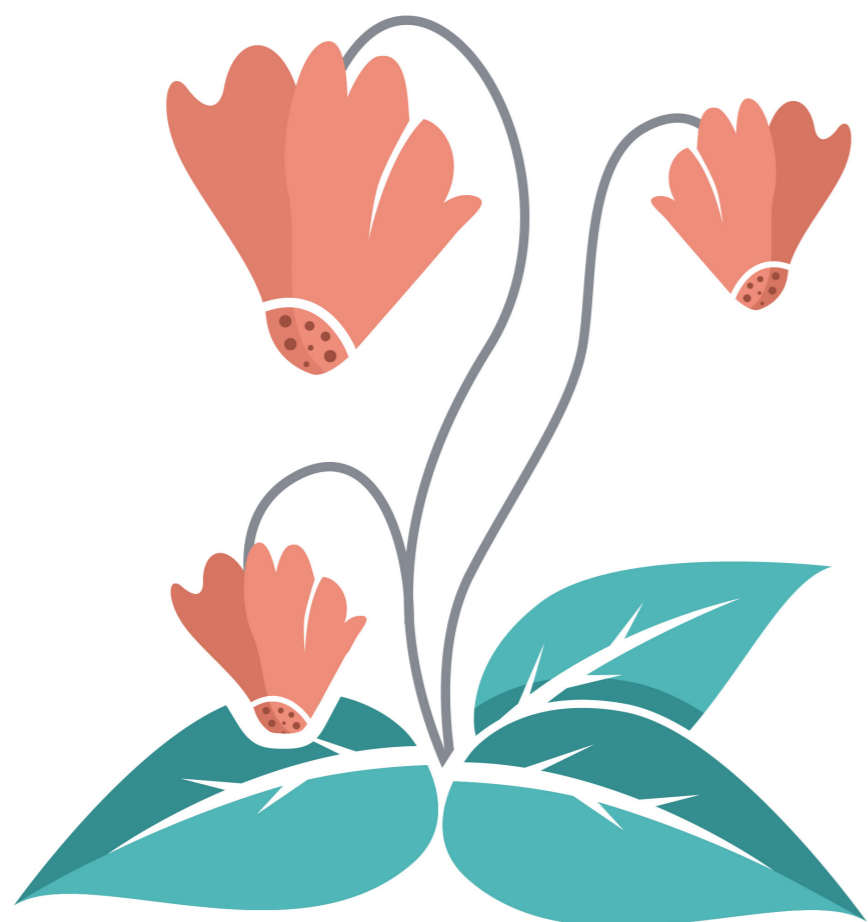
### During the conference

During the conference, before voting takes place, there will be opportunities for Member Organisations to hear from and meet the candidates.





**PART A:  
CANDIDATES STANDING FOR THE  
WORLD BOARD 2023-2029**



**LIST OF CANDIDATES STANDING FOR THE  
WORLD BOARD 2023-2029**

Candidates for the World Board 2023-2029 are listed  
in alphabetical order by surname.

**MARYAM ISA AHMED ABDULAZIZ**

Girl Guides of Bahrain

**LEILA AIBOUD**

Les Scouts Musulmans Algériens

**HUDA AL MATROUSHI**

United Arab Emirates Girl Guides Association

**LILIAN DAMIE**

Nigerian Girl Guides Association

**MONIKA DREIK**

The Polish Scouting and Guiding Association

**EMNA FITOURI**

Les Scouts Tunisiens

**LULUWAH JOUHER**

Kuwait Girl Guides Association

**FIONA LEJOSNE**

Scoutisme Français

**HELGA MUTASINGWA**

Tanzania Girl Guides Association

**JOSEPHINE MWANGI**

Kenya Girl Guides Association

**MIRIAM NYONI**

Malawi Girl Guides Association

**SIGNE OBEL**

Pigespejdernes Fællesråd Danmark

**ANAR PATEL**

Bharat Scouts and Guides

**PAMELA RICE**

Girl Guides of Canada

**SHARRADA SEGERAN**

Girl Guides Association Malaysia

**ANTONIA YIP**

The Hong Kong Girl Guides Association







# MARYAM ISA AHMED ABDULAZIZ

Girl Guides of Bahrain

Over 30



**Nominated by:** Girl Guides of Bahrain

**Languages Spoken:** Arabic as mother tongue and intermediate English



## Personal Statement

*Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?*

I would like to come forward to be an active member; This is due to my fondness for the Girl Guiding Movement, and my interest in all that is new in volunteering in the Movement, such as events, camps, principles and values that can be acquired through interaction with members of the Movement locally and globally. The fact that this role will represent the Girl Guides of Bahrain (GGB) has a special reflection and distinguished impact being a source of pride for representing Bahrain on a global level.

I also want to be nominated for this role in order to acquire skills, exchange new experiences, and develop my capabilities as a leader and a trainer in GGB, as this will add to me a lot of girl-guiding assets by witnessing the implementation and coordination of programmes through committees and by members from different countries on the global level.

I see my candidacy as an opportunity to provide my service to WAGGGS by contributing to the development of a dynamic and continuous action plan that seeks to change the Movement for the better, by realizing the needs of the movement, identifying opportunities and challenges, and identifying available solutions to solve problems to strive and reach a better level in all social and organizational aspects.

I would also like to be an effective element in WAGGGS in participating in coordinating programmes and curricula for qualifying new members, including team leaders, heads of associations, commissioners and their assistants and developing guidelines and policies to foster support, training, follow-up, performance evaluation and feedback that positively affect the development process.



## Skills and experience

I enjoy a positive social personality through which I can easily acquire social relations without obstacles.

I'm open and informed of most girl guiding and scouting activities by following the social media accounts of the guides and scouts teams in the Arab Region and internationally. I love to interact and correspond with them and meet them if possible in Bahrain. I enjoy many scouting skills, including sports, and delivering theoretical and practical training courses at all levels of Girl Guiding, as well as at the level of leaders. I have the ability to manage girl guiding troops and push them to excellence and to obtain awards and shields during camps, and in 2014 obtained the Minister of Education Cup for the distinguished troop. I received 3 Girl Guiding medals: The Creative Leader Medal, The Outstanding Leader Medal, and the Dedication Medal, in addition to obtaining the Outstanding Leader award for the second time in 2020.

As for my academic experience, I hold a master's degree with distinction in Human Resources Management in 2021, and I aspire to continue my studies and obtain a PhD.

I love sports, and I aspire to professionalism in mountain bikes, road bikes, as well as running. I twice won second place in mountain bike races in 2021, and first place in the mountain bike race in 2022. I also participated in many running races, the most important and recent of which was the 21 Kilometre 2021 Half Marathon. I won second place in the half marathon in 2022, and the 16 Kilometre 2021 Cross-Island Race. I participated in the February full marathon in 2021 as part of a team, and I also got third place in the Ramadan duathlon race in 2022 I participated in the Al-Areen National Running Race and won first place in my age group, and in the 10 km Optica Race in 2021 where I finished third in my age group, and third in the women's race in 2022. I participated in many running races, triathlons and duathlons in Bahrain, Saudi Arabia and Kuwait.

I love working in a team, gaining and sharing experiences, trying to solve problems, overcoming any difficulties, whatever they may be, and going through new experiences.





## Leaders of the Movement...

TREAT HERSELF KINDLY

Taking time for myself to derive my energy by practising one of my favourite hobbies, which is reading with a warm drink before bedtime.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

Direct listening to points of view without any comments in periodic business meetings that require expressing opinions, and solving various problems; In order to benefit from previous experiences and expertise.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

A request was received at work regarding a purchasing process without referring to the direct manager. As a result, I faced a major problem, the most important of which was the dissatisfaction of my direct manager and the confusion of confidence in the process of delegating work. I learned the necessity of consultation and discussing vague matters.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

In the course of the master's programme and in one of the subjects, we were assigned to form work teams to present an integrated project on entrepreneurship. My team consisted of 7 students, and tasks had to be distributed to suit each person's abilities and skills. Some of the students were suspicious of the abilities of 2 team members with low academic level, I assigned the task of making a short video explaining the project in an integrated manner to these 2 students, using the simple means available, i.e. smart phones. Praise be to God, the work of the team was distinguished, as each student in the team was assigned the work he/she enjoys and excels at and is commensurate with his/her abilities.

CHALLENGE GENDER EXPECTATIONS

Formation of the Girl Guides group in the school can be challenging, where the leader faces difficulties with the different behaviours of the students due to the differences in family structures. Using a different method of dealing with each student, trying to contain each case as appropriate, bringing the Girl Guides closer together, and engaging them in tasks outside the school, so that their relationship strengthens and they become one family.



EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

The Girl Guides were delegated leadership tasks in the Girl Guides Camp. Awards were achieved during the camp, which reflected effectively on the Girl Guides, as each girl guide did her best and the troop enjoyed everything they delivered.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

In studying the master's program, I encountered difficulty with the statistics programme. I watched a series that teaches the SPSS programme in detail for two weeks until I master the programme and applied what I learned to the data of the study in my master's thesis.

ADAPT HER BEHAVIOUR TO THE CONTEXT

I have the ability to adapt easily in different teams and groups in various events and occasions and even at work.

INNOVATE TO CREATE POSITIVE IMPACT

The entrepreneurship project in the master's programme was to conduct a feasibility study on a sports club project. The idea was that the club would be for the elderly from 60 years and older, and to be promoted by former champions of the country.

MAKE CHOICES ROOTED IN HER VALUES

Practicing my favourite sports (cycling and running), adhering to modest clothes.



# Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2013 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

MEMBER ORGANISATION

- Training Leader, 2014-2023
- Observer at the WAGGGS 37th World Conference, 2021
- Team Leader, 2011-2014

OTHER VOLUNTARY POSITIONS

- Member of the Positive Assistants Team, 2020

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Procurement and Contracts Specialist, 2014-2023
- Information Specialist, 2012-2017



# Participation in events

Participation in relevant events from 2017 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

- The 23rd Arab Regional Conference, 2022
- Observer at the 37th World Conference, 2021

MEMBER ORGANISATION ORGANISED EVENTS

- The regional meeting - 50 years of volunteering and belonging, 2020
- Girl-led advocacy seminar and campaigns, 2020

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

- The 27th meeting of the Girl Guides Committee of the GCC countries and the 23rd meeting of the Training and Programmes Committee, 2022
- Belonging and Loyalty Camp, 2021
- Omani Virtual Scout Camp, 2020
- Together for Bahrain campaign in cooperation with the Supreme Council for Women, 2020
- Belonging and Loyalty Camp, 2020
- The 12th Girl Guides Camp - Hand in Hand to Light a Hundred Years of Education, 2019

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT

- A campaign to sterilize the suburbs of Al-Mharf with the Positive Assistants association, 2020







# LEILA AIBOUD

Les Scouts Musulmans Algériens

Under 30



**Nominated by:** Les Scouts Musulmans Algériens

**Languages Spoken:** Amazigh as mother tongue, fluent English, fluent Arabic and fluent French



## Personal Statement

*Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?*

I joined the Movement from a young age. I went through all age groups and assumed many responsibilities and finally becoming the youngest member of the General Command of Algerian Muslim Scouts, and the youngest member of the National Council.

Through my position as a member of the Association Leadership, my first goal was to expand the scope of the Movement in my country, working to support programmes, initiatives and projects directed at girls. I also actively contribute to strengthening girls' leadership and community participation in Algeria through developing curricula and projects for girls, and delivering activities that engage all girls of the country, out of my belief in the positive impact of the GG/GS Movement.

I am currently seeking to enhance my leadership capabilities and skills through the global experience to contribute to expanding the Movement's message reach to every girl in the world, and to contribute to finding solutions and strategies that better serve girls everywhere to improve their lives and enrich their psychological and social conditions.



## Skills and experience

Since I was a brownie in the Karim Belkacem Regiment of Les Scouts Musulmans Algériens in 2008, I have been involved in scouting, and this has helped me develop my leadership and management skills. Over the years, I have gained extensive experience in scouting, and I have held several leadership positions that have enabled me to hone my abilities.

As a member of the National Board of Les Scouts Musulmans Algériens from 2019-2023, I was the youngest member of the command at just 22 years old, which was a testament to my capability and potential to lead. I was responsible for overseeing the scouting activities of girls in all 58 wilayas of Algeria, and with my team, we planned and executed numerous activities for girls aged 15 to 16 years old. Our focus was on providing scouting education that was in line with the organisation's values and principles, and we created an environment where the girls could learn new skills, develop their character, and build lifelong relationships with their peers.

To ensure the success of our programmes, we created a comprehensive guide that outlined all the activities the girls could participate in. This guide was a culmination of our efforts, and we were proud to have published it by the end of 2022. Through this experience, I learned how to be strategic in planning and execution, and I developed strong management and leadership skills.

Besides scouting, I am also passionate about using technology to make a positive impact on society. During my university studies, I founded and led various technology-related groups, including the Google Tizi Ouzou developers group and the Tizi Ouzou Women Techmakers Group. My goal was to create a safe space where individuals could learn about and experiment with new technologies, and where women could have equal access to these opportunities.

As the leader of these groups, I had to be proactive in organising meetings, workshops, and events that would attract members and keep them engaged. I also ensured that the activities we planned were relevant and useful to our members. Through these experiences, I developed my organisational and communication skills, and I learned how to motivate and inspire a team.

Moreover, I represented my organisation on a global stage as a Google Women Techmakers programme Ambassador in North Africa and the Middle East. This experience helped me develop skills in representing an organisation in a global setting, which involved effective communication, networking, and leadership.

I also have experience in financial management, having assumed financial responsibility for many local and national activities from an early age. This experience has enabled me to develop a strong understanding of financial planning, budgeting, and management, which is essential for effective leadership and management.

Furthermore, I have participated in various Arab and international events, which have provided me with a wealth of experience. For example, I was a member of the Algerian delegation at the Arab camp in 2018, the 19th Arab leaders gathering in the same year, and the Scout Youth Forum in Lebanon in 2022. I also attended the World Conference 2021 as an observer and participated in the Arab Conference in 2022.

In conclusion, my experience in scouting, leadership positions, and technology-related groups has provided me with a strong foundation in leadership and management. I have demonstrated my ability to lead and motivate others to achieve their goals, to plan strategically, and to manage finances effectively. Additionally, my participation in various Arab and international events has equipped me with valuable experience, enabling me to work in a global setting. I believe that these skills and experiences make me well-suited for leadership and management positions, and I am eager to continue developing my skills in these areas.





## Leaders of the Movement...

TREAT HERSELF KINDLY

I am well aware that assuming different responsibilities, in my professional life in addition to my responsibilities in the association, may constitute a great pressure on me, especially due to my young age. However, I believe that my mental health is a priority; otherwise I will not be able to continue the journey. Therefore, I never overburden myself and I am fully aware of when to go full speed and when to slow down to catch a break.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

My distinguished experience with Google developers allowed me to engage with people of different cultures, each with their own ideas and perspectives. The fact that I was able to adapt well to each of them helped me to build relationships that have continued to this day. I believe my experience on the World Board will be similar. It will be a new opportunity to challenge my ability to work within a diverse team.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

It is not easy to come from a small village to find yourself one of the decision-makers in a large national organization such as Les Scouts Musulmans Algériens. For me, this was a challenge; To first prove my worth to myself and then to those around me, and also to set an example for my peers. I am well aware that I am at the beginning of the journey, and I may come across situations where I might make mistakes. But I am ready to willingly face them because my mistakes will be my lessons towards excellence.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

To supervise a national branch and a national committee where everyone is at least 4 years older than me is not easy at all. But I think I was able to handle it smartly, giving each leader in my team her own space where she can be creative in her field. This enabled us to create a harmonious team, in which we support each other, where the success of one is the success of all and the failure of one is a lesson we learn from as a team.

CHALLENGE GENDER EXPECTATIONS

You are a girl, you are not allowed to do this.... you are a girl, you cannot do that... You're not allowed ... you cannot.... phrases that haunted me and haunted every girl who comes from a conservative and small village, but never this was an obstacle to me, rather it was what motivates me to continue to shine and break down all gender barriers. All it takes is one success story to open the door for the rest of the girls to shine. And I am determined to share all my gained experiences throughout my journey with others from my local community to push them towards brilliance.



EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

For me, one of our most important roles as leaders in the GG/GS Movement is to help our girls find their own voice and support them to use it to advocate for issues they believe in, push them to participate in the decision-making process at various levels, and also to enable them to hold leadership positions. This is what I have been working on with my team for the past two years. Currently, the members of the GG/GS Movement in Algeria have a carefully developed curriculum that is capable to fine-tune the leadership skills of all girls from the far north to the far south.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

For a person alone to be aware of all the details, this may be difficult. But to coordinate with everyone I work with so that they make it easier for me to know all the details that help me see the full picture clearer is a skill I gained from my work as a computer science engineer. To ask those around me about what I do not know is not a problem for me at all, as I am always ready to learn from those who are more experienced and rely on their wisdom to make logical and rational decisions.

ADAPT HER BEHAVIOUR TO THE CONTEXT

Keeping up with changes and adapting to them easily is what I do on a daily basis in my professional life in particular. It may be tiring at first, but the unwavering support of my family is what keeps me balanced, steady and forward-looking on the right path.

INNOVATE TO CREATE POSITIVE IMPACT

For four years, the team of the National Committee for Advanced girl guides and I tried to create a safe space for girls to bring their potentials into prominence. We pushed them to take steps that they had never taken before, to live experiences that they may have had out of reach, and to open doors that were once closed. The National Camp for Advanced Girl Guides, for example, was a milestone in the lives of many of them as it changed their mindsets. Today, we hear stories, one after the other, of their superiority in several areas, an ideal conclusion of my work within the General Command.

MAKE CHOICES ROOTED IN HER VALUES

It is difficult to mention a specific situation here. It is said that "always has been, always will be". It basically means "If you grew up with it, you will grow old with it"... and so are the values of the GG/GS Movement within me. They accompanied me from my childhood and were my best companions, and I still rely on them in my professional, personal and Girl Guiding journey, and I spread them as much as I can.







## Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2013 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

MEMBER ORGANISATION

- Regiment Leader, 2020 to date
- Member of the General Command, 2019 to date
- Member of the National Board, 2019 to date
- Provincial member of a state, 2019 to date

OTHER VOLUNTARY POSITIONS

- Ambassador of the Women Techmakers programme in the Middle East and North Africa, 2019 to date
- Member of the Google Developers Group, 2018 to date

PROFESSIONAL/ NGO/ BUSINESS APPOINTMENTS

- Digital Marketing manager at Mars logistics January 2023 to date: I am responsible for developing and executing digital marketing strategies to promote the company's brand and services online.
- Advertising and Website Optimization Specialist for Search Engines -, September 2022 to January 2023 : I was responsible for creating and managing online ad campaigns in social media , analyzing website traffic data, and optimizing website content to improve search engine rankings.
- Web Developer, 2020 -2022 : create and maintain websites using programming languages.
- Computer science teacher in an intermediate education school, 2019-2020



## Participation in events

Participation in relevant events from 2017 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

- The 37th World Conference, July 2021

MEMBER ORGANISATION ORGANISED EVENTS

- Practical study for training leaders' assistants, 2023
- Supervisor, several national camps for girls during the period 2020-2023
- JOTA-JOTI International Camp, 2022. My role was to offer training on the use of modern means of communication
- Preparations for the National Councils of the Organization, 2020-2021
- Leader of the Camp, The 32nd Arab Scout Camp in Algeria, 2018
- Chair, 19th Arab Leaders Forum, 2018

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

*Note: Since Les Scouts Musulmans Algériens are a new WAGGGS Member, the activities below are international scouts activities:*

- Representing Les Scouts Musulmans Algériens in many national events throughout my term of service as a member of the General Command, 2019-2023
- Member of the Algerian delegation, The World Scouts Conference, 2022
- Member of the Algerian delegation, The Arab Scouts Conference, 2022
- Member of the delegation of The Arab Scouts Forum for Young Councillors, Lebanon, 2022
- Heritage Forum organized by Les Scouts Tunisiens – Tunisia, 2022

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT

- Representative of Algeria, Google North Africa and Middle East Developers Forum in Dubai, 2019
- Responsible for the Algerian delegation, The Artificial Intelligence Hackathon in Tunisia, 2019





# HUDA AL MATROUSHI

United Arab Emirates Girl Guides Association

Over 30



**Nominated by:** United Arab Emirates Girl Guides Association

**Languages Spoken:** Arabic as mother tongue and fluent English



## Personal Statement

*Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?*

As a World Board member, I can work with community partners to embrace and support the WB causes and programmes through long-term partnerships, foster the spirit of teamwork within the team, promote positivity, and adopt projects of importance to engage and increase members of the Movement.

I will also work to:

- embrace the idea of social work, and towards developing programmes that foster this idea;
- Give attention to increasing Membership of WAGGGS;
- Give attention to increasing the financial support to WAGGGS;
- Give attention to building relationships with other associations.





## Skills and experience

**A member of a WAGGGS Member Organisation:** I am the director of the UAE Girl Guides Association (UAE GGA), a Full Member Organisation of WAGGGS.

**A commitment to the aims and objectives of WAGGGS:** As a guide, I have sworn since I joined the movement to commit to the GG/GS aims and Law. And I am committed to the aims and objectives of WAGGGS and to working toward its growth.

**An understanding and acceptance of the duties and responsibilities:** In order to fulfil my duty, I have to understand the duties and responsibilities that I will perform through the position that I will assume, and this is what I did before I filled out the nomination form.

**WAGGGS Leadership model and educational methodology:** This Leadership model is a behaviour that I use in my daily practice and scouting life.

**A thorough understanding of WAGGGS and the Regional context:** my position as Director of the UAE GGA and my work as Vice-chair of the Arab Regional Conference that was held last year in Abu Dhabi, my understanding of WAGGGS, the regional context and their organizational structures has increased.

**The ability to listen and learn from others and follow a collaborative approach:** to lead any group and work for them, it is necessary to have the skill of listening through good listening we can learn from others as each of us looks at things from a different angle, and this helps us to learn and collaborate in finding solutions.

**The ability to communicate in English:** I am fluent in English, both verbally and in writing. A skill I acquired during my school years until my doctorate. I also communicated with WAGGGS during the preparatory period for the WAGGGS, Arab Regional Conference, where all the meetings were conducted in English and I faced no difficulties.

**The ability to access and use technology:** I use the Internet for communication, such as using Zoom, WhatsApp, and Google Meet. I use the Microsoft programme to organize my administrative work and store information.

**A willingness to devote time and effort in both preparing for and attending World Board meetings:** I will organize my time and devote sufficient time to prepare for and attend the meetings of the WB. I will also devote sufficient time if I'm required to take a role on a WB Committee.

**The ability to think critically, creatively and strategically:** My roles as a member of the UAE and Abu Dhabi Businesswomen Councils, the owner and chair of the Board of Directors of our ancestors' heritage factory, the foundation of "the Integrated Emirates Programme for activating the role of retirees", and a key player in the establishment of a food factory, have made me a practical person who performs tasks responsibly in order to achieve the best results through successful cooperation and helped me in establishing good partnerships and relationships.

**External Relations / Government Relations:** When I joined the oil and gas sector in Abu Dhabi in 1991, I strongly started my career to become the first female member of the expanded leadership team in ADNOC. My starting point was in the Public Relations and Communications Department, and then I moved to the position of Director of the Institutional Excellence Department. Later, I got promoted to Deputy Head of the General Services Department. I was also appointed as Chairman of the Entertainment Committee, and a member of the Tender Committee.

**Governance:** I assumed many roles and positions in various government agencies such as the Board of Directors of the UAE Fencing Federation where I was the first Emirati woman to serve as Secretary General. These positions and roles gave me a precious experience in different systems.

**Research and development:** I had the opportunity to serve as an associate professor at Abu Dhabi University, where I presented research papers at conferences and published articles on tourism and small industries as well as organisation and management. I also wrote and published a book entitled "Thank You, Khalifa" in 2014, expressing my gratitude for the support of His Highness the Father and the Head of the State.

**Influencing and Advocacy Skills:** Through enthusiasm, sincere friendship, and my quest to sincerely benefit all those around me, I have been honoured with many awards and certificates of appreciation; In recognition of the achievements I have achieved throughout my career. I obtained a high diploma in the management and establishment of nurseries from Cambridge College in Britain, a master's degree in cultural and creative industries, and a doctorate in business administration. I am determined to continue my professional advancement in the future.

**Marketing and communications, including social media:** I always work on establishing a variety of connections and public relations so that I can link the Association with third parties, and I consider social media as one of the most important types of communication that I use.



# Leaders of the Movement...

TREAT HERSELF KINDLY

It's through the LEADING YOURSELF mindset and thinking about my behaviour and impact, that it is possible to explore the values that I believe in, practise self-reflection, analyse mistakes, and recognize successes and how they are reflected when practicing leadership. It's also through this mindset that we create a space for self-awareness and self-care, so we can realise and create the conditions we need for one to thrive, and develop a plan to become more positive and hence helps to love oneself and treat it kindly.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

Listening to people is a skill. Most people believe that they can get what they want by speaking without listening and hearing other people's points of view. Personally, I consider a successful and influential person to be one who challenges himself and listens to the points of view of others. When talking about a particular topic in the workplace, I always give others a chance to talk, listen to them, and inquire about things that are ambiguous to me. This gives me an opportunity to develop my point of view and work more efficiently.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

We learn more from personal experiences than from others' advice and guidance. Some mistakes can be avoided through advice, but sometimes there is no substitute for learning from personal experiences. It is the process of gaining knowledge by doing something myself. For example, in my field, I always try several methods until I get the best and most acceptable result. Through this, many things become apparent to me. Likewise, I always instil in my girl guides the spirit of learning through personal experiences because it gives a clear vision of ideas, as there is nothing better than personal experiences.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

Teamwork is working with others and wanting to cooperate to achieve a specific goal, where no one can achieve this goal alone. As the Director of the association, I have to provide all the details to my individuals, identify their respective roles, develop them, control their behaviours, constantly evaluate performance, and keep the team cohesive and cooperative to reach the desired goal. Working flexibly is required, and differing opinions are important and can be used in achieving the goal. This difference may help us try new things, find innovative solutions, and build meaningful constructive relationships.

CHALLENGE GENDER EXPECTATIONS

I try to find things in common with the people I meet in order to facilitate dealings with them. I have to be a role model as a responsible citizen to influence others. For example, in my workplace and in my Girl Guides troupe, I always urge girls and women to explore their potentials in all fields. I try to highlight women who have emerged in leadership fields, brought about real change, and left a positive impact, especially in the field of women's empowerment and gender equality, and I encourage them to make a difference and take the lead in these fields.



EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

I start with developing myself first and keeping abreast of all that is new in the field of leadership practice, including empowering girls and girl guides to practice leadership, by giving them the opportunity to lead some activities, and encouraging them to practice leadership themselves.

In my girl guides troupe, I give the task of leading the activities to the guides themselves, I run discussions, and constantly encourage them, as we should act only as mentors and counsellors. This mindset gives the girl guides the braveness to practice leadership in the right way for them.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

Before I start any work, I always try to get the background on the subject, and whether there are any opinions or decisions made in regard to it. I must have a complete picture. This is also what happened when I was assigned as a member of the Preparatory Committee for the WAGGGS, Arab Regional Conference, held last year in Abu Dhabi, where I had to study and research what was done in the previous conferences so that the picture would be clear to me and be able to carry out my task to the fullest.

ADAPT HER BEHAVIOUR TO THE CONTEXT

In order to deal with others, we must first try to know ourselves. To enter the worlds of others and understand their needs and interests, we need to adapt ourselves and work on good observation, ask questions, educate ourselves about our surroundings and different points of view, and build meaningful connections with others, making it easier to adapt to the context.

INNOVATE TO CREATE POSITIVE IMPACT

In order to have a positive impact, I should be innovative. Innovation is the individual's ability to introduce something new or seek to introduce something new, whether in personal life, at work, or in personal relationships. Innovation in our work has an effective role in the growth of the association or any institution, and in solving the problems it faces. Likewise, evolution and globalization require us to have the skill of innovation and development to have a positive impact. Innovation helps the growth and development of the world's economy and brings about change in the labour market. So, for innovation to be positive, I have to do proper planning, phased monitoring and evaluation, then hard work and continuous follow-up.

MAKE CHOICES ROOTED IN HER VALUES

Being connected to my values will help me make good choices that align with my goals. Therefore, we have to uphold the values we set for ourselves to reach what we aspire to. For example, as a member of the WAGGGS, UAE GGA, my choices should be in line with WAGGGS values and goals, to create a positive impact on Girl Guides globally and locally, as well as on society.





## Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2013 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

MEMBER ORGANISATION

- Director, UAE GGA, 2021 to date

OTHER VOLUNTARY POSITIONS

- Member of the Board of Trustees of IMT University, College of Business, Dubai University City, 2022 to date Foundation of “the Integrated Emirates Programme for activating the role of retirees”, 2017 to date
- Member of the Board of Directors of the UAE Fencing Federation, Secretary General 2016, Member of the Olympic Committee, the Strategy Committee, Chairman of the Women’s Committee of the Asian Confederation, Member of the Executive Office of the Asian Confederation,
- Member of the Executive Advisory Board of the College of Business at Abu Dhabi University,
- Member of the Board of Directors of the Dubai Police Academy, 2016 to date
- Member of the Supreme Committee of the UAE Businesswomen Council, 1991 to date
- Member of the UAE and Abu Dhabi Businesswomen Councils, 2000-2020
- Member of the Board of Trustees of ADNOC Schools, 1991-2020
- Chairman of the Entertainment Committee, and a member of the Tender Committee, 1992-2017

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

## Participation in events

Participation in relevant events from 2017 to date.

- Vice-chair and member of the Planning Committee of the 23rd Arab Regional Conference, 23rd Arab Regional Conference, 2022

Events at the local level:

- International Day of Tolerance
- Martyr’s Day
- Winter camp
- JOTA-JOTI Camp

- Meetings with the Arab Region and WAGGGS.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

MEMBER ORGANISATION ORGANISED EVENTS

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT





# LILIAN DAMIE

Nigerian Girl Guides Association

Over 30

**Nominated by:** Nigerian Girl Guides Association

**Languages Spoken:** Kalabari as mother tongue and fluent English



## Personal Statement

*Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?*

As a dedicated member of the Girl Guiding/Girl Scouting Movement for over two decades, I am passionate about developing the potential of girls and young women. I have previously served in various leadership roles including as a unit Captain, State Commissioner, and Eastern Zonal Secretary for the Nigerian Girl Guides Association (NGGA). I have also served on several committees such as the WAGGGS Nomination Sub-Committee and the Olave Awards Committee.

Throughout my volunteer experiences, I have grown both personally and professionally. I have had the opportunity to work with sisters from all over the world and have participated in numerous programmes organised by WAGGGS and other partners. I am a mentor and coach to young and adult women in Guiding, my Church, my work, and my business place, and I am committed to making valuable contributions to society.

I would like to become a member of the World Board because I see it as an opportunity to give back to the Movement by harnessing my diverse competencies and progressive volunteer experiences. As a member of the Board, I hope to represent the Africa Region and be a strong voice at the global stage. Additionally, I aim to knit Member Organisations together, strengthen the leadership capacities of growing Member Organisations, and support meaningful engagement of young and adult members at all levels of the Movement.

I bring expertise in project design, development, management, monitoring, and evaluation to the team. I am confident that I can contribute positively to the work of WAGGGS and make a meaningful impact.



## Skills and experience

I am a Mass Communication graduate and a teacher at a Community Secondary School in Port Harcourt, Nigeria. Throughout my career, I have demonstrated a strong commitment to the Nigerian Girl Guides Association (NGGA), rising through the ranks, and learning from the experiences offered to me to grow, lead, and impart my world.

As the National Project Commissioner of NGGA, I possess valuable financial management skills, including fund development, donor relations, and external/government relations. I have an in-depth understanding of the complex and diverse Regional structure and how many MOs operate, making me an invaluable asset to NGGA's strategic planning.

My involvement in multiple committees and projects within the NGGA has helped me to hone a collaborative approach, cultural sensibility, and ability to work in a global and multicultural context. I have led various initiatives, including the Her World, Her Voice Project, Juliette Low Seminar (JLS) Nigeria Hub, UN Women Risk Communication and Community Engagement (RCCE) project, UN Women Continuous Voters Registration (CVR) Project, and NGGA Girls Are Valuable (GAV) Project.

In my service to NGGA, I liaise with National and State Volunteers, international and local stakeholders, partners, and donors, showcasing my excellent communication, diplomatic, lobbying, and negotiation skills. As a confident, disciplined, and effective team player, I work well under pressure, multitask, and deliver on timelines, offering my unique skill set in intergenerational partnerships.

My experience in youth engagement and empowerment for the development of the girl child and young women across the country has further sharpened my leadership qualities. As a member of the National Board in my MO, I have played a key role in the development of my Association's strategic plan for three consecutive terms, articulating WAGGGS' mission, how we can move with the new COMPASS 2032 vision, WAGGGS leadership model, and our non-formal education methodology in various training camps and stakeholder meetings.

In my fieldwork, I have witnessed first-hand the challenges and opportunities facing girls and young women globally, and I have developed an empathetic approach to addressing their concerns. I keep encouraging young women within and outside NGGA in their personal and professional lives, as they confide in me about the challenges and inequalities they face because of their gender. Currently, there are about twenty (20) young women who sit on their States' boards while five (5) young women serve on key decision-making bodies and working Committees.

I am willing to continue to learn and develop myself and to stay relevant in any space I find myself, including being open to upskilling. I bring to the table a sound independent judgment and gentle but assertive opinions, born from learning from the younger generation about tech and taking advice from those who have gone ahead of me on various issues.

I attest that I understand and accept the legal duties, responsibilities, and liabilities of the role of the World Board, and bearing all these factors in mind, I am willing to serve. The multitasking and attendance of crucial meetings with fast turnaround time for outputs in my previous roles have prepared me for what lies ahead with the World Board role. I am ready to devote the required time and effort to the World Board meetings and positively and professionally represent WAGGGS both within and outside the Movement.

In conclusion, my knowledge and skills developed from extensive experience in NGGA, and my willingness to grow and adapt make me the ideal candidate for the World Board role. Thank you for considering me for this invaluable opportunity to serve.





## Leaders of the Movement...

TREAT HERSELF KINDLY

When I decided to treat myself to a spa session; had body massage, manicure, pedicure etc., to enhance my confidence and feel better mentally.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

As the head of Marriage Counselling team in my church, I had to subject myself to different teachings and study to further empower me to perform in my role.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

A time I invested in a cooperative activity and there was a huge loss at the end. After that experience, I always investigate properly before investing in group initiatives.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

As a Project Commissioner, I ensured that all the members of my team identified their roles within the different projects NGGA is implementing to maximize the skills and competence of everyone on the team.

CHALLENGE GENDER EXPECTATIONS

At my home, there is no chore for any particular gender. Chores are delegated equally without discrimination.

EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

As a caterer, I support every member of my staff at my Canteen to serve as a Manager weekly. Each young woman takes it in turn to supervise and oversee the activities of the Canteen.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

Upon my assumption as the National Project Commissioner of NGGA which was also my first time on the key decision making platform, I made enquiries on the modus operandi from my predecessor to get me acquainted with the Board conduct.

ADAPT HER BEHAVIOUR TO THE CONTEXT

A family prayer programme that required me to stay awake till 3am and sleep on a mat thereafter with other members of my external family.

INNOVATE TO CREATE POSITIVE IMPACT

I started entrepreneurship venture (an annual savings scheme) that enables families save money monthly for food supplies in December. It reduces the stress to buying items expensive at the end of the year.

MAKE CHOICES ROOTED IN HER VALUES

When I had to choose to change the venue of an event with the approval of the Chief Commissioner to save more funds for the Association to enable implementation of more activities.



## Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2013 to date.

### WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Teller at Africa Regional Conference at Rwanda, 2019
- Member of the Nominations Sub-Committee, 2013-2016

### MEMBER ORGANISATION

- National Project Commissioner, March, 2021 to 2024
- Assistant National Project Commissioner, 2016-2021
- Chair of the Planning Team, JLS Nigeria Hub, 2019
- Zonal Secretary, 2010-2016
- State Commissioner, 2010-2016
- Chair of the Planning Team, 10th Africa Region Conference, 2013

### OTHER VOLUNTARY POSITIONS

### PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- President, Old Girls Association, Government Secondary School, Orominieke, 2022 to date
- President, Favoured Sisters of Port Harcourt, 2018 to date
- Welfare Chair, Community Secondary School, Nkpogwu, 2015 to date

## Participation in events

Participation in relevant events from 2017 to date.

### WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

- Action on Body Confidence Training, Nairobi, Kenya, 2018
- Nominations Sub-Committee member, supported candidates through the Africa Regional elections, Kenya, 2016

### MEMBER ORGANISATION ORGANISED EVENTS

- Project Manager, Membership Growth Pilot Project, 2022
- Project Manager, Malala Funds GAGE project, 2022
- Programme Manager, NGGA GAV Project, 2022
- Project Manager, UN Women CVR Project, 2021
- Programme Lead, COVID 19 Outreach programme, 2020
- Programme Lead, UK GOLD project, 2020
- Project Manager, UN Women RCCE Project, 2020
- Chair, JLS Nigeria Hub, 2019
- Programme Lead, NGGA Centenary Celebration, 2019
- National Coordinator, Her World Her Voice Project, 2017

### OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

### OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT





# MONIKA DREIK

The Polish Scouting and Guiding Association

Over 30



**Nominated by:** The Polish Scouting and Guiding Association

**Languages Spoken:** Polish as mother tongue, fluent English, intermediate Spanish, basic Arabic and basic German



## Personal Statement

*Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?*

Being a guide has shaped the person I'm today. I'm not afraid to speak up, express myself, stand for others and create the world with equal opportunities for everyone. WAGGGS educational methods and values have been my guidance.

I have been in Związek Harcerstwa Polskiego (ZHP) since I was 11 years old - member, unit leader, trainer, regional international adviser (6000 members) and ZHP International Commissioner (110000 members) for last 7 years. I worked in international teams, also as WAGGGS regional volunteer (MO support, capacity-building, International Commission induction). I'm passionate and confident about WAGGGS' mission and vision, committed to put my experience and energy into shaping and strengthening its present and future.

Being from a SAGNO and a female unit, I understand the importance of WAGGGS both in girl-only and coeducational settings.

I'm a Biotechnologist, quality expert working in global pharmaceutical company. I make informed, risk-based decisions assuring medicines quality. I'm an engineer, curious, creative, solution-oriented woman. At work I'm part of the Women's Innovation Network, which helps me practise my values in a professional setting.

I come from Poland – a country in central Europe, currently live in Switzerland together with my husband who comes from the Middle East.

I want to serve WAGGGS. In the World Board, I'll use my leadership, interpersonal skills, great communication abilities, strategic thinking, and governance knowledge to contribute to the movement. I will bring energy and openness to reflect, listen, collaborate with MOs and WAGGGS (staff and volunteers) in relevant dynamic organisation for all girls wherever they live. I'm positive, always see people's potential, collaborate to act inclusively, and consider all perspectives. I delegate responsibilities. I'm hard-working, well-structured, not afraid of difficult conversations. I appreciate transparency and integrity. My knowledge and experience will impact WAGGGS to continue to be thriving, innovative, agile, sustainable, attractive, girl-led and life-changing organisation. I'm ready for this adventure, opening a new and exciting chapter in my life.





## Skills and experience

I cherish WAGGGS' diversity – different MOs, regions characteristic and cultures, the unique contexts and variety that MOs operate in as an asset for greater development of the movement.

As IC I learnt and understood the governance, role of World Board trustees, legal duties, financial responsibilities. Being regional volunteer strengthened my knowledge of WAGGGS educational methods, leadership, and WAGGGS importance. Through conferences, global events, I built strong networks and connections with MOs and ICs. I'm ethical, active, and determined to collaborate in finding solutions while thinking broadly and openly. I will support MOs and Regions in challenges, and opportunities. I'm flexible, not afraid of adapting to any given context or challenging status quo. I demonstrated creative strategic thinking as ZHP and WAGGGS volunteer.

How I meet the desirable qualities?

### Governance and policy development

I have experience in developing guidelines and strategies for international cooperation/ other areas on national level. Assisting ZHP leadership in decision-making, statutes compliance and strategy development. Submitting motions/amendments during WAGGGS conferences. Workwise I operate within the legal framework for medicines. I shape guidelines, procedures and make decisions which assure that system meets international law and quality requirements.

### Organisational development and structure

I'm a member of the ZHP Team for organisational culture development. Initiating and implementing innovative ZHP international cooperation structure (priorities, ways of working, MO-MO cooperation and partnerships, structure, resources allocation).

### HR Management

At work I supported 100+ people department in executing daily activities. As a volunteer I led multiple teams of staff and volunteers, often mixed, working on which required agility and flexibility to keep up motivation and effectiveness. Management of ZHP International Department, cooperating with 17 International Advisers. Leading department in European Jamboree 2020 Planning Team (20+ people, international). (Co-)led several events and teams, online and in-person, including conference for International Day of the Girl (IDG) (2019-2023) and Polish JLS Team.

### Crisis Management

Member of ZHP Crisis Management Response Group (war in Ukraine) contributing to managing and responding to crisis. At work I specialise in risk assessment, participate in crisis management meetings drawing on given knowledge to mitigate the risk and act appropriately in case of drug shortage or quality related challenges. It equips me with knowledge and readiness to face the crisis.



### Financial and risk management

As IC I contributed to development and monitoring of financial plans for international cooperation. One of the most significant experiences was being responsible for JLS2019 Polish hub plan/budget. Workwise, responsible for forecasting, and monitoring the budget for 100+ people department, managing spendings/invoices in close collaboration with the financial department, adjusting plans based on risk.

### Fund development

As IC I worked closely with ZHP national fundraising team, being responsible for funds obtained via FBM Fund, Surf Smart Fund, WAGGGS Appeal, Global Youth Mobilization etc. Each time we worked together with different teams developing grant application, example being WAGGGS Appeal, where we analyzed ZHP needs in service for Ukrainian refugees and created projects meeting those needs thanks to provided funding.

### External relations/advocacy

I represented MO and WAGGGS in multiple capacities when contacting embassies, speaking during European Economic and Social Committee event in 2022; creating annual IDG advocating educational event or supporting ZHP-WAGGGS delegation for COP2018 and multiple WAGGGS conferences as head delegate. I'm hard-working and active ambassador of the movement, which I want to demonstrate acting as WAGGGS trustee.

### Marketing/communications/social media

I co-created campaigns (ex. WTD) and content published via ZHP social media, ZHP television, newspapers, and local TV channels. I'm confident public speaker, able to take a stand on behalf of organisation, young people, girls and women worldwide. My volunteering experience was mentioned in my employer's annual report for 2021.

### Technology strategy/digital transformation

Confident user of technology and platforms. I see the benefit of using digital spaces and technology (ex. working remotely, enabling participation etc). At the same time, I know very well the unique experience and positive outcomes of in person events and I am open to explore the topic further, to best fit scouting and guiding reality. Initiator of Surf Smart programme in Poland.

### Identifying/facilitating the learning and development

Practising WAGGGS leadership model helps me being better leader. I use over 10 years' experience as trainer on all ZHP levels and internationally (WAGGGS facilitator, JLS lead, excellent knowledge of GG/GS educational method and non-formal education) to inspire others and help them lead. I demonstrated that as experienced IC, Europe, and global volunteer mentoring, supporting MOs in capacity-building, facilitating trainings, co-creating IC-induction pack. I offered international adventures and connections to young people; enriched ZHP programme by implementing WAGGGS programmes (WTD, FBM, Be The Change, etc).

### Data analysis, Research & Development

Analytical thinker, attentive to details, able to make well-informed decisions. I analyse data, collaborate with internal and external stakeholders, gather experts-input, and based on this act quick and make robust decisions. I possess project-management skills, monitor performance, evaluate processes, obtain information through research. It is relevant at work and as part of my commitment with ZHP Research Institute.





# Leaders of the Movement...

TREAT HERSELF KINDLY

In 2020 everything in my life changed – I got married, changed work, moved countries and pandemic was still ongoing. While having a positive attitude I took time to reflect and shape step by step the journey in all those aspects so that I stay calm and in peace with myself and keep the balance between work-life-scouting. I put my wellbeing first, took care of my relations, family, colleagues at work and myself. It built me stronger and confident. Sharing with my friends and taking a walk in nature helped me stay connected to myself and others.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

While preparing for WAGGGS World Conferences in delegation we reached out to World Board candidates/authors of motions and other MOs to get to know different perspectives. Actively asking questions, constructively challenging, exploring different options, cooperating with other MOs (sometimes more impacted by motion) and trying to understand their context helped us make better decisions. I challenge myself on a daily basis by understanding and putting myself in the shoes of my husband's family in Lebanon. I am always eager to learn and evaluate my views. I currently live and work in Switzerland, needed to understand how things work here and adapt to the culture and customs.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

At work I became a mentor to new employees supporting their onboarding. Learning from various experiences we improved the employee experience and training effectiveness. When I changed job in 2020 it took me a while to understand the dynamic of the new international team, different personalities, cultural backgrounds. And all in pandemic context (lockdown). I have learnt a lot about myself and others, I kept asking questions to confirm my understanding, made efforts to build bonds and trust with each member in an online environment when everyone comes from different countries, working every day online without possibility to meet.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

I'm a people's person. People say I inspire others to see opportunities and the very best of the movement. I am encouraging people to grow and contribute. I became a mentor for several new ICs in Europe Region and being one of the more experienced ones I consciously tried to create a space where everyone regardless of the experience can be heard and contribute (individual discussions, group meetings, session during IC Forum etc). In my many projects as IC I have very good relationships with other WAGGGS ICs, WAGGGS volunteers and staff.

CHALLENGE GENDER EXPECTATIONS

I'm an engineer – biotechnologist working in science (STEM- related) field of pharmaceutical industry. I graduated as Master of Science, Engineer at the University of Technology. Even though my class was relatively balanced I witnessed smaller number of women in different fields/classes. I am proud I finished this degree and can be an example of female engineering challenging stereotypes. IDG advocacy educational event was established in ZHP to open conversation about stereotypes, barriers that girls face and data-based discussions about girl/women empowerment/appreciation/self-confidence. We have led several pieces of research about empowerment of girls, decision making process, women in governance statistics etc, which are available for all the members.



EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

In 2019 Poland organised one of the JLS hub and sent 13 young people to participate in JLS2019 in different hubs around the world. I have led the organising team and supported participants in their 100 girls' projects realized after the event. Participation in JLS allowed our members to have direct WAGGGS experience and through the projects WAGGGS directly reached the audience of over 1500 girls in our association. It has been an important experience for me and participants, through which I was able to impact and inspire young women to take up leadership roles.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

At work I collaborate with different departments and stakeholders (internal and external) to build necessary knowledge about different quality issues to be able to make decisions. Before I moved to Switzerland I did the research, noted down important information, participated in language and cultural training, reached out for advice from colleagues who have been or live in Switzerland to build the basic knowledge for me and facilitate the change. ZHP Crisis Management Group was composed of different people that only working together sharing information we were able to address the situation appropriately. I have also reached out to MO network for inspirations of solutions.

ADAPT HER BEHAVIOUR TO THE CONTEXT

My move to another country allowed me to examine and develop my adaptability – to work system, taxes, languages, customs, and traditions. COVID added an extra layer – adaptation to work from home and observing restrictions. Studying abroad, intercultural marriage, international friendships and business relations taught me to adapt, actively listen, and curiously explore mindsets different from mine. During travelling or working I easily adapt to new environment and culture. I reflect, monitor, and stay sensitive. I'm learning fast about different ways of doing things and find ways to cooperate with people from very different cultural backgrounds. When running trainings, including WAGGGS ones, I adapted the sessions to various audiences.

INNOVATE TO CREATE POSITIVE IMPACT

COVID pandemic proved how creative and innovative I could be to maintain or create an even greater impact of our educational mission for youth. I contributed to creating online programme, carried on with creative ideas for units and teams on all levels of association, moved many aspects of our work online but also revisited the way we work internationally or in MO to take benefit from challenging situations. Together with others I have developed the system and trainings for FBM programme through which we have trained ambassadors of the programme in all ZHP Regions and reached thousands of scouts and guides locally.

MAKE CHOICES ROOTED IN HER VALUES

It feels like my entire life was influenced by guiding and scouting values, the Girl Guide promise and law and willingness to be an active citizen of my community and the world. I have received the Europe Region Medal of Service for being WAGGGS ambassador in ZHP and the region. I transfer my values into my work contributing to Women in Innovation Employee Resource Network, which stands for empowering women in the workplace. I'm passionate about WAGGGS and act as its advocate wherever possible. It makes me feel fulfilled, empowered and happy.





# Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2013 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Europe Region Lead Volunteer for Quality Guiding and Girl Scouting (QGGs), 2023 to date
- Member of Europe Region Member Organisation Support and Capacity Building Team (MOCa), 2020-2022
- Capacity Assessment Tool (CAT) mentor, 2020-2022
- Lead and facilitator for JLS2019 hub in Poland, 2019

MEMBER ORGANISATION

- International Commissioner, 2017 to date
- Member of several volunteers group on national level:
  - ZHP Team for organisational culture, 2022 to date
  - ZHP Research Team, 2019 to date
  - SDGs Team, 2019 to date
- Trainer at all levels of Association, from 2013 to date
- International adviser; Kuyavia-Pomerania ZHP Region, 2013-2020
- Head of international Team in one of 17 ZHP Regions, 2018-2020
- Member of Planning Team for different national trainings, events, initiatives, and projects (International Adviser Training, Conferences for International Day of the Girl, Leaders' training, and others)
- Member of Planning Team for different international events such as European Jamboree 2020(+1), Juliette Low Seminar 2019, Youth Wave Summit 2021 etc.

OTHER VOLUNTARY POSITIONS

- Member of Employee Resource Network WIN (Womens' Innovation Network), part of Diversity Equity & Inclusion (DE&I) community, 2021 to date

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- English language teacher; English language studies graduate
- Release Team Expert, Pharmaceutical, 2023 to date
- Release Team Specialist, Pharmaceutical, 2020-2023
- Quality Assurance Specialist (Poland based), 2017-2020
- Auditor of a pharmaceutical quality system, 2017-2020
- Assistant to Quality Assurance Director, 2015-2017



# Participation in events

Participation in relevant events from 2017 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

- Head Delegate, European Guide and Scout Conference, 2022
- WAGGGS Europe Volunteers meeting in Germany, 2022 and multiple online gatherings organised by MOCa team [Europe Region]
- International Commissioner, Poland, WAGGGS Volunteer leading the session, Europe Region IC Forum (Virtual), 2022
- Helen Storrow Seminar (online), 2021
- WAGGGS Europe Volunteers Meeting, 2021
- Head Delegate, World Conference, 2021
- European Jamboree 2020+1 (Head of Subcamp Management; IC supporting Jamboree Management Team) – throughout 2019-2021
- Extraordinary General Meeting [Europe Region], 2020
- General Meeting [WAGGGS World], 2020
- International Commissioner, Poland, leading the sessions, Europe Region IC Forum, Serbia, 2019
- Head Delegate, leading the sessions, European Guide and Scout Conference, Croatia, 2019
- Head of the hub (programme), JLS Polish hub, 2019
- International Commissioner, Roverway, 2018
- Head Delegate, World Conference, 2017

MEMBER ORGANISATION ORGANISED EVENTS

- Free Being Me (FBM) Trainings as part of FBM implementation. 4 conferences for IDG 2019, 2020, 2021, 2022.
- European Jamboree 2020+1 (Head of Subcamp Management; IC supporting Jamboree Management Team) – throughout 2019-2021
- Supporting the training and leading sessions, International Advisers' Training, 2019
- Supporting international guests and programme, ZHP National Jamboree, 2019
- WAGGGS facilitators training, 2019
- Advanced leadership training "Cogito", 2018
- FBM National training, 2017
- ZHP General Assembly, 2017

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

- Support of ZHP and WAGGGS delegation to COP, 2018

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT

- Speaker at European Economic and Social Committee event in 2022 representing ZHP.





# EMNA FITOURI

Les Scouts Tunisiens

Over 30

**Nominated by:** Les Scouts Tunisiens

**Languages Spoken:** Arabic as mother tongue, fluent French, intermediate English and basic Spanish



## Personal Statement

*Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?*

First of all, I am not too talkative, but I am a hard worker! So, I want to push for more work to advance the world association and make a positive change globally. In fact, I absolutely believe that positive change must be studied so that it touches the roots and then branches out of the rest of the branches.

From an early age, I was convinced that I could make a positive difference in my small group, some years later, I was convinced that to make it more efficient and bigger I should work on it from my region, then I was working for this change from the national board, and I was the youngest member in the national board. I worked hard especially in the subject of the violence against women. This subject means a lot for me, because at some point my mother was a victim of it. So, the circle of my ambitions expanded until I was involved in my Arab region within a team who wrote the regional educational programme of activities for Girl Scouts aged between 18 and 21 years. I was feeling that the change that we were making was bigger than the impact at the national level. But, without my experiences at the national level, I won't be the same person as I am.

Honestly, the main experience that pushed me to apply for this position is: the young women research team project. The motion 32! I was one of the team and I felt that we made a huge change. So now, I want to use my experiences and skills to help the girls globally to make a positive change, and to be part of it.

I also want to be a kind of role model, so my candidacy will be an opportunity to give a good image to the World Board that brings together young women experts and reflects the integration between generations.





## Skills and experience

I had many experiences in developing educational programmes and curricula for young women between the ages of 17 and 23. These experiences allowed me to gain true expertise for curriculum writing and educational programme design.

I worked with a team on formulating the vision and strategy for the Tunisian Scouts.

My experience in training and facilitation at the national, regional, or global level has contributed to simplifying the global leadership model for Girl Guides and Girl Scouts and myself, as I find myself practising various styles of leadership in all aspects of my life.

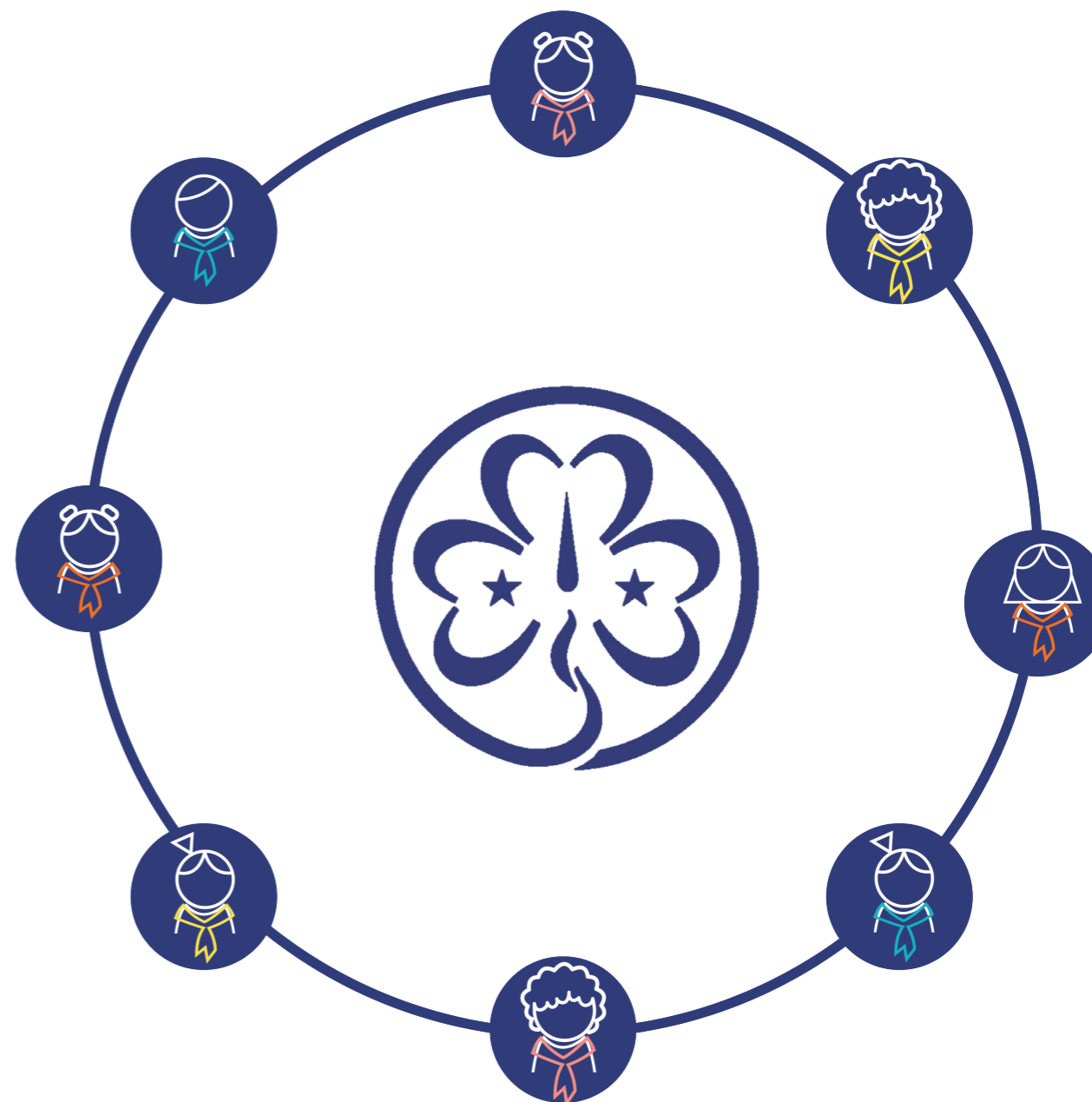
I was part of the planning team for many national activities and national training courses.

I was part of the planning team of the first regional Arab forum for young guides, this experience was unique; it was the first training that I prepared as a YWRT member.

I had many experiences with translations with WAGGGS; so, I am very familiar with the technical words of WAGGGS in English, French and Arabic.

I obtained the sense of analysis thanks to my experience within the young women research team (the Motion 32 team). It was an enriching experience at all levels. We worked as a “micro” world committee. I was very involved in encouraging young girls to take up opportunities.

My experience at the CSW57 it was a real turning point in my life. I made my first speech there on violence against women, it is very memorable to me. This experience has allowed me to carry out many varied projects, for many girls, alone or among a team.





# Leaders of the Movement...

TREAT HERSELF KINDLY

When I failed in the last year of my bachelor's degree at the university, at first, I was very upset, but I remember very well, I looked at the mirror and I was glad that I spoke to myself carefully and said that nothing could shake my self-confidence. I did many exercises and meditations that helped me pass the stage with distinction. And in the coming year, I was one of the first to obtain a bachelor's degree at the university brilliantly.

I'm used to giving myself presents every birthday.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

The idea of homosexuality, which is considered a taboo subject in my society, I was completely refusing to discuss this subject, until I found myself in a discussion circle about freedoms and the extent to which we accept them. And we talked about homosexuality with homosexual people I found myself accepting the other, no matter how different he is. It was very challenging, but I felt very glad and proud of myself.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

Every moment I learn from my own feelings and personal experiences, there is a situation that has stuck in my mind since I was a child when I found a cleaning woman who was very old bending over with great difficulty to grab a piece of paper that was thrown out of a car window. I felt sorry for her. Since then, I am always running to pick up anything lying on the ground. The image of the old woman struggling is always in my mind.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

Through the programme of 16 days of activism against gender-based violence, it was difficult to collect testimonies from women who were subjected to moral or material violence, and we had difficulty convincing them to express themselves and share their experiences, until we were able to collect these experiences through an electronic platform that Women affected by using pseudonyms so, testimonies were anonymous. We finally found an online space that helped us listen to them. In my work, we have from time to time some interns, so I am doing my best to help them, to answer to any kind of question, because there is no stupid question. And I always help them to feel more confident.

CHALLENGE GENDER EXPECTATIONS

I will talk about the corona period. At the beginning it was hard to convince some decisionmakers to participate as guides, we insisted, and we did it! I think that it is the most successful example of the success of challenging expectations related to gender, as girls participated with boys, side by side, and equally in all sterilization programmes, organising people queues in public administrations, and providing and distributing foodstuffs.



EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

In my local group, it happened that the Girl Guide was absent, and as I am the one in charge of the girls, everyone thought I was going to replace her, but I preferred to let a Girl Scout lead a workshop in which she is an expert. At first, she was too shy and surprised, but I encouraged her, and she did a good job. Today she has become a leader, and she still talks about this experience.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

Recently, there was a problem between a member of my family and my mother. At first, I thought of defending my mother, but soon I was trying to listen to the other side, so I realized at that time that the problem was a pure misunderstanding, and that both parties loved each other. Instead of making the problem bigger, I was able to bring the two parties closer by clarifying the situation!

ADAPT HER BEHAVIOUR TO THE CONTEXT

In my work, as a sales manager, I faced many times kind of provocations of customers, and I found myself forced to absorb their anger, bear the pressures, and control my nerves to find solutions. Also, the circumstances of the Corona pandemic, which forced us to work remotely, adopt different communication methods, and quickly find alternative and effective solutions to ensure that the needs of customers and programmers have been met.

INNOVATE TO CREATE POSITIVE IMPACT

To encourage preserving the environment and avoiding the use of plastic, I and my small group replaced plastic bins by creating containers that we made with reused wood to preserve the environment. We also encouraged the residents to collect plastic, and we offered a set of symbolic prizes for those who collect the biggest plastic weight.

MAKE CHOICES ROOTED IN HER VALUES

I remember very well the day I chose to distribute food to those who were fasting for a whole month and the distribution was daily! Despite the tiredness and exhaustion and some of negative people tried to frustrate me, I just chose the value of volunteering and giving, no matter how tired and exhausted it cost me. Despite all the circumstances, I was one of the happiest creatures when I succeeded in my mission and that really motivated all volunteers.





## Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2013 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Member of the WAGGGS Motion 32 Young Women Research Team, 2019-2021
- Member of the planning team of the Arab Region Young Women’s Forum in Tunisia, 2019
- Member of the Organising Committee of the WAGGGS Arab Regional Conference in Tunisia 2019
- Member of the team developing the Arab region’s educational programme for young women (18-24 years), 2016
- Member of the Organising Committee of the WAGGGS Arab Regional Conference in Doha, Qatar, 2016

MEMBER ORGANISATION

- Delegate of the Rovers Branch – responsible for five departments in the north of Tunisia, 2022 to date
- Responsible for developing girls’ leaders in my local group, 2022 to date
- Leader of the Rovers Branch at national level, 2013-2015
- Member of the planning team of the 1st National Scout Youth Forum in Tunisia.
- Member of the Youth Ambassadors Project team, which is part of the Messengers of Peace project. Through this project, we raised awareness about the dangers of drugs.
- General Coordinator of the “spreading the culture of tolerance and combating violent extremism” project ,

OTHER VOLUNTARY POSITIONS

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Sales manager at a private German school, 2021 to date



## Participation in events

Participation in relevant events from 2017 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

- Helen Storrow Seminar: Participant

MEMBER ORGANISATION ORGANISED EVENTS

- Member of the planning team of the Arab Region Young Women’s Forum in Tunisia, 2019
- Member of the Organising Committee of the WAGGGS Arab Regional Conference in Tunisia, 2019

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT



# LULUWAH JOUHER

## Kuwait Girl Guides Association

Under 30



**Nominated by:** Kuwait Girl Guides Association

**Languages Spoken:** Arabic as mother tongue, fluent Arabic, fluent English, and intermediate French



## Personal Statement

*Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?*

I joined the Movement when I was five years old and completed all its stages: brownies, girl guides, and young women. 20 years of continuous work and giving without limits with the Kuwait Girl Guides Association, during which I honed my skills. The KGGA with its distinguished leaders, headed by the chair, Ms Hind , the International Commissioner, Najat, and the General Supervisor of GG, Dr Amal, gave me unlimited opportunities to develop my skills and refine my personality until I seized the opportunity to work for the Arab region as a volunteer in the Training Committee for two years, and to work for WAGGGS as a member of the CAT Mentors for 2 years.

I participated in camps, training programmes, conferences and events in Kuwait, The GG Movement has become part of my personality, and it has educated me about different cultures and civilizations. To become a member of the World Board has been my goal since I was an advanced Girl Guide, feeling proud to be part of a World Organisation that supports girls.

Becoming a member of the WB is a goal that requires a lot of work from me, despite my preoccupation with work and life matters. But I feel that I can contribute to the work of WAGGGS in supporting every girl, offering her opportunities and programmes that develop her.

I believe in the saying “Be the change that you wish to see in this world” and that the radical change that has happened to me since I joined the Movement makes me grateful for my belonging to such a meaningful and supportive movement for girls.

I hope that if I had the opportunity to join the World Board, every girl in the movement would have the opportunity for the positive change she wishes.





## Skills and experience

The skills I acquired from the Movement are many, including working within a team and working under pressure. I have communication skills in three languages, the ability to speak up and influence others and communicate information clearly. This is due to many seminars and lectures that I have presented (Corona Positives - My Health is a Decision - My Identity), and my participation in Young Women's Forums.

I have the desire to learn and always strive to acquire new skills and keep pace with hi-tech development. I always strive to learn about new platforms and websites to benefit my students and improve my work. I worked as a technical support in most of the activities of the KGGGA, in two training events in the Arab Region, and the training on strategies. I gained the skill of flexibility and the ability to manage priorities, practising my professional work during official working hours, and then volunteering to serve students through the "excellence" platform, and then doing my work as a volunteer at KGGGA.

What the GG/GS life has instilled in me are leadership skills and a positive attitude. I gained more of these skills after my participation in the leadership training in the UAE, the UPS programme "Be the change" in Jordan, and assuming leadership tasks within my association such as leading activities or workshops with young women.

I have also gained planning and organising skills since I joined the Movement, having "Be Prepared" as our motto, I am always ready to quickly alternate plans and adjust the timing for programmes and workshops. I also enjoy experiencing new cultures through our regional and world activities. I work effectively within 3 teams at the same time while committing to everything I have to do besides my basic professional work. After working for several years, I have the ability to solve problems with the least possible harm to all parties. I utilise my organising skills in organising seminars and workshops in my association, such as the "Advocate for Your Rights" workshop, in which I had the honour to work with an elite group from the KGGGA, the Arab Region and the global team. It was a successful workshop in all aspects.

I always work with passion in my volunteer work and my job as a school teacher to inspire others, just as I am inspired by many role models from the movement who spark my passion to succeed and develop my skills.





## Leaders of the Movement...

TREAT HERSELF KINDLY

I recently noticed a decline in the academic level of one of my students, asking the school psychologist, she was going through difficult circumstances that led to this decline. In addition to this decline, she had a sense of guilt. I supported her step by step to get over the problem and dedicated hours to her to raise her level until she got through her crisis.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

We cannot avoid having stressful workloads sometimes. In such circumstances, I try to show young women other perspectives that they may not know and how to control their feelings.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

It may be hard for a girl to control her feelings and not show them. But it creates a strong personality.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

I distribute the work equally to all members of the team, giving each one the task that suits her skills, and I give them more opportunity and space to express their perspectives and opinions.

CHALLENGE GENDER EXPECTATIONS

Setting expectations is an important thing to work in passion, but there are expectations that may not be met, and here comes my role in mitigating the effects of disappointment on the girl.



EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

I give the appropriate opportunity to every young woman, manage the work so as to develop the abilities of every young woman, and give them opportunities to practise leadership.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

I look for information from more than one reliable source and listen to all parties to ascertain the source of information.

ADAPT HER BEHAVIOUR TO THE CONTEXT

Adapting to the context was often during the COVID crisis as we tried to adapt to the crisis through the use of technology.

INNOVATE TO CREATE POSITIVE IMPACT

I create new strategies in both my professional and volunteer work to communicate information in an innovative and new manner that takes into account individual differences.

MAKE CHOICES ROOTED IN HER VALUES

We choose training programmes based on girls' needs, taking into account their community value.



# Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2013 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Capacity Building Mentor, 2019-2022

MEMBER ORGANISATION

- A young woman in the Kuwaiti Young Women’s Committee, 2014-present
- Media committee member, 2016-present
- Training team member, 2016-2021
- Member of the Public Relations Committee, 2015-2017

OTHER VOLUNTARY POSITIONS

- Member of the Rapid Intervention Team in my school, 2020-2023
- Member of the Arab Region Training Committee, 2020 - 2022
- Member of the Kiswa volunteer team, 2017
- Member of the Climate Change Programme with the Environment Public Authority, 2012 - 2014

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Talented Students Support Committee, 2022 to date
- French club, 2016-2019
- Communication Sector Saudi telecom company, 2017
- Smart Group -helping the university students, 2015-2016

# Participation in events

Participation in relevant events from 2017 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

- Participate in the International Day of the Girl, the WTD, and STV campaigns
- STV Facilitators Training, 2017-2018
- UPS Be the change event, Jordan, 2018
- An article of mine was published in The Guardian newspaper on WTD. The link is below: <https://www.theguardian.com/global-development-professionals-network/2017/mar/02/it-is-us-who-will-change-the-world-girl-guides-make-their-voices-heard>

MEMBER ORGANISATION ORGANISED EVENTS

- The Arab Girl Guide Day and annual Girl Guides camps such as the annual peace camp, 2008-2023 annually
- Winter Cladding Campaign, 2023
- Organizing seminars: Advocate for Your Rights - Corona Positives - My Health is a Decision, 2021-2022

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

- The virtual young women camp, Egypt, 2020
- Gulf Young Women Forum, 2019
- Governance Forum, Tunisia, 2019
- Your decision is your destiny Conference, 2017

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT

- French Teacher’s Day at the French Embassy, 2023
- World Environment Day - annually







# FIONA LEJOSNE

Scoutisme Français

Over 30

**Nominated by:** Scoutisme Français

**Languages Spoken:** French as mother tongue, fluent English, fluent Italian and basic Spanish



## Personal Statement

*Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?*

I believe that my personal, professional and guiding backgrounds allow me to adopt an intercultural and educational approach which is crucial for our movement on a global level. By joining the World Board, I would like to take part in spreading the models of leadership our society needs.

Through non formal education, our organisations offer a unique experience: preparing for life in society, developing reciprocal understanding, and fostering commitment. Belonging to an international organisation such as WAGGGS allows to stay aware of the global context in which we act. In particular, I believe WAGGGS as a global movement has a role to play in helping MOs prepare the new generations to tackle the great challenges of our time (environmental crisis, peace education, discrimination based on gender) thanks to our educational proposal, the guiding method.

On a more personal note, I am convinced that sitting on the World Board would be an opportunity for personal growth. After having served as International Commissioner and then Vice-chair of my association, it would represent a coherent next step on my guiding path. I am eager to discover new ways of working and to acquire new skills. By the roles I have had in previous Regional and World Conferences, I have gained good knowledge of the governance of our movement and I would be particularly happy to continue my contribution to WAGGGS in that field.

I also think that the World Board should reflect as much as possible the variety of Member Organisations in their specificities – be they of size, culture, language, educational practices, spirituality, etc. In that sense, I can bring the knowledge of how small-size organisations work, of how federations function, of how co-educational programmes are shaped, and of how joint work between staff and volunteers is conducted.





## Skills and experience


My experience in guiding and scouting is multilevel and ranges from being a leader in a local group to serving as vice-chair of my component association (Eclaireuses Eclaireurs de France). In that capacity, from 2020 to 2022, I acquired many new skills. Having served on the Board of my component association and of the French MO, I know what high-level strategic oversight of an organisation means, as opposed to the day-to-day work I have conducted in other roles. I now understand clearly that the governance of an organisation should always remain focused on strategic decisions and on long-term orientations.

The position of vice-chair of my association was also an important learning experience in various fields: organisational development, finances, risk management, human resources – in particular responsibility of staff. During the two-years' term I served as vice-chair, the organisation went through staff restructuring on a national level. We also went through a financially challenging period thanks to which we laid the foundations for a new funding model.

Before that, I served as International Commissioner of my organisation for five years: as such, I met many of my fellow ICs and those encounters helped me have a good grasp of the diversity of our movement. I attended numerous national and international events, and I took part in the revision of the international strategy of my association – leading to the establishing of over ten new partnerships with guiding and scouting associations all across the world, and to shaping an international educational programme based on the Sustainable Development Goals. As an IC, I was also the co-lead of a new major funding project from the French Development Agency which allowed for the recognition of the role of non-formal education in international solidarity. This experience has helped me form an idea on how the international dimension of guiding and scouting can significantly contribute to global educational ambitions.

Generally speaking, in my association I have always been involved in the pedagogical field: first as a leader for four years, then as a camp leader for three years, and more recently as co-leader of the Educational Method Commission (a commission which coordinates the work of eight national volunteer teams). I started as a WAGGGS volunteer in that field, by joining in the 2013-2016 Europe Region triennium as co-leader of the Training and Events group. Both within WAGGGS and inside my own association, I have a strong experience in coordinating volunteers. I also have extensive experience in working with networks of both staff and volunteers all sharing common purposes, and all collaborating in shared projects.

Within WAGGGS, the most recent volunteer positions I have had are mainly related to governance. As a member of various procedural teams both at regional and world level for Conferences, I have gained detailed knowledge of the governance of our movement

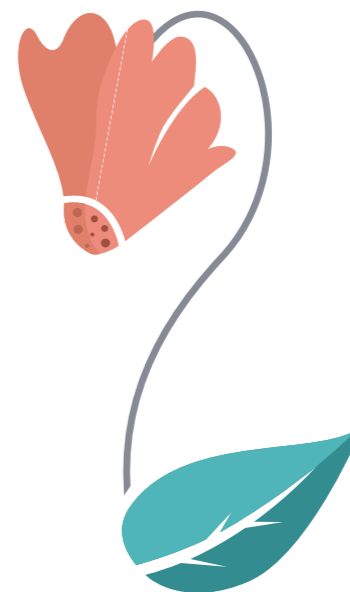


and – in particular as Procedural Coordinator at the last World Conference – I was lucky to have the opportunity to interact with many MOs and get a better sense of the diversity of our organisation. As chair of the last Europe Region Conference, I worked hard at giving a chance to all MOs to take part in the discussions, and together with the conference team we created the circumstances for smooth Conference proceedings. Thanks to these various Conference experiences, I have recently been asked to join the WAGGGS Governance Committee.

In my professional life, I am a lecturer at university. I believe that being a teacher has helped me in many ways. It has shaped my way of relating to others in the sense that, daily, I am in contact with people whom I guide through learning but also on their path towards important life choices, while respecting who they are and always trying to adapt to their capabilities. Teaching has also helped me feel comfortable when talking to large audiences. As a researcher, I am used to dealing with diverse and complex data, as well as working on textual sources and documents of various kinds. Both as a teacher and as a researcher, I value critical thinking. My choice of a career in academia also reflects my eagerness to learn, my curiosity and my determination.

Through my personal experience – which has given me the chance to live in four different countries – and thanks both to my various guiding roles and to my career in modern languages, interculturality has always been central in my life.

I would like to finish by referring to the leadership mind-sets which I believe represent me best: collaborative, reflective, responsible and with a global approach.





# Leaders of the Movement...

TREAT HERSELF KINDLY

In my studies and in my career, I have been through various challenging competitive examinations. I believe I was able to overcome those stressful periods by allowing time off for myself on a weekly routine (exercising, reading or going to the cinema). When I was a camp leader, I would always get up before the others so I could take advantage of a few peaceful minutes, ideally even see the sun rise!

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

As vice-chair of my component association, I brought to the rest of the board an international mind-set. Whenever we were facing challenges, I suggested we had a look at how other organisations (national and international) were tackling the same issues. It helped quite a few times!

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

The first leadership training I attended was a huge eye-opener. During the first day, I was told by a fellow trainee that I was too assertive and that it unsettled other people in the group. I was taken-aback as I had always considered myself as mindful of others. It took me the whole week to understand she was right and to adapt, but the memory of this straightforward comment has ever since been a reminder to take into account others before expressing my views.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

I believe the trickiest experience as team-leader was when we were preparing for the last World Conference. As a procedural team, we worked for over a year-and-a-half because the in-person 2020 Conference was postponed to 2021 and was held online. I coordinated the Procedural team which delivered the first-ever online general assembly of WAGGGS and none of us had planned on such a long commitment and such a challenging process! Throughout the proceedings, I always tried to make sure that the whole team was on-board and that all were able to cope with the circumstances.

CHALLENGE GENDER EXPECTATIONS

Until recently, whenever I was asked about how being a woman had influenced my career, I would usually answer that I was lucky enough to have never actually faced gender discrimination. A year ago, a student in sociology was conducting a survey on women in academia and asked if I could answer a few questions. It was a real eye-opener as I realised how the roles of my colleagues and I were significantly impacted by gender: as everywhere else, high-level strategic responsibilities tend to be taken up by men, and routine everyday tasks by women.



EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

As a leader, and now as a trainer, I always try to pay particular attention to how groups function, and to who takes the lead. Being in a co-educational organisation, this means always making sure that division of tasks is not based on gender. It requires never letting one's guard down and examining, in any given group project, how roles are distributed. I believe this has helped me develop a habit of always standing back and analysing the group dynamics.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

This mind-set is surely the one that I have developed best in my work as a researcher. I remember that I was quite struck when, at our first WAGGGS Regional volunteer training, I heard the "elephant" narrative (a group of people struggle to guess what an elephant is because individually they can only see a very small part of the animal). I believe that, unfortunately, it is a very good allegory of how we usually act in decision-making: seeing only one small portion of the big-picture and jumping to conclusions. Being aware of how one's own point of view is necessarily limitative is already a good step towards adopting the "big picture" perspective.

ADAPT HER BEHAVIOUR TO THE CONTEXT

This is for sure the skill I have had more opportunities to experience, since I lived abroad in different cultural settings. My position as a long-term volunteer in Sweden (within the 2011 World Scout Jamboree planning team) was most certainly full of discoveries in terms of adapting to various contexts. Constant adaptation was needed because, on the one hand, I was myself discovering this culture and, on the other hand, the planning team was preparing for an international event and thus trying to take into account cultural differences as much as possible. So I was at the same time discovering a new culture and taking part in making this culture accessible to all.

INNOVATE TO CREATE POSITIVE IMPACT

As International Commissioner in the period during which the Sustainable Development Goals were defined, I worked hard together with the team to identify the role we could play. This led to an international seminar during which we shaped a programme and a series of activities which are still used today in my organisation to train leaders and young adults on how their action at local level can have an impact on a global level. It thus laid to a major restructuring of our international educational offer, but also to us advocating in order for youth organisations to be recognised as actors of the international solidarity sector.

MAKE CHOICES ROOTED IN HER VALUES

There are two volunteer roles I have taken up outside of guiding and scouting which I believe represent best my values. One is giving French lessons to newly arrived children or asylum seekers. The other is taking part in a community composting site in a shared-garden which has recently opened close to my home. This is in fact rather unusual in big French cities, but I find it a concrete way to act towards reducing waste, and it has helped me realise how much we can contribute at our own level.





# Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2013 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Member of the Governance Committee, February 2023 to date
- Chair, Europe Regional Conference, 2022
- Procedural Team Coordinator, World Conference, 2020-2021
- Procedural Team Coordinator, General Meeting, 2020
- Procedural Team Coordinator, Europe Regional Conference, 2019
- Volunteer of the IC support team, Europe Region Triennium, 2016-2019
- Co-leader of the Training and Events volunteer team, Europe Region Triennium, 2013-2016
- Member of the Procedural Team, Europe Regional Conference, 2013

MEMBER ORGANISATION

Component Association:

- Fundraising manager for local group in the Paris Region, 2022 to date
- Co-leader of the Educational Method Commission, 2020 to date
- Contact person for bilateral partnership with Italian Component Association CNGEI, 2017 to date
- Member of International Team, 2012 to date
- Member of the planning team of annual training for Leaders of international camps, 2011 to date
- Vice-Chair of National Board, 2020-2022
- International Commissioner, 2013 to 2018

Member Organisation:

- Co-leader for the host team of the World Scout Education Forum (Paris, France, December 2023), 2022 to date
- Member of the Federation's National Board, 2020-2022
- Member of the External Relations Team, Roverway, 2016

OTHER VOLUNTARY POSITIONS

- Co-coordinator of community composting site (2022 to date)
- French teacher for asylum-seekers or newly arrived children (2015 and 2017-2018)

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Lecturer at Sorbonne Nouvelle University, Paris, France, 2019 to date
- French teacher at Roma Tre university, Rome, Italy, 2018-2019
- Secondary school teacher, Lyon, France, 2017-2018
- French teacher at Cambridge University (women-only college), United Kingdom, 2015-2017
- 2012-2015: PhD candidate

# Participation in events

Participation in relevant events from 2017 to date.



WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

- Europe Regional Conferences, 2013, 2016, 2019, 2022
- World Conferences, 2014 and 2021
- General Meeting, 2020
- Planning team of the Europe Region IC Forum, 2019

MEMBER ORGANISATION ORGANISED EVENTS

- Participant, various National general assemblies of Component Association and Member Organisation
- Organiser, International Seminar on SDGs in Guiding and Scouting, France, October 2017

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

Representing WAGGGS:

- CNGEI national Jamboree, Italy, 2018

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT

- (work-related) various international conferences to present my research, the biggest of which was the Renaissance Society of America 2022 Conference in Dublin (ca. 1200 participants)







# HELGA MUTASINGWA

Tanzania Girl Guides Association

Over 30



**Nominated by:** Tanzania Girl Guides Association

**Languages Spoken:** Swahili and Haya as mother tongue, fluent English and basic French



## Personal Statement

*Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?*

I am very fortunate to have benefited from WAGGGS Programmes in different areas while continuing to volunteer with Tanzania Girl Guides Association.

Becoming a member of the World Board is an opportunity to be in a part of a team supporting the dreams of girls and young women together with enabling them living to their fullest potentials all around the world. This is the time to continue implementing my passion in advocacy for girls and young women. My background, opportunities and professional background give me a chance to contribute ideas, and support the projects under WAGGGS. From a Juliette Low Seminar in 2015 to being a WAGGGS Delegate and an advocacy Champion to the 62nd and 63rd Commission on the Status for Women and leading the delegation to the African Region Conference, hosting the Conference, and representing WAGGGS at the Global Youth Mobilization Board.

These experiences have inspired me, built me to want to support WAGGGS girls and young women to reach their fullest potential.



## Skills and experience

I am an active member of Tanzania Girl Guide Association, currently volunteering as a Training Commissioner, supporting several WAGGGS Programmes implementation and WAGGGS Leadership Model training. I am part of WAGGGS Core mission and Volunteering Pool and Stop the Violence Global Facilitator.

I am part of the National Executive Board of my Association and this has involved reviewing the budget and financial reports, and providing advice on strategic planning. I work together with other volunteers, guide the staff by providing ideas as well as incorporate new ways shared by experts in the association. I am currently heading the Committee that supports Programmes, training and fundraising as a board member.

Through WAGGGS I have had an opportunity to volunteer and collaborate with people of different cultures and nationalities in different countries. I was a programme volunteer at Our Cabaña in 2017 for five months, and facilitated Juliette Low Seminar in 2019 at Sangam World Centre. I represented my Chief Commissioner at the African Region Conference in Rwanda and led the delegation in pitching to host the next African Conference (2022) which we won.

I was part of the Global Youth Movement(GYM) Youth Board Member representing WAGGGS together with the current WAGGGS CEO and other youth and leaders of the big 6 youth organisations.

As GYM Youth Board member I have been able to represent GYM at Global Platforms and fundraising for the programme. This includes facilitating the Transforming Education event advocating for Non Formal education and The world Health summit advocating for young peoples engagement in Public Health spaces.

As an Advocacy champion and WAGGGS Delegate to the 62nd and 63rd Commission on the Status for Women I was able to participate in the launching of Girl Powered Nutrition programme with Nutrition International CEO and met The honourable Canadian Minister Marie-Claude Bibeau, I spoke at different events about girls and young women's experiences and lobbied for change of policies for girls' wellbeing.

As a member of National Executive Board of Tanzania Girl Guide Association and now as a board member of Global Youth Mobilisation Generation Disrupted (GYMGD) Project I have had an experience in Governance, Constitution review of my Association. I have a chance to participate in discussions when legal consultation has been involved, contracts reviewed and financial reviews. I have contributed on the development of the structure of the GYMGD Project the possible collaboration and Risk management discussions with the Programme leads.

As a youth volunteer I led a team of young leaders in creating and running the Associations social media. I advised the Board on budgeting for the budgeting of website running and expert's consultation.

I am able to communicate and run meetings online. I have facilitated trainings online and my last online session was on Female Genital Mutilation that was run on zoom coordinated with YESS Team Tanzania.

I have worked in HIV/AIDS Prevention programme among the Key and Vulnerable Population. I used to supervise a team of Facility and Community Health care workers in providing services on HIV/AIDS Prevention. The team has different activities which are, data collection, analysis and I collaborate with Strategic information Teams in Monitoring and evaluation of the programme which is donor funded. I get to work with government officials since the project I work with facilitates the government Health workers in providing services to the community and reaching the Key and Vulnerable population. I do provide mentorship and work closely with Regional Health Management Teams in supportive supervision.

I am a Rotarian and led the implementation of the Medical camps in various communities in Dar es Salaam Region and Pwani. This includes Fundraising coordinating with local government leaders and school leaders in serving the school children and their families. This has included lobbying for Menstrual Hygiene Management education and reusable sanitary pads distribution to adolescent girls. I am currently working full time as a Co-founder and Director of the organisation called Afya Pamoja. It is Public Health NGO that works with the Government in Improving the quality of healthcare through Digital patient feedback in Tanzania.



## Leaders of the Movement...

TREAT HERSELF KINDLY

I have made a routine of making sure I have one day in a week which is Saturday I have time to myself by doing something fun with friends and getting more than eight hours sleep on that one day in a week, as well as not doing any work related activity.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

My current work gives me a responsibility to fundraise, manage people, partner with developing organisations and government officials. I had to lead the registration of our organisation and secure the Memorandum of Understanding with the two ministries of Health and Local Government Authorities. The partnership enabled us to work directly with the government health facilities. There were a lot of challenges and I had to learn a lot of government policies and guidelines for a successful establishment of our organisation. We currently have over 10 employees and over one thousand mothers using our services in one region.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

I was once found to be anaemic when I was still a medical student. The reason was found to be poor eating habits and I have had heavy flows during menstruation. I had different symptoms like dizziness and headaches which I had ignored. I later on was able to share my experience and create awareness among young girls on importance of good nutrition and show how at risk as girls and young women we are to Iron Deficiency anaemia.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

I have co-founded an organisation that aims at making the voices of the citizen's at the heart of decision making especially in the Public health system of Tanzania and hopefully Africa. The organisation has made room for employment for young people to showcase their skills but also supports the community in giving feedback to improve the quality of healthcare services.

CHALLENGE GENDER EXPECTATIONS

Among the co-founders of Afya Pamoja I am the only female. I have led with government engagement as well as leading the public health engagement with the government and funders. I have learnt to be patient bold and be proud of my skills in the team that has helped in the growth of the organisation. It has required me to always read, learn the environment and make sure I am understood when communicating but also mentoring young people in the organisation especially females for professional development.



EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

I am blessed to have had a chance to mentor girls in my association. At different times and regions they have been amazing through different programmes like Girl Powered Nutrition the girls have been able to implement amazing projects and reached the community in creative and bold ways. An example is Valentine a GPN advocacy champion who just recently coordinated an event in her region with my support from a distance on creating awareness on Girls nutrition and invited the Minister and Member of Parliament who promised to support and work with Girl Guides.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

I have successfully managed to register our organisation and secure the Memorandum of Understanding with the Ministry of Health of Tanzania. I had to learn, consult different people and be comfortable in learning and adapting the required ways of working with the government for a successful programme.

ADAPT HER BEHAVIOUR TO THE CONTEXT

I once stayed with my friends family in which after a meal everyone had to thank the father, mother, elder brother and elder sisters in order. This was different from my family culture. So I later on had to adapt and thank everyone after a meal just as the family tradition. In my family you would thank only who prepared the meal.

INNOVATE TO CREATE POSITIVE IMPACT

I have successfully co-founded an organisation called Afya Pamoja that gives digital patient feedback services. The aim is strengthening the healthcare system of Tanzania through digital patient feedback.

MAKE CHOICES ROOTED IN HER VALUES

I believe in making sure everyone has to receive the best healthcare service irrespective of their background. This is the inspiration behind Afya Pamoja where I wanted healthcare service users to be part of improving the quality of care. My target was public health facilities especially Primary Health care facilities where over 80 percent of Tanzanians use those services.



# Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2013 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Project Board Member, Global Youth Mobilisation from 2022-2023 (GYM)
- Girl Led Advocacy, WAGGGS Core Mission Volunteer,
- MHM Africa Coordinator, 2021- 2022
- Stop the Violence Global Facilitator, 2019 to date
- Programme Volunteer at Our Cabaña, Jan 2017-May 2017
- WAGGGS Delegate to 62nd Commission on the Status for Women-2018
- WAGGGS Advocacy Champion to 63rd Commission on the Status for Women 2018

MEMBER ORGANISATION

- Girl Powered Nutrition Facilitator and Volunteer as Advocacy Champion Mentor, 2018 to date
- Training Commissioner and National Executive Board Member, 2017 to date
- Stop the Violence Coordinator, 2019-2022
- Youth Volunteer Chairperson at Headquarters, 2014-2017

OTHER VOLUNTARY POSITIONS

- Medical Camps coordinator of Rotary Club of Dar es Salaam
- Service Project Director of Rotary Club of Dar es Salaam, 2019-2020
- National Public Health Officer under Tanzania Medical Students Association 2013-2014

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Co-founder and Chairperson of Afya Pamoja a public health NGO which provides digital patient/client feedback services in healthcare system.
- Linkage and Retention Officer- Mailman School of Public Health (MSPH)- ICAP Tanzania, 2018-2021. ICAP is a public health iNGO operating HIV/AIDs and Health Systems programmes globally

# Participation in events

Participation in relevant events from 2017 to date.

- WAGGGS Africa Region Conference, 2022
- WAGGGS World Conference, 2021
- GLACC Training Facilitator in Tanzania, 2021
- Facilitator through Zoom, Africa Region Advocacy Webinar, August 2020
- Africa Region Conference, Rwanda, 2019
- Facilitator, Juliette Low Seminar, Sangam World Centre, 2019
- Stop the Violence Facilitators Training, Ghana, May 2019
- JLS Facilitators training in Entebbe, Uganda, December 2018
- World Thinking Day - Our Cabaña World Centre, Mexico, 2017

- TGGG National Assembly, 2021
- Leaders Training Camp in Bagamoyo, 2021
- YESS Girls Recruitment in Interviewing in 2019, 2020, 2021
- World Thinking Day 2016, 2018, 2019, 2020, 2021
- Girl Powered Nutrition Advocacy Champions Training in 2018, 2019, 2020
- Stop the Violence Training of Trainers in Mara Region, August 2020
- National Adult Leaders Training, January 2020
- Stop the Violence Training of Trainers in Dar es Salaam, November 2019

- 77th UNGA as GYM Youth Board Representative November 2022
- World Health Summit as GYM Board representative on girls on women health and youth representation, 2022
- World Thinking Day with Tanzania Girl Guide Association, 2018, 2019, 2020, 2021
- Global Youth Mobilization for Youth Disrupted, consultations in 2020
- 63rd Commission on the Status for Women, New York, USA, March 2019
- Tanzania Girl Guide Association National Assembly, 2015, 2018, 2019
- 62nd Commission on the Status for Women, New York, USA, March 2018

- World Health Summit as Co-founder of Afya Pamoja for a Digital Health Keynote session, 2022

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

MEMBER ORGANISATION ORGANISED EVENTS

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT







# JOSEPHINE MWANGI

Kenya Girl Guides Association

Over 30



**Nominated by:** Kenya Girl Guides Association

**Languages Spoken:** Kikuyu and Swahili as mother tongue, fluent English, basic French and basic Spanish



## Personal Statement

*Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?*

I have over 23 years of experience in Girl Guiding and have held various leadership positions within my member organisation. These include being the National Young Leaders' leader, team leader- Plastic Tide Turners Project and currently serving as the Assistant Chief Commissioner, chair of the Membership Sub-Committee of the Executive Committee. I bring a unique blend of skills and expertise that can contribute to the growth and success of the guiding movement.

As a member of the national board in my home country, I have developed a deep understanding of leadership principles and practices that have been invaluable in both my personal and professional life. I have been able to apply these skills in various capacities, from working with girls and young women to developing programmes and initiatives that have had a positive impact on my local community.

I am a strategic thinker with a passion for driving change and finding innovative solutions to complex problems. I bring a wealth of experience and knowledge which I believe will make a positive contribution to the work of WAGGGS in its endeavor to achieve its mission.

I am both confident and excited about this opportunity to further my volunteer work alongside other dedicated individuals who share my passion for girl guiding and the empowerment of girls and young women. I am committed to contributing my time, energy, and expertise to help WAGGGS achieve its goals and to make a positive difference in the lives of girls and young women around the world.



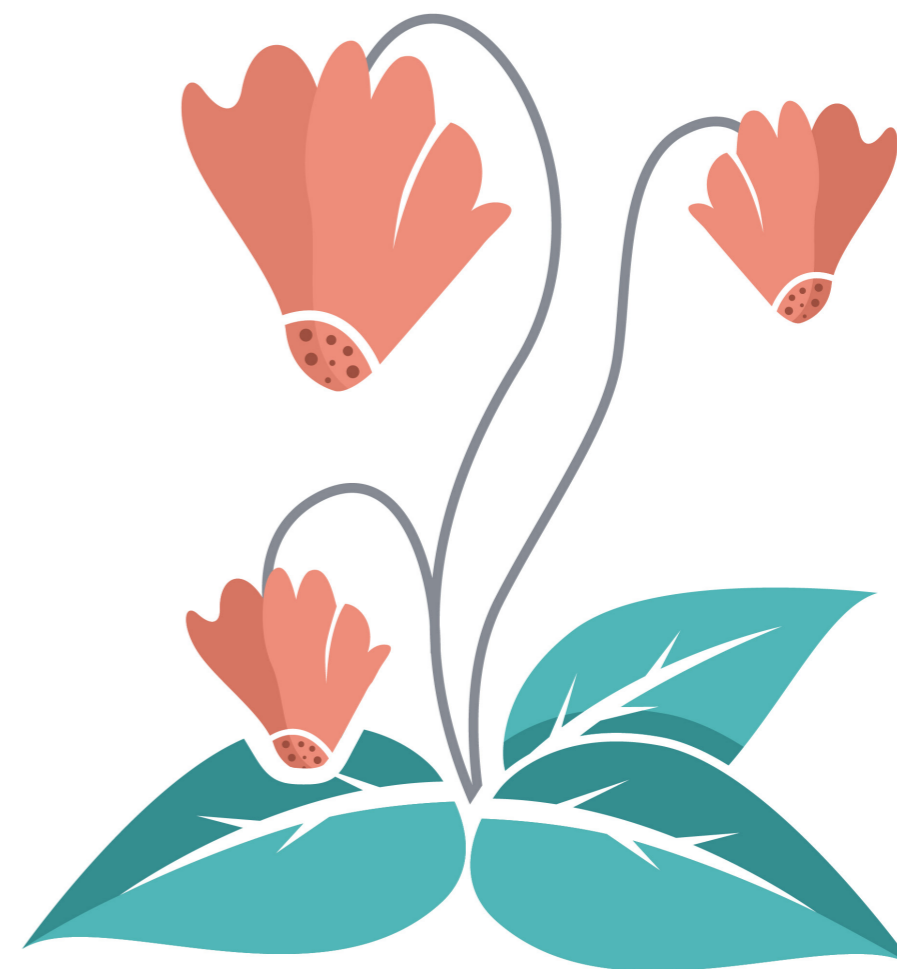
## Skills and experience

Throughout my time in Girl Guiding, I have honed my leadership skills, working with girls and young women at both the local and national levels. As a member of the Technical Advisory Sub- committee of the national board in my home country, I was responsible for developing programmes and initiatives including the new KGGA programme books launched in 2022. In this role, I gained a deep understanding of the importance of leadership in promoting positive change and growth, both within the girl guiding movement and in the wider community.

In addition to my experience in girl guiding, I am a registered architect by profession, and I bring a strong track record of strategic thinking and problem-solving. I have a passion for finding innovative solutions to complex problems, and risk management and I am always seeking new and creative ways to drive change. In addition, I have skills and experience in conducting scientific research to collect data that inform development work within my country. This, combined with my ability to work effectively with diverse groups of people, makes me an ideal candidate for the board position.

I am also committed to continuous learning and personal growth. I have pursued various training and professional development opportunities in recent years, which have helped me to expand my skills and knowledge in areas such as program development, financial management, and community engagement. I believe that these skills, along with my experience in girl guiding, will enable me to make a positive contribution to WAGGGS and its mission.

In conclusion, I am confident that my experience and skills, along with my commitment to continuous learning and growth, make me an ideal candidate for the board position.



## Leaders of the Movement...

TREAT HERSELF KINDLY

I often used to be overly self-critical, in especially when it came to meeting targets, both personal and in group collaborations. It caused me to feel discouraged and lazy. However, through practising a Reflective Mindset, I've learned to appreciate my efforts and be grateful for progress. This mindset has helped me to be more consistent in my habits and review my daily achievements with gratitude.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

Working on menstrual hygiene management (MHM) issues affecting girls and women in Kenya has taught me the importance of considering diverse cultural, social, economic, technological, and physical environments. This understanding helps me address period stereotypes, increase access to MHM resources, and engage both boys and men in providing these necessities for girls and women in the community.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

At the end of the day, I learnt the need to have a self- assessment to acknowledge how I responded to certain events, how I feel when something good or bad occurred or when someone responded to my actions in a particular way. This has helped me improve my mental health as I now am open to accepting my reactions as well as practising control in how I respond to events and/or people. This has helped me especially when receiving critique on design work, or submitting proposals for funding which at times are not successful.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

Working on various projects especially in a social setup has taught me the need to be open to collaborating with colleagues, friends, and family. E.g., working on coming up with the PTTC project report at the end of the implementation phase was quite tasking and I requested the staff and volunteers to assist, and we got the evaluation done and reports submitted.

CHALLENGE GENDER EXPECTATIONS

As a woman in a male-dominated field in Kenya, I have learned the importance of advocating for myself to have a seat at the table and have my opinions heard and respected. Knowing my rights and how to make my voice heard has helped me to earn the recognition and respect I deserve.

EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

I have been fortunate to get trained on the new WAGGGS leadership model where leadership has been further broken down into a practice, a lifestyle, not necessarily a position. This has allowed me to apply the learnings from the leadership mindsets in mentoring the girl guides in the units I run. E.g., there is a Brownie who has planted the most trees in her school supported by her parents and school leadership, and mentors the older girls and boys to follow suit.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

I am currently working on a proposal on affordable social housing in Nairobi city. I have conducted on site sessions with the residents to help understand better what the issues are that are not necessarily access to housing but have a direct impact to dignified homes for their families. This helps in learning more about the housing situation coming from the direct users.

ADAPT HER BEHAVIOUR TO THE CONTEXT

Prior to visiting an area where a certain project will take place, I try to do some research to prepare in advance. E.g., in 2017 and 2022, before visiting Kajiado to implement a menstrual hygiene activity, I had to research on the local leaders and learn how the community decides on engaging a non- community members/ organisation. This heavily impacted the success of the event.

INNOVATE TO CREATE POSITIVE IMPACT

Coming up with quick and accessible resources when delivering various programs in the various contexts within the country. E.g., translating and customizing the Plastic Tide Turners Challenges (PTTC) to meet the regions where Swahili is the main language used/ coastal regions/ highland landlocked regions.

MAKE CHOICES ROOTED IN HER VALUES

Guiding has instilled in me a habit of listening to your core being and respecting other people's values, which may not necessarily be the same as yours. This enables me to make clear decisions that are in line with what I stand for and also respect other people's values as well.



# Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2013 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Regional Induction Committee, February to September 2022
- Capacity Building Expert (CBE) Teams – Organizational Management – April 2019 to July 2022
- Leadership Evaluation Task Group of the WAGGGS Membership Services Working Group (MSWG), March 2016 to November 2016

MEMBER ORGANISATION

- Assistant Chief Commissioner, 2021 to date
- National Young Leader, 2017 to 2020
- Nairobi Regional Chair, 2014 to 2017
- Nyeri County Leader, 2008-2013

OTHER VOLUNTARY POSITIONS

- Simama na Dada Initiative, 2017 to date
- A World At School; Global Youth Ambassador, Feb 2016 to July 2020
- Slum Architects, 2012-2016

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Assistant Lecturer /Tutorial Fellow (Jomo Kenyatta University of Agriculture and Technology), 2016 to date
- Safer Cities Initiative, March 2020 – Dec 2021

# Participation in events

Participation in relevant events from 2017 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

- WAGGGS Leadership Model Facilitators Training, Kenya, June 2019
- Facilitator, Juliette Low Seminar, Tanzania, 2019
- Youth Delegate, 36th WAGGGS World Conference, September 2017

MEMBER ORGANISATION ORGANISED EVENTS

- Rapporteur/facilitator/organizer, Guide leaders' trainings, January 2017 to date
- All World Thinking Day celebrations, 1999 to date. Organising the Young Leader Branch in supporting WTD celebrations at the Headquarters and Regional celebrations
- Trainee/Facilitator/Lead Volunteer, Plastic Tide Turner Challenge Project implementation, June 2019 to date
- Programme development/Fund development/Trainer, Menstrual Health Management, Jan 2019 to date
- Participant/Alumnae/Peer/Leadership, Mentor Youth Exchange South to South (YESS), 2016 to date
- Facilitator and enumerator in Membership data collection and recording, Leadership Mindset training and mapping of baseline and pilot project, May 2021 to Dec 2022
- He Named Me Malala education campaigns, October 2016 and October 2018
- Menstrual Health Management Campaign in Kajiado County in partnership with Simama na Dada Initiative in May 2017.
- National Celebrations (Madaraka Day, Mashujaa day, Jamhuri day): Participating in parades and representing the association at leadership levels.

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

- United Nations Environment Program (UNEP)
  - o Youth & Education Alliance (Tide Turners Plastic Challenge): June Update - May 2019
  - o Plastic Tide Turners Africa Summit, 16th October 2020
  - o Tide Turners Advocacy Workshop with youth, October 2020
- Model UN - Tanzania International Model UN Empowering Youth on Leadership and Diplomacy, 22nd -26th May 2017

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT

- Architectural Association of Kenya (AAK), 2014 to date
- Placemaking Network Nairobi, 2020 to date
- Socially Just Public Transport (SJPT), 2021 to date
- Women in Real Estate, January 2023







# MIRIAM NYONI

Malawi Girl Guides Association

Over 30



**Nominated by:** Malawi Girl Guides Association

**Languages Spoken:** Chichewa as mother tongue, fluent Shona, fluent English, and basic French



## Personal Statement

*Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?*

I promise to do my best if elected to the World Board, I am a team player, I am good and very approachable, I am good in communication, I have very good experience in guiding, started guiding since brownie stage.

I have passion for the girls and young leaders, I am an international commissioner and international trainer, I am very connected and very good and easily adapts to the environment.

I have passion to dream act and lead.

I make balanced informed decisions and am good in conflict resolution; I accept the majority decision and am a team player. I am very prepared to work in any environment. I am a true volunteer, most of the time I use my own resources when need arises. I am good and love charity work in my MO and even other functions in my own country.

I welcome accountability as an opportunity not as a burden.

In guiding a leader is allowed to take risks when the need arises, yes I am a risk taker I am a good planner for any event and good in preparation of meetings.

I am very creative. I love putting girls in the lead.





## Skills and experience

I am the international commissioner in my MO, I have very good networking skills, I contribute to my MO in winning donor confidence by creating many activities, during camping and trainings.

I am Free Being Me trainer and I am able to recruit new members through this programme. I am able to think critically, creative and I am strategic in doing things. I have a good skill in listening and learning from others, and am good in appreciating diversity. I have general knowledge of challenges and opportunities facing girls and young women.

I have good knowledge of WAGGGS core values and I use them mostly when introducing girl guiding, I have a collaborative approach, I am able to work effectively. I am very culturally sensitive and possess the ability to work in global and multicultural context. I had this experience in Sangam, Oman, South Africa, Zambia, Tanzania and Kenya, where we had MOs from different cultures and different girl guides for a week.

I am very good in representing WAGGGS both outside inside the Girl guiding and Girl scouting movement, I represented in Zambia at a joint camp. I participated in the Oman forum, I was a participant in Kusafiri in South Africa, where I was trained on Free Being Me.

I also represented my MO in Africa Regional Meeting in Kenya and Tanzania, I co-facilitated training on the Leadership Model online for Nigeria and Lesotho, and am awaiting Tanzania to confirm the date.

I am very committed to make all MOs practise the Leadership Model, so that we change the mind-sets. I am able to understand the WAGGGS mission, educational methods and leadership model.

I reintroduced Malawi Girl Guides, with only one unit, I am proud that it is one of the largest MOs with huge membership.

I managed to network with UN: right now my MO has projects with UNFPA, FAO-UN, UN-WOMEN and UNICEF and we have donor confidence.

I managed to network my MO with the government and other stakeholders. I managed to get information from other MOs about YESS program, it was not very functional in Malawi. I am happy that it has made our girls to be very confident and it has made our MO to have new young girls and women to join the movement and some even hold posts in the national board.

I am very independent and have the ability to challenge constructively.

Outside the established girl guiding, I managed to introduce it in churches and because

of the confidence I gained from Free Being Me, sometimes the governments would ask for my services.

Outside guiding, since I am working with UN, I go out to do HIV mainstreaming and sometimes I go for facilitation in other areas.

I am able to use technology as means of communication and collaborate even using email, Whatsapp, zoom meeting and trainings.

I have that willingness to learn new skills and to participate in up-skilling opportunities. I am willing to and able to give time if picked as member of the World Board. I am good in communicating with English as a working language, both verbally and in writing.

I am willing to shape and advise the future of the organisation, very willing to accept the legal duties and to be responsible in my role as WAGGGS Board member.

I am good in influencing skills and advocacy. In my MO, I assisted to advocate for raising marriage age and it passed in the parliament.

I am good in facilitation, and good in identifying the needs of non-formal education.

I will make sure all MOs have the capacity to retain and recruit members, and will also enhance fundraising and more of resource mobilization.

I will empower and try to identify a team of resource mobilizers so the movement will function to its best capacity.

I will make sure we monitor annual reports from all MOs and encourage global meetings mostly for our girls and young women as well as networking for chief commissioners and international commissioners.

I will make sure we introduce active trefoil guilds in all MOs for them to assist young generations and ensure the sustainability of the organisation.

I will make strong networking among MOs and make sure girls and young women love the movement and take the lead.

I promise to do my best, to be prepared to take the lead and look wide.



# Leaders of the Movement...

TREAT HERSELF KINDLY

Hold space for learning  
Create positive change  
Think about who am I as a leader  
Check my past experience as a leader

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

Create a valued environment  
Get informed and share  
Open to the challenging world  
Critical thinker

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

Active listener  
Accept challenge and create active thinking  
Thrive to achieve the goal

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

Active listener  
Seek ideas  
See potential in girls  
Love guiding  
Humble

CHALLENGE GENDER EXPECTATIONS

Understand gender  
Overcomes some gender challenges in society



EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

Putting girls in the lead  
Advise and educate the girls  
Encourage girls to take the lead  
To build confidence in girls and young women

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

Contribute  
Ask questions  
Educate myself on local conditions

ADAPT HER BEHAVIOUR TO THE CONTEXT

Build meaningful connections with others

INNOVATE TO CREATE POSITIVE IMPACT

Mobilize what needs to change  
Advocate for change  
Protect and transform values  
Value girls to reach their potential and be responsible citizens the world

MAKE CHOICES ROOTED IN HER VALUES

Check policies that protect the girls and young women and share  
Assist the girls to make good choices  
Assist the girls to keep the promise and look wide



# Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2013 to date.

## WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Focal person, Action to Body Confidence, Malawi, 2017
- Focal person, Free Being Me, Malawi, 2015
- International Trainer

## MEMBER ORGANISATION

- International Commissioner, 2021-2023
- International Commissioner, 2015-2017

## OTHER VOLUNTARY POSITIONS

- Vice chair, International Women Living With HIV, 2000-2025
- Fundraising committee member, CCAP Church of Central Africa Presbyterian, 2022-2023
- Committee member, MVUNGUTI ZONE MOTHER GROUP, 2020-2021
- Chairlady, UN PLUS (United Nations of People Living with HIV), 2019- 2021
- Sunday school chair, CCAP Church of Central Africa Presbyterian, 2019-2020
- Committee member, UN PLUS (United Nations of People Living with HIV), 2015-2017

## PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Administrative and registry clerk UN Food and Agriculture Organisation, 2022-2023
- Communications clerk UN Food and Agriculture Organisation, 2020-2022
- Receptionist, UN Food and Agriculture Organisation, 1996-2020

# Participation in events

Participation in relevant events from 2017 to date.

## WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

- Africa Region Committee, Tanzania, 2022
- Africa Regional Committee, Kenya, 2020
- Zambia Malawi Joint Camp, 2018
- Participant, Action To Body Confidence, Kenya, 2018

## MEMBER ORGANISATION ORGANISED EVENTS

- Camping
- Annual General Meeting
- Leadership training
- Free Being Me camp
- Menstrual hygiene training

## OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

- Participant, Oman Forum, Oman, November 2015
- Participant, Free Being Me, South Africa
- Participant, Prepared To Learn Prepared To Lead, South Africa, 2015
- Co-facilitator, Leadership Model. Girl Led. Online, December 2022
- Participant, Free Being Me, Online
- Participant, Action on Body Confidence, Kenya, May 2018
- Participant, Leadership Model, Sangam
- Africa Region Meeting, Kenya
- Africa Region Meeting, Tanzania

## OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT

- World Aids Day-Malawi, 2016-2022
- UNplus, Kenya, 2017







# SIGNE OBEL

Pigespejdernes Fællesråd Danmark

Under 30



**Nominated by:** Pigespejdernes Fællesråd Danmark

**Languages Spoken:** Danish as mother tongue, fluent English and basic French



## Personal Statement

*Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?*

When I tell my peers what I do in guiding they are often baffled. 5 years of board experience in an organisation with 37,000 members and responsibility of a £5 M budget at the age of 25 is far from anything they have tried. This is only possible due to my engagement in the guiding and scouting movement.

WAGGGS is a unique organisation in focusing on building young women's capacity to lead and take responsibility by helping them identify issues and develop the skills to be the change. Participating in the 2022 JLS Seminar, I experienced how inspiring girls from all over the world identified obstacles regarding female leadership and acted upon them.

As a member of the world board, I will work to ensure that WAGGGS keeps developing young women for at least 100 more years. To ensure a sustainable future for WAGGGS, we need to use the three dimensions of sustainable development as follows:

1. Economically: WAGGGS needs sustainable economy and financial governance structures. As a world board member, I will balance investments in engaging activities for all members and safeguarding our finances to ensure equal opportunities for future generations.
2. Socially: As a world board member, I will ensure that all girls experience being taken seriously and that their perspectives matter in creating a sustainable society. This entails continuous focus on making WAGGGS a girl-led movement. I will make it more accessible to volunteer with WAGGGS and thereby create a pipeline of brilliant women to develop the movement.
3. Environmentally: Demands for environmental sustainability will increase in coming years - both from the outside world and youth members. As guides we have a responsibility to be front-runners. As a world board member, I will mainstream work with environmental sustainability - both in terms of programme and conduct - in MOs and at global level.





## Skills and experience

I would be proud to make my skills and experience available in making WAGGGS sustainable economically, socially and environmentally as follows.

### Economic

- Financial Management

I have partaken in safeguarding the economy and ensuring sustainable financing and realistic budgeting both in the national federation and my component association. This has given me experience in strengthening finances with the least negative impact on the opportunities offered to members. When I joined both boards there were a continuous unsustainable draw on the reserves due to excess expenditures, relying on restricted funding and optimistic budgeting – much like the situation WAGGGS faces at the moment. During the past years I have partaken in overturning the bad tendencies and ensuring robust finances.

- Governance

As a board member I have been part of implementing a project organisational structure solving emerging governance issues such as stabilising permanent functions. I have further I co-led a reorganisation of the governance structure in the national federation enabling flexible and efficient decision-making.

Studying Political Communication and Management I have gained skills in navigating shifting contexts and complex organisations finding solutions that encompass different perspectives. Skills I find useful in leading an organisation comprised of passionate volunteers that all bring their priorities and perspectives to the table.

- Strategy Development

I co-chaired the development of my MO's eight-year overall strategy setting the strategic direction for the entire organisation. This included orchestrating a process engaging guides at all levels. I have further set direction through strategies on e.g. growth and adults in scouting and guiding.

### Social


- Staff and Volunteer Management

As a board member I focus on ensuring that national volunteers are supported in delivering their appointed tasks, develop adequate skills and securing a pipeline. I have represented the board in the appointment of two Secretary Generals and led the onboarding of Heads of Secretariat providing insight to the intersection of staff and volunteers.

Working with volunteers and staff I draw on my degree in organisational psychology including knowledge on good governance, efficient decision-making, teamwork and motivation.

- Youth Inclusion

At age 19 I was elected as a youth board member. I have experienced first-hand how my perspectives have been useful emphasising how youth consultation can improve strategic decision-making.



I am part of WAGGGS's Capacity Building Core Mission Team, working with Girl-led advocacy. Here, I draw on my own experience i.e. in developing the youth consultation activity pack for the International Day of the Girl 2022 and facilitating sessions at the Scout and Guide Academy. It is inspiring to see how the material improves youth inclusion and empowerment underscoring the importance of girl-led activities.

- External Relations and Partnerships

In the national federation I headed external relations and partnerships with e.g., UNICEF Denmark, providing experience with possibilities and dilemmas in partnerships. I have collaborated with youth organisations such as WOSM learning to benefit from synergies while retaining differences. From representing my MO externally I have gathered new perspectives on guiding as well as positioned my MO as an important stakeholder,

- WAGGGS Leadership Mindsets and Barriers to Female Leadership

Through volunteering at Global Level and participating at JLS 2022 I have worked with WAGGGS Leadership Model improving my own leadership skills. JLS increased my awareness of how gender differences affect girls across the world, making my academic knowledge of gender biases and female leadership tangible and real. It further broadened my understanding of barriers to leadership worldwide underscoring the importance of WAGGGS in inspiring leadership skills in young women.

- Communication

As a board member I have experienced how strong communication is essential in creating a common direction, commitment and alignment. Through my professional career I have gained skills in communicating complex messages including issues of sustainability. I put these skills to use when implementing strategic decisions e.g., restructuring of adults in guiding where the right framing and engagement of relevant stakeholders provided for a smooth implementation.

### Environmental

- Sustainable Conduct

My MO is developing a sustainability strategy where I partake in translating sustainable conduct to a guiding context. This involves scoping the impact of operations, considering local challenges and inviting volunteers to discuss the balance of comfort and reduction.

In a professional context, I worked with environmental impact of large organisations with diverse membership in the Sustainability Department at The University of Copenhagen. This included managing emerging challenges and dilemmas in inspiring sustainable conduct across different departments.

- SDGs and the NGO Sector

Approaching 2030 the SDGs will be an important agenda to WAGGGS. I have worked with the SDGs professionally advocating for change as well as considering how to put them to play in a guiding context. Working with sectoral collaboration on the SDG's with an NGO platform I have professional experience from civil society and the NGO sector which I find useful as a board member in an international NGO.





# Leaders of the Movement...

TREAT HERSELF KINDLY

Treating myself kindly involves taking time off to reload. This involves long walks in nature, going for a run or simply a series night with my roomies watching our current common series (Peaky Blinders at the moment) with my knitwear close at hand. The essential thing is to get time to reset my head - and to have fun.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

While volunteering at the African Regional Conference there was a booth exposing the initiatives on menstrual hygiene. At first I found this to be a bit odd in a guiding context, but eventually I asked about the initiative. I learned that guides in Africa provide education in menstrual hygiene as part of the activities simply because it is not part of the curriculum in school as it is in Denmark. This has broadened my understanding of the impact of guiding internationally and why activities might differ within different contexts.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

During the first months as a board member in my MO, I withheld my opinions as I believed everyone had similar ideas. I also felt intimidated by some of the more experienced members, who started every argument referring to past events . It could be very frustrating - especially when I felt that decisions might affect stakeholders that were not mentioned in the discussion. Eventually I realised that when I feel frustrated, it is often because my input is not reflected in the discussion. By now I know that by trusting my gut feeling and participating actively I contribute with unique perspectives.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

At the online JLS in 2022 the participants had varying levels of accessibility to the internet. In my patrol we struggled with finding time slots for patrol time as everyone was based in different time zones. Eventually we had an open discussion on the topic with our mentor that resulted in a solution where we paired up as buddies and had bilateral chats over WhatsApp. This enabled a more fluent conversation and sparring despite time zones and internet connectivity.

CHALLENGE GENDER EXPECTATIONS

Whenever I write an email, I always delete the phrases "I think" and "might be" to appear less insecure. By doing this, I try to challenge the common expectation that women are less aggressive and more approachable and nicer in their approach, thus appearing less confident and competent.



EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

As a trainer at a leadership course, I once had a girl with dyslexia in my patrol. In an exercise the guides had to read different values aloud and consider their meaning. The girl suddenly started crying as she could not do it. Together with the rest of the patrol we managed to solve the task in a way where she could participate equally through the assistance of the others. Afterwards she told me this was the first time she realised that her dyslexia did not have to stand in her way of fulfilling her ambitions.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

Serving on the board of the national federation I was frustrated as I did not understand the opinion of some of the other board members concerning the organisation of our national jamboree. Nonetheless I decided to take a step back and curiously ask one of them the reason for his opinion rather than arguing or opposing his ideas. It turned out his opinion originated in a fundamentally different organisational culture. This insight enabled us to facilitate a change process where the different perspectives were acknowledged.

ADAPT HER BEHAVIOUR TO THE CONTEXT

I am by nature a very talkative person and like to discuss differing opinions. As a newly elected board member I visited one of our regions, where they were extremely critical towards the conduct of the board. In the beginning I tried to argue with their criticism, but gradually realised that it did not make any difference. Then I adapted to the context by listening and acknowledging their thoughts rather than talking. This turned out to be very instructive for both parties and informed our following decisions on the board along with giving them an experience of being acknowledged.

INNOVATE TO CREATE POSITIVE IMPACT

In guiding we provide an opportunity for youth to gain positive experiences with engaging in democratic processes scaffolding engagement outside of guiding. At one point we found that Youth Members in my MO were not posing motions at the General Assembly (GA). To facilitate engagement I set up a youth group and encouraged them to pose motions. We facilitated a workshop where they wrote of motions along with having a good time getting to know each other. My experience was that this empowered them to make a difference within my MO along with preparing and motivating them to participate in other political debates.

MAKE CHOICES ROOTED IN HER VALUES

The wellbeing of other people is an essential value to me. This entails ensuring that all parties find their opinions reflected in decisions. One decision that challenged this was during an organisational restructuring where the political level and the executing level did not agree on the best way to govern. I found myself unable to agree with the suggested solution at the political level as it neglected the opinion of some executing volunteers. I argued that we considered other solutions before forcing anything through. Thus, we involved more stakeholders and eventually found a solution that aligned better with my values.







## Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2013 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Capacity Building Core Mission Volunteer (Girl-led Advocacy), 2022 to date

MEMBER ORGANISATION

- National Board Member, 2017 to date
- Associated member of Pigespejdernes Fællesråd Denmark, 2020 to date
- Trainer at national leadership training, 2015-2022
- Board Member of the Guides and Scouts of Denmark, 2020-2021
- Local unit leader 2011-2015 Young Spokesperson, 2012-2018
- Youth Member of the board in local unit, 2013-2015

OTHER VOLUNTARY POSITIONS

- Chair of the Welcome Committee Tietgenkollegiet, Denmark, 2020-2022
- Voluntary teacher in Fikkal, Nepal, ActionAid, 2017
- Head of local group arranging events for young refugees, 2014-2016
- President of the school council and member of the School Board, Frederiksborg Gymnasium og HF, 2015-2016
- President of the school council and member of the School Board, Hanebjerg Primary School, 2012-2013

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Cand.stud.soc Political Communication and Leadership, Copenhagen Business School, 2022-2024
- Political Advisor on the Sustainable Development Goals with Global Focus (National NGO Platform) (parttime), 2021 to date
- BA in Psychology and Sociology, University of Copenhagen, and University of Edinburgh, 2019-2022
- Student Assistant, Sustainability Department, Green Campus, University of Copenhagen, 2019-2021



## Participation in events

Participation in relevant events from 2017 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

- Participant, Juliette Low Seminar, 2022
- Facilitator, The Scout and Guide Academy, Lithuania, 2022
- Volunteer, Africa Regional Conference, 2022
- National board representative, Europe Regional Conference, 2019, 2022
- Participant, The Scout and Guide Academy, Macedonia, 2018

MEMBER ORGANISATION ORGANISED EVENTS

- Participant, Danish Jamboree, 2017 and 2022
- Delegate and Board Member, General Assembly, The Danish Guide and Scout Association (Federation), 2017, 2018, 2019, 2020, 2021, 2022
- Delegate and Board Member, General Assembly, The Guides and Scouts of Denmark (MO), 2017, 2018, 2019, 2020, 2021, 2022

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

- Delegate, Civil Society Day Denmark, 2018, 2019

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT







# ANAR PATEL

Bharat Scouts and Guides

Over 30

**Nominated by:** Bharat Scouts and Guides

**Languages Spoken:** Gujarati as mother tongue and fluent English



## Personal Statement

*Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?*

A question which has often bothered me is: how do we move forward when we face discrimination at the starting line itself? My sole mission in life is to follow the Gandhian ideology of love all, serve all. I strive to bring to light the challenges of those who are never heard and most empowering them with resources. "Change begins with education"- my journey started as the founding member and Trustee of Manav Sadhana, an NGO working towards education accessibility programs for less privileged children and women. Sustainable economies highly rely on empowered women and to enable women to be the catalyst of sustainable economic and social change to strengthen their families and positively impact their communities, I founded a non-profit organization, "Gramshree" which aimed to provide income generation opportunities by leveraging campaigns, community holdings and breaking the glass ceiling. The goal was to support rural women financial self-dependency and literacy. Be it catastrophe clad areas that needed rehabilitation or preserving rural Indian women's tradition of weaving, I have always turned challenges into opportunities. Through my next venture Craft roots, we have taken critical decisions which have turned adversities into income generation opportunities for segments of women who were denied the basic rights. We have been recognized for all the efforts that have brought changes to the ground level of children and women welfare, advocacy, literacy, finance, and empowerment. I resonate with WAGGGS' vision of leading and shaping a world of equal opportunity, inclusivity and bridging the gaps through awareness, education, and empowerment with careful strategic and policy development approach. Given the rich endeavors in numerous fields with a clear conscience of serving and uplifting, this role will only help expand the reach to every woman, children across the world.





## Skills and experience

### Strategy and advocacy :

Built around the core idea of “Be the change you wish to see in the world!”, my life journey is the reflection of my aspiration and desire to catalyze social change through sustainable means of empowering women through literacy and financial self-dependency. I have been the pillar and driving force of many organizations enabling different sections of society like Manav Sadhana, Gramshree, Craftroots and many other campaigns. With background in MBA from NIRMA University, I have put my entrepreneurial and strategic management skills into social service to garner a meaningful outcome for the targeted segments of society. Through my efforts, women have gained financial literacy and vocational trainings to turn their limitations into opportunities.

### Crisis management and effective decision making :

In 2001, after a catastrophic earthquake that hampered thousands of lives, derailed the economy and education especially among women and children, I spent one year in a remote village in Kutchh in Gujarat. We engaged in rehabilitation activities like awareness programs, sanitation activities, rebuilding destroyed villages, education for the less privileged etc. I received the ‘Gujarat Gaurav’ Award for recognizing my outstanding rehabilitation work in Kutchh.

### Inclusive advocacy :

With the goal to revive, preserve and promote the craft traditions of India and to empower the handicraft artisans from across the country, I founded Craftroots in 2010 with a thought to convert the rural Indian women-led tradition of weaving into a source of livelihood. Craftroots is a unique platform that brings together academicians, designers, volunteers, students, organizations and artisans for the development of the best of the craftsmanship from across India.

Centered around core philosophy of “Small is beautiful”, in the last 7 years Craftroots has empowered directly and indirectly more than 25000 artisans across 50 organizations, engaged hundreds of students and volunteers to benefit rural artisans, organized more than 25 exhibitions and has worked with more than 45 various craft forms. I received prestigious ‘Sakhi Shakti’ award for my contribution in the field of handicraft development with underprivileged women and artisans.

### Learning and developing others :

In 1990, with the aim to serve the underprivileged children, I founded a non-profit organization Manav Sadhana from a quiet corner of the Gandhi Ashram in Ahmedabad, Gujarat. The philosophy of the NGO was based on the phrase “love all-serve all’. Me and my 2 other co-founders from relevant backgrounds have helped Manav Sadhana serves more than 8000 less privileged children and women through 35 different projects.

### Inclusive and structural development :

To enable women to be the catalyst of sustainable economic and social change in order to strengthen their families and positively impact their communities, in 1995, I founded a non-profit organization Gramshree. With ground level research, government schemes, private funding, local marketing and top to bottom networking, in the last 20 years, Gramshree has trained hundreds of women in income generation activities such as tailoring, bag making, embroidery, leather work etc and provided sustainable income generation opportunities. More than 15,000 women have benefited through activities such as medical camps, health and sanitation awareness programs, skill trainings, self-defense trainings and more. I was honored with the prestigious ‘All Grassroots Women of the Decade Achievers’ Award for my commitment towards sustaining the lives of many women and children in Ahmedabad by Assocham Ladies League (ALL).

### Marketing and Funding :

Conceptualizing with an aim of cultural diversity and inclusivity of local art traction and representation, I created first of its kind city festival in India “Sabarmati Festival” with the aim to celebrate the cultural diversity and inclusiveness of Ahmedabad. Sabarmati Festival is a month long cultural extravaganza organized with a vision to create a moment of joy and pride for each and every citizen of Ahmedabad belonging to any and every walk of life. The festival created a record by giving stage to more than 10000 artists including Pre-Events and Main Events in its first edition. The festival has achieved a footfall of approximate 2 Million people over two editions through rigorous marketing on all medium and financial capability building across individual contributors, sponsors and organizations.

I feel honored to have received the prestigious Rajiv Gandhi Manav Seva Award in 2008 for my engagements with the grassroots community and National Youth Camp Award by Ganpat University and Sneh Foundation for community upliftment.

Currently, with my role as a co-chairperson in social responsibility committee of GCCI (Gujarat Chamber of Commerce and Industry), I collaborate with government officials, policy developers and strategists to bring forth the challenges of less privileged sections of society to discussion forums with facts and figures from my ground work as evidence to support the cause of bringing change at all levels of governance.

I stepped in the role as Deputy International Commissioner–Guides with Bharat Scouts and Guides which provides me an edge to widen the scope of voicing these concerns and amplify the efforts.





# Leaders of the Movement...

TREAT HERSELF KINDLY

Self-awareness and mindfulness are essentials for self-love. Practices like Vipassayana, retreats have been powerful spaces to enable inner transformation. This shift inside has helped add more value to those done outside.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

Power of collective is more than that of an individual. Spaces like Circle of sharing has enabled understand more about perceptions and values that emerge out of it.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

Self-love has been an essential part of my journey. Spiritual connect has enabled understand own feelings and learn from experiences. This has been an enabler in understanding the feeling of others as well.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

Co-creation of collective's Circle of Sharing, Awakin, Seva Café, Moved by Love have given space for people to hold each other and enable collective transformation.

CHALLENGE GENDER EXPECTATIONS

Participative approaches like the Bindi Project have helped bridge the gaps. Such spaces lead through empathy and compassion which help cure the gaps.



EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

Approach of Identify, Engage and Enable has empowered several girls as leaders. Spaces of Volunteerism, Circle of Sharing and Acts of Kindness etc. has helped boost the leadership in girls.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

Looking at perceptions of both the sides and getting into the depth of the circumstances is important to understand the full picture. It's important to listen to everyone and not take one sided decision.

ADAPT HER BEHAVIOUR TO THE CONTEXT

Empathy is an important virtue which helps understand the individuality of an individual and then act accordingly.

INNOVATE TO CREATE POSITIVE IMPACT

Each individual is unique and for me innovation means transformation on each human being through different approaches. Transformation of lives through spaces like volunteerism, one to one connect, daily practices, mentorship have been catalyst in creating impact in life of individuals and the community.

MAKE CHOICES ROOTED IN HER VALUES

Love, Compassion and Gratitude are core values in my journey and have influenced choices in my life.



# Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2013 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

MEMBER ORGANISATION

OTHER VOLUNTARY POSITIONS

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Deputy International Commissioner from 2022–2023
- Deputy International Commissioner from 2021–2022

- Indian Social Entrepreneur and philanthropist from 2003 to date



# Participation in events

Participation in relevant events from 2017 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

MEMBER ORGANISATION ORGANISED EVENTS

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT

- Participated in the 14th Asia Pacific Regional Conference in 2022
- Face to face STEM Consultation for the girls of Gujarat

- Girl Child Day on October 11, 2022
- Red Pride Week on May 23, 2022
- International Women's Day on March 8, 2022
- Menstrual Hygiene Day on May 24, 26 and 28, 2021

- Gujarat State Bharat Scouts and Guides Rajya Puraskar Award at Raj Bhawan, Gandhinagar in 2022







# PAMELA RICE

Girl Guides of Canada

Over 30

**Nominated by:** Girl Guides of Canada

**Languages Spoken:** English as mother tongue and intermediate French



## Personal Statement

*Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?*

I have been a Girl Guide since I was 10 years old and have held the values of our movement as my own. I know that my experience as a girl empowered me to break glass ceilings in my work life and enabled me to contribute to both empowering girls and the sustainability of Girl Guides of Canada (GGC) over many years. Empowering girls through our movement is critical to societal development and to impact change for a better world.

I have had the opportunity to serve Girl Guides of Canada (GGC) in a wide range of roles including as (National) Chief Commissioner/Chair of the Board. Regarding WAGGGS, I have been a member of the Vibrant Regions Working Group, Member of WAGGGS Future Governance Model working group, and now a member of the Governance Committee of the World Board.

I will bring my expertise in the fields of governance, strategic planning, financial oversight, marketing and communications, and stewardship as a member of the World Board. I bring a unique set of skills, and proven leadership in driving organizational innovation, and sustainability in both my business career and Girl Guides. My drive to meet goals in a collaborative manner in an intergenerational context will result in creative solutions.

As Chief Commissioner/Chair I championed an ambitious Diversity, Equity, & Inclusion (D,E, &I) program which is an essential part of our strategic plan. I continue to champion D, E,& I as a workshop facilitator.

I fully embrace the WAGGGS Leadership Mindsets. This approach is part of our leadership model for both girls and adults at GGC. I remain in touch with girls and their world, as a local unit Guider(leader).

I see this as a rare opportunity to serve our worldwide movement. Furthering the empowerment of girls through ensuring WAGGGS long-term sustainability serving the wide variety of Member Organizations from around the world.





## Skills and experience

The experience I will bring to the World Board (WB), comes from a more than 20-year career with VIA Rail Canada (Canada's Passenger Rail Network), my volunteer roles within Girl Guides of Canada (GGC), and WAGGGS. (Note: VIA Rail Canada serves 400+ communities, carries 5 million passengers and has revenues of \$411 million annually.)

In my career with VIA Rail Canada, I held a wide variety of senior management positions (6) including:

- Director, Strategic Planning,
- Director, Product Marketing
- Director, Marketing


I was responsible over the course of my career for operating budgets of more than \$50 million CAD and revenue budgets of \$200 million CAD. Over half of my career covered all facets of marketing including marketing research and marketing strategy. This included the launch of VIA Rail's national customer retention program named VIA Preference. During my tenure, VIA Rail was threatened with extinction. I worked with a team charged with turning around the situation with innovative sustainable changes. We played a strategic role, reimagining a renewed passenger service including the development of a new mission and vision. This initiative led to a complete turnaround. I went on to lead the marketing implementation team. I led a railway operations team to create a new sustainable model of railway operating practice that resulted in an improvement of customer service and a savings of \$15 million CAD. As Marketing, Director, I participated in international Tourism Canada events meeting with and promoting VIA Rail services to tourism operators from around the world.

I bring extensive experience in governance, oversight, and innovation particularly in the Guiding context. I have held several senior positions in GGC including the following:

- Chief Commissioner/Chair of the Board 2015-2018.
- Provincial Commissioner, Quebec – 2010-2014,
- Board Director, 2007-2010 and Chair, Programming Committee of the Board,

Currently, I work as Provincial Training Adviser (Quebec) and a Guider for a Guide unit in my community.

During my term as Chief Commissioner/Chair of the Board, I led the Board and the Provincial Commissioners in the creation of sustainable transformative change within GGC. This work included a new strategic direction, introducing research based new mission and vision. The implementation saw the launch of a completely web-based programming platform. 'Girls First' is based on girls' expectations, and needs. Girls First supports and reinforces empowering girls. It supports GGC to become a girl led movement responding to girls evolving needs and opportunities. We also undertook re-structuring of the Board to improve effectiveness. The changes included the



introduction of specific portfolios to ensure a focus on key objectives, and accountability. We introduced our first National Youth Council with a Board member under 25 responsible for this portfolio. We moved forward with an ambitious D, E. & I program. It focuses on education and starting with active outreach to the Indigenous communities of Canada. This resulted in the creation of the GGC National Indigenous Advisory Council whose members are young Indigenous women. They actively guide GGC determining next steps and accountability regarding indigenous communities.

As Quebec Provincial Commissioner, working with the Provincial Council, we were able to bring our finances into a stable situation, improve the overall satisfaction of parents' evaluation of their daughter's experience, and that of our volunteers. New engagement opportunities for our senior branches (age 12-18) were launched.

As Chair, Programming Committee of the GGC Board, I was able to obtain agreement from the Board to undertake extensive research into girls' attitudes and issues, considering alternate approaches to the programming model of the day.

For WAGGGS, I have been a member of the Vibrant Regions Working Group (VRWG - 2018/ 2019). I had the opportunity to learn about the regional committees, their work and the challenges they face. This led to the development of the current Terms of Reference for the Regional Committees. Currently, I am a member of the Governance Committee. Through my work on the Governance Committee and the Future Governance Model working group (2019), I have come to understand more greatly the governance framework and gained insight into some of the governance, strategic, and sustainability challenges. I am currently leading a project to understand the implementation of the Vibrant Regions recommendations.

My other experiences with WAGGGS include the following.

- World Conference – Delhi – 2017 – Lead Delegate
- World Conference – Hong Kong – 2014 – Chair of the Board – Elect – Delegate
- Member of OB-PS (since 2017)
- Participation in programmes at four World Centres and orientation for WAGGGS Global Working Groups.

My experience in working at the global level has enhanced; my understanding of how WAGGGS works, what it means to work in a global context, insight into the different MO structures, ways of working, and sustainability challenges. I have had the opportunity to learn about the regional committees, their work, and the challenges that these committees face.



## Leaders of the Movement...

TREAT HERSELF KINDLY

I often must remind myself to set realistic expectations for myself given the circumstances I find myself in. I am an achievement-oriented person and try to take on roles that will allow me a sense of satisfaction and success. I make sure that I take time to travel and get a break, while fulfilling my duties for whatever role I take on with great energy.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

I am the grandmother of biracial grandchildren. I have become very aware of how the colour of their skin impacts their lives. I have spent considerable time learning about the world that they experience, the impacts of institutional racism and unconscious bias. I work diligently to try and understand a variety of perspectives when working as team member or lead. As Chief Commissioner/Chair I brought focus to the need to build our relationship with Indigenous communities. It was important that this work was led by indigenous members and reflects their needs. Only in this way could GGC move forward in a constructive and effective manner.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

Across my working and Guiding career, I have worked with people in a wide variety of situations, I have learned to listen, observe, and adjust my behaviours to meet the situation I find myself in. I have had to adjust my management approach with staff and volunteers understanding that my drive to achieve is not the same as most and to adjust my expectations accordingly.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

As Chair of the Board, I worked to ensure that all voices were heard throughout each discussion and that all views were met with respect. I worked on a one-on-one basis during the year to make sure that each Board member was comfortable with their role, and that they were receiving the support they needed to succeed. With regards to WAGGGS working groups and committees I have participated in; I always focus on creating collaborative working relationships.

CHALLENGE GENDER EXPECTATIONS

Early on, I learned I would have to stand up for myself and others. By 12, I became an advocate for girls and women's rights. In my career in a male dominated industry, I challenged the stereotypes of women in the workplace. It was important for me to help lead the way, challenging old perspectives and moving forward regardless of negative attitudes. I also recognise that boys and men are also finding themselves in a 'new world' of changing roles and expectations. I am very aware of gender fluidity, and we need to be open to new perspectives in this space.



EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

As a current local Guide Guider (Leader), I work with girls to support them in the direction they wish to pursue. Allowing girls to express themselves in the ways that suit them best, empowering them 'do their best' and 'be true to themselves'. The introduction of the National Youth Council during my term as Chief Commissioner/Chair brought new perspectives and action plans responding to the needs and vision of our youth members. The Board was required to integrate their ideas going forward. Through putting the focus on girl(youth) led, the value of being in a girl(youth)-led organization and the opportunities it brings is clear.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

I have always been a seeker of information, thrive on research materials, wish to understand the facts of a situation prior to making an evaluation or decision. In my various roles, I have sought to ensure that we had the best information available prior to making decisions. While some decisions may have to be made without ideal conditions, accessing the best information that is available is important. Determining a new vision and mission for GGC was such a journey during my tenure as Chair. We had to combine research data on girl's needs, attitudes, experiences, and listening to our youth members allowed us to arrive at the new vision and mission.

ADAPT HER BEHAVIOUR TO THE CONTEXT

Canada is a country with significant regional and multi-cultural variation. To work effectively and create trust, it was important to let those I was working with know that I understood their situation. I have lived and worked in all regions of Canada. As a result, I have been able to reach out to others to gain their trust and support. I believe that this helped create a sense of trust as we (GGC) moved forward with transformative change. Having travelled throughout the world with Girl Guides (Four World Centres and two World Conferences) and through extensive world travel, I have gained further understanding regarding the situation of others.

INNOVATE TO CREATE POSITIVE IMPACT

In undertaking the transformative work for Girl Guides of Canada, we invested in extensive research and challenged the model of programming and approach to girl leadership. We sought out various perspectives as part of the process as we had to re-think how we had been operating as a legacy organization. With the basis of research and input we were able to support transformative sustainable change and make decisions that would otherwise not have been made. Change is difficult, it is even more difficult if there is not a foundation of information and a variety of inputs to support change.

MAKE CHOICES ROOTED IN HER VALUES

I value fairness, respect for others, inclusivity, and finding the right balance to achieve positive outcomes with creative solutions. It is essential to exercise ones' values' in making choices. Given that empowering girls is central to our movement, will the decision that needs to be made meet the test? As Chief Commissioner/Chair I needed to demonstrate my values as we moved through planning and implementing transformative sustainable change. The trust I had built through practicing my values helped build support for the new direction and gain approval for change on a large scale.



# Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2013 to date.

## WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Member of the Governance Committee of the Board, 2021 to date
- Vibrant Regions Working Group Member, 2018-2019
- Future Governance Model – Member of Working Group 2019

## MEMBER ORGANISATION

- Guider, 4th Beaconsfield Guide Unit, 2022 to date, Guider 2019-2022 – Sparks and Embers (formerly Brownies)
- Training Adviser, Province of Quebec, 2020 to date
- Chief Commissioner/Chair of the Board, 2015 -2018
- Provincial Commissioner, Quebec, 2010-2014

## OTHER VOLUNTARY POSITIONS

- Chair of the Board, Friends of the Beaconsfield Library, 2021 to date
- Board Member of the Friends of the Beaconsfield Library, 2018-2021

## PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS



# Participation in events

Participation in relevant events from 2017 to date.

## WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

- Opening Speaker, WAGGGS OB-PS Meeting in Toronto, Canada, 2018
- WAGGGS Global Team Meetings – Participant as a working group member, 2018
- Canadian Delegation Lead - Chief Commissioner/Chair of the Board, WAGGGS World Conference, Delhi, India, 2017

## MEMBER ORGANISATION ORGANISED EVENTS

- Lead Organiser, Annual Quebec Provincial Symposia, 2018-2022
- Invited Attendee, National Annual General Meeting (AGM) – Girl Guides of Canada, 2019-2021
- Chief Commissioner/Chair of the Board and Chair of the AGM, National Annual General Meeting (AGM) – Girl Guides of Canada, 2018

## OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

## OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT







# SHARRADA SEGERAN

Girl Guides Association Malaysia

Under 30



**Nominated by:** Girl Guides Association Malaysia

**Languages Spoken:** Fluent English, fluent Malay and spoken Tamil



## Personal Statement

*Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?*

At the age of nine, I started my journey as a brownie. Through guiding, I started my first advocacy in setting up a community library to eradicate social isolation, then I led national campaigns pushing for change at national, regional and international levels on wellbeing, discussing policies surrounding child marriage with local politicians, lobbying for youth representation in national boards and finally setting up the first youth led NGO guided by professionals in Malaysia, Mind Matters Network all while completing a double degree in medicine and medical sciences. Working alongside my sisters in guiding, I can vouch first hand, the impact guiding has on girls and young women when given the right guidance and opportunity to do so.

Further leveraging from my experience as a founder and director of a national youth led NGO, I believe as a member of the World Board I will be able to engage with stakeholders to further garner strategic partnerships for the organisation, provide a fresh perspective as a young women in governance and maximise the potential of using social media as a tool for change.

While the years of experience you receive from the nominees today may be equivalent to my age, I promise, I am the most willing to learn young woman in the room representing the voices of hundreds and thousands of girls hoping to be given a seat at the table so that many other young women can see that they too have a place in governance. After all, decisions about us should most definitely include us. It would be an honour to be a part of an organisation that empowers girls and gives them the confidence that the world wants to hear what they have to say despite their age, ethnicity and background--there is an inclusive safe space for all.



## Skills and experience

**Influencing skills and advocacy:** Honoured to be two times Champion of the National Public Speaking Competition focused on the SDGs where one of them was focused on ending child marriage in Malaysia. Consequently, I was part of the campaign #NoBridesUnder18 and acted as an ambassador for Girl Guides Association Malaysia to speak to the Deputy Minister of Women in ending child marriage and creating equal opportunities for girls. I have also been awarded best delegate and best negotiator at the Asia World MUN in championing equity.

**Marketing and communications, including social media:** Lead the Covid Humanitarian Aid initiative which was 100% online (mainly through Instagram) in gathering volunteers, suppliers, identifying vulnerable communities and mobilising aid. Spearheaded a social media campaign #GGStayAtHomeChallenge to further reduce social isolation. I actively use my social media to share snippets of my life as a medical student while also being involved in advocacy as an effort to garner more interest from youth in volunteering.

**Fund development and donor relations:** Well-versed in stakeholder engagement, fund raising and budgeting, raised a substantial amount for the Covid Humanitarian Aid to mobilise resources to the most vulnerable community during the pandemic.

**Research and development:** Involved in the development of the #GGStayatHomeChallenge booklet in 2020 under Girl Guides Association Malaysia, a national educational tool to raise awareness on the current pandemic and as an activity guide that promoted mindfulness among children as well as adolescence. The activity booklet received over 72, 000 submissions, 250 000 engagements and was published on the WAGGGS website. I co-authored the Handbook on Youth Mental Health in 2021 which touches on the common mental health struggles of youth and resources to seek help, 2000 copies of the handbook were distributed for free in 2021 and 3000 more re-published for free distribution nationwide in Malaysia at the start of 2023 as an effort to improve mental health literacy in Malaysia.

**Governance/Constitution:** As the Equity Officer of the Postgraduate and Research Student Association, I represent the voices of thousands of students on some of the highest decision-making bodies such as the IDEA governance and the gender equity committee to ensure that the concerns of students are heard. Involved in the restructure and revamp of the postgraduate association with special focus on the advocacy arm.

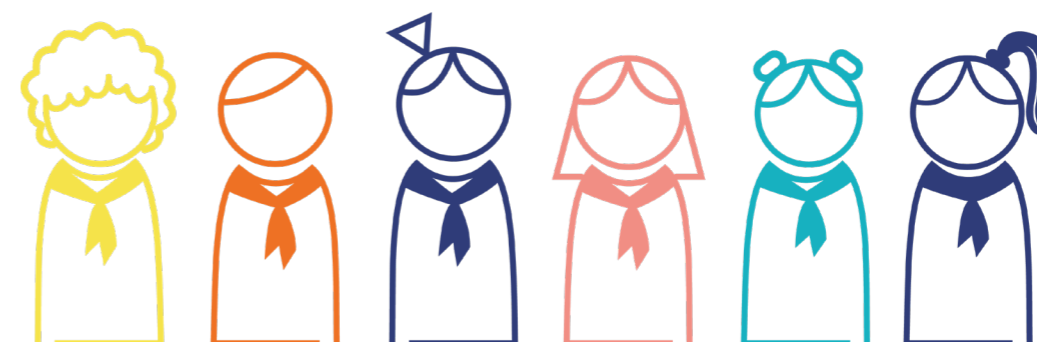
**Policy development:** Headed the youth wing of the National Coalition of Mental Wellbeing in decriminalising suicide in Malaysia through talks, symposium and drafting till the issue was brought up to the senate. Drafted recommendations to be submitted to the Academic Board as part of the working group for the Royal Commission into Institutional Responses to child sexual abuse in Australia.

**Identifying and facilitating the learning and development of others, including non-formal education:** Developed and implemented a mental health literacy programme nationwide called You Are Precious which focuses on building young women as mental health advocates and peer supporters. The soft skills that the participants pick up aims to build their confidence and strengthen the support network. Programmes from Mind Matters Network reached over 2000 participants in the first year of establishment.

**Organisational development:** As the founder of Mind Matters Network, I started the organisation from scratch, coming up with a structure for the core team as well as the advisory board and then elected suitable candidates to fill up the posts. From there I developed the constitution and the working groups, I currently have 40 members who look into the daily operation of the organisation.

**Digital transformation:** Digitalisation of training and programme especially during the pandemic, the entire #GGStayAtHomeChallenge was conducted virtually and was a huge success. I run Mind Matters Network which is based in Malaysia from Australia, my core team comprises members from UK and Canada as well, the integration of borderless communication in management increases efficiency. I am well versed in basic coding and developed the website for the Malaysian World Mental Health Assembly.

**External Relations/Government relations:** I work closely with the Ministry of Youth and have represented the ministry alongside GGAM in regional and international conferences such as AUSCU, ECOSOC and the global youth summit, broadening my understanding on the working of these agencies both at national and international level. My background in medicine further supports my mental health advocacy work with the Ministry of Health, various NGOs in the mental health field and partner institutes under Mind Matters Network. Mind Matters Network has established close to 50 partnerships in the past year.





## Leaders of the Movement...

TREAT HERSELF KINDLY

I am a classical dancer and enjoy dancing. I went through formal training at the age of 7 and have continued to perform through university. Even as my schedule in advocacy and medical school got busier, dancing was something that I always allocated time for. It was my me time to reconnect with music and myself as I explored my creative side. I also enjoy music and play the piano. Due to my interest in performing arts, you would often find me at orchestras and live performances during the weekend. My love for art closely rivals my love for medicine, and this balance I have allows a more holistic development.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

Intersectional and intercultural dialogues provide a new perspective to issues we have. As the Equity officer, my portfolio comprises the international officer, Women's officer, Wellness officer, Queer officer and Parent officer. In order to better understand the issues that arise in these portfolios, there needs to be patience, curiosity in wanting to know more and respect when there is a difference in opinion. More often than not, I learn more from my officers and students that come to see me. Instead of having a fixed mindset, allowing yourself to look beyond what is in front of you, listening to various opinions and then using sound judgement with no bias helps in making an informed decision.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

As a young girl growing up I had big ideas and dreams, constantly asking myself why not instead of just why. Finding amazing mentors who believed in me and wanted to hear more to what I had to say made a whole lot of difference. Similarly, I want to be able to provide a similar platform for young women to have someone else they could look up to for advice and feedback. A safe space where they feel included and unafraid to share their thoughts, reflect and grow.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

In any work we do, you are only as strong as your team. All the camps I have attended as a brownie and later on a delegate in conferences have always emphasised the importance of a network of a unified front working towards a common goal. In this mission there is no hierarchy of importance, every member is equally important each with their own unique strength and skill sets they bring to the table. It is important to ensure that everyone feels welcomed and is comfortable.

CHALLENGE GENDER EXPECTATIONS

When I founded Mind Matters, a male was deputy. When we enter meetings, heads would turn his direction. Interesting that in a female dominated team, society continues to assume that he is head. As a young woman keen to pursue surgery I have first-hand seen these biases and I have also seen the work that is being put in to break down these barriers and the best way to do this is to have representation. Young girls who see this will know that there is a place for them not just at the table but at the head of the table.



EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

Every girl is a leader, she has a voice and does not need someone else to speak on her behalf, all she needs is a mike and a platform to be heard. I strongly believe in empowering young women to unlock their potential, build their confidence and watch them shine. The you are precious initiative I led was fully run by Queen's Guides aged 16-17 as facilitators, moderators and the IT team. Our girls can!

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

Before a decision is made, one needs to have sufficient knowledge about the issue through research and consultations with the parties involved to ensure that we are getting the full picture. Speaking to various parties with opposing views and separating your personal opinion from a particular topic at hand, will paint a clearer picture. A decision can then be made in a calm manner considering all the information at hand.

ADAPT HER BEHAVIOUR TO THE CONTEXT

When I first took up my role as Equity officer, I was told to organise a First Nations event, mind you that was the first time I was in Australia and did not have any background on the subject. The first step was to understand the cultural and social background, researching more about previous events and then seeking advice from previous officers who have carried out similar events. Acknowledging my limitations on the subject matter and wanting to learn more while being happy to receive constructive feedback and work on myself, made the learning experience much more pleasant.

INNOVATE TO CREATE POSITIVE IMPACT

If there are 100 ways to do something, ask yourself if there could be a 101th way to do it. Looking at something from different angles and seeing what can be done better is usually the first step in innovation. Learning from what has already been done and looking at ways to improve is the key. The first mental health symposium was planned to be done face to face in less than 3 days due to covid it had to be moved online. Being flexible and ready to adapt enabled us to pull off the event with close to 500 participants online.

MAKE CHOICES ROOTED IN HER VALUES

Early on in my advocacy I was taught the hard way that pleasing everyone was not a choice. Sometimes you are going to have to make hard decisions but at the end of the day knowing that I have done my best and that the choice would most certainly help the girls discover their own potential, then it is definitely worth it.





# Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2013 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

MEMBER ORGANISATION

- Young leader, 2017 to date
- You Are Precious programme trainer, 2022
- Co-founding member and coordinator of the #StayAtHomeChallenge, 2020
- President of the Girl Guide Society SMKI, 2014

OTHER VOLUNTARY POSITIONS

- Founder and Director of Mind Matters Network, 2020 to date
- Chair of the Youth Task Force National Coalition of Mental Wellbeing, 2020-2023
- Advocate for Community engagement (ACE), 2019-2021
- President of the Community Service Club, 2019
- Volunteer at the Teddy Mobile Clinic, 2019
- Volunteer at the Children Cancer Home, 2019
- Director of Public Relations in the Malaysia World Health Assembly, 2018-2019
- Ambassador of the Asian Medical Student Association, 2018-2019
- Volunteer at the Down Syndrome Association of Malaysia, 2019
- Project Leader of the Circle of Life project in collaboration with Damai Disabled Person Association of Malaysia, 2018
- President of the English Society, 2016
- Secretary of School Prefect Board, 2015-2016

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Equity Officer of the Postgraduate and Research Student Association (PARSA), 2022 to date
- Student completing my medical degree at the Australian National University (graduating this year)



# Participation in events

Participation in relevant events from 2017 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

MEMBER ORGANISATION ORGANISED EVENTS

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT

- Stop The Violence Training Programme 2020
- Lead and facilitator, You Are Precious Programme, 2022,
- Planning team and speaker, Guiding Legacy, 2021,
- Co- author of the booklet and coordinator of the programme, Girl Guides Stay At Home Challenge, 2020
- Champion, National Public Speaking Competition by Girl Guides Association Malaysia, 2019
- Represented Malaysia as a delegate at the ECOSOC Youth Forum, 2021
- Represented Malaysia as a delegate at the Global Youth Summit, 2021
- Represented Malaysia as a delegate at the AUSCU (ASEAN University Student Council Union) conference, 2021
- Speaker at World Children’s Day Townhall, UNICEF Malaysia, 2021
- Keynote speaker at Mental Health Stakeholders Initiative, Mind Matters Network, 2023
- Keynote speaker at the Humanitarian Conference, IMU, 2022
- Keynote speaker at the Roundtable: Mental Health at a Post Pandemic World, National Coalition for Mental Wellbeing, 2022
- Speaker at the Malaysian Medical Summit, Malaysia Medics International, 2022
- Keynote speaker at the You are Not alone webinar, Perdana university, 2022
- Speaker at the Big Pink Youth Dialogue, in celebration of The International Day of the Girl, 2022
- Keynote speaker at Youth and Mental Wellbeing, ISKL, 2021
- Keynote speaker at Together We Can Help Ourselves, IMU, 2021,
- Keynote speaker at Questions of Suicide Unanswered, Youth Mental Health Symposium, 2021
- Keynote speaker at Sprinkle on Some Kindness, UCSI, 2021
- Delegate at Asia World Model United Nations, 2019 (awarded best delegate and the best negotiator at the conference)
- Finalist at the National English Speaking Union Public Speaking Competition, 2019







# ANTONIA YIP

The Hong Kong Girl Guides Association

Over 30



**Nominated by:** The Hong Kong Girl Guides Association

**Languages Spoken:** Cantonese as mother tongue, fluent English and intermediate Mandarin



## Personal Statement

*Why would you like to become a member of the World Board, and how do you feel you can contribute to the work of WAGGGS?*

The election experience in the 37th World Conference has given me a lot of courage and motivation to continue my contribution to the Movement. I feel grateful for being recognised for my competencies and skills, which I have continued to develop and are complemented by the additional experience I have gained through new capacities. Now, I am more passionate and committed than ever, and am ready to take the next step to contribute even more.

Among my new roles, I am particularly thrilled to be part of the MO Membership Fee Working Group (MFWG) and witness the outcomes it has accomplished. One of the goals I set two years ago was: carry on with the consultation with MOs as I firmly believed, and still believe, that two-way communication is the key to ensuring the Board and MOs work hand in hand to achieve the common vision. The consultation sessions organised by MFWG have successfully engaged many MOs and captured their concerns and opinions, followed by prompt discussions and decisions made by the World Board in the interest of the Movement. The whole experience has confirmed that I was in the right direction and equipped me for stepping up.

Furthermore, my involvement in WAGGGS as a CAT Mentors Assistant allowed me to practise my active listening and organisation skills in order to understand the needs of individual MOs and the complex and diverse Regional context, as well as seeing the big picture of the Movement. I have become more confident, adaptive and culturally sensitive while collaborating with volunteers and staff from across all five Regions.

I am prepared and committed to making the best use of my knowledge, leadership and skills for the effective work of the World Board.





## Skills and experience

A willingness to participate in ongoing learning and development or upskilling opportunities is one of the essential personal qualities of being a World Board member and one that I am proud of. After the last World Conference, I continue to work on increasing my exposure to the governance and working of WAGGGS and its Regions. With the support of my MO and the encouragement from the Regional Committee, I took up the challenge of being the Chair of the 14th Asia Pacific Regional Conference. The Regional Conference is one of the key features of the governance system of the Region. During the Conference, key decisions concerning the Region and its MOs are made. When taking up the role, I was responsible for understanding and adopting the conference procedures, and working with MOs on the Proposed Motions and Proposed Amendments, during which I was able to put my governance knowledge and communication skills into practice and grow further.

In addition, my competency in articulating and demonstrating the WAGGGS mission, leadership model and educational methodology is further advanced through my ongoing engagement in programme design. After initiating the pilot leadership development programme in 2020, I collaborate with a group of young women to develop a nationwide leadership challenge programme for the members of my MO. The programme aims to empower any and every girl to become a leader through learning and practising the six leadership mindsets continuously with a series of workshops and community service project planning. Throughout the process, I, too, constantly practise the mindsets myself as I truly believe that it helps me work on the behaviours I need to fulfil my responsibilities, and I always put my beliefs into action.

Other skills, experiences and personal qualities that I can add to the Board include:

**Governance/Constitutions:** As the Young Representative on the National Board of my MO, I took part in decision-making for nationwide measures, including the formulation of the organisation's new vision in 2016. As the District Commissioner, I managed 20 Units, advised on funding application, recruitment and retention strategies, and reviewed financial reports.

**Marketing and communications:** I coordinated and edited social media posts for my MO in various occasions, including my very own election campaign at the 37th World Conference and International Day of the Girl. In my capacity as the Advisor for the World Thinking Day 2021 activity series of my MO, I gave advice to the group of young women committee members on how to strategise and create content to promote and increase the visibility of their activities.

**Identifying and facilitating the learning and development of others:** As a facilitator and assistant trainer for nearly 10 years, I continuously design and deliver in-person/online sessions for girls, young women and adults with diverse backgrounds, among them included over 300 adult volunteers who were trained to become unit leaders in my MO.



**Research and Development; Data Analysis/Monitoring & Evaluation:** During my three-year appointment as a senior research assistant at the University of Hong Kong, I devised both qualitative and quantitative tools to collect data from 20+ schools, 200+ teachers and 3,000+ students. I also analysed the data for making appropriate recommendations as well as monitoring and evaluating the effectiveness of the project. Research reports have been submitted to international journals and conferences and are currently under review.

**Technology strategy/Digital Transformation:** During the COVID-19 pandemic, I pioneered my MO's first comprehensive virtual leadership programme with online platforms and interactive tools, which was highly appreciated by local girl guides and international participants from Italy, Japan, Libya, Nigeria and Ukraine. In my professional capacity at the University of Hong Kong, I introduced digital tools to teachers to facilitate change in the mathematics learning of multicultural and multilingual students.

**Influencing skills and advocacy:** After being appointed as the Approved Person of the World Board in 2021, I was honoured to be invited by different MOs to speak about my leadership and governance journey at their national events, whose target audiences were the young members of the MOs.

**Crisis Management:** In 2016, a total of 1,000 girl guides and girl scouts joined the Hong Kong Girl Guides Centenary International Camp, including 245 international participants from 15 MOs such as Canada, Denmark and Zimbabwe. While organising an international outdoor event of this scale, it is always a priority to prevent the participants from being exposed to emotional or physical risk and ensure that they are kept safe from harm. In my capacity as the Deputy Camp Commandant, I led the International and China Liaison Team to devise corresponding contingency plans for both during the camp and while the participants were staying with their host families.

**Financial management:** I worked closely with faculty members at the University and assisted in the resource allocation of government-funded research projects (budgeted £560,000 per year; for three consecutive years).





## Leaders of the Movement...

TREAT HERSELF KINDLY

Having adapted and localised global programmes and projects of WAGGGS for my MO, I found my interest in languages and translation. I applied for a Chinese-English translation programme and made time for attending the lectures twice a week. After completing the translation programme, I continue to develop my interest in languages and start taking French classes where I can take a break from work and my volunteering commitments, and immerse myself in another culture/world.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

There used to be a lot of assumptions about the mathematics learning of non-Chinese speaking (NCS) students in Hong Kong. Some teachers thought that NCS students are weaker than their Chinese counterparts. Yet, according to the data collected and analysed by me and my co-workers at the University of Hong Kong, the major difference between NCS and Chinese students is their priority rather than their ability. I really enjoy challenging such stereotypes and presenting my findings to the teachers.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

I keep a journal for reflections, especially when I take up a new role at work or in Guiding. For example, throughout the preparation, implementation and evaluation stages of the 14th Asia Pacific Regional Conference, I noted down my experiences, feelings and questions, and reflected on my practice. During my stay in Thailand, I started each day by reading what I had written the previous day and reminded myself to incorporate my learnings into my next decisions and actions.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

When I was running for the World Board in 2021, I recruited a group of young women from my MO to be on my Election Support Team, providing a space for them to learn about WAGGGS and its governance. During our meetings, I invited them to share what they considered would work as campaign activities and how they would like to actualise their ideas instead of imposing my thoughts on them. I also created space for them to report their progress and discuss the issues arisen.

CHALLENGE GENDER EXPECTATIONS

Being a facilitator at the Juliette Low Seminar continues to be one of the highlights in my Guiding journey. When my co-facilitators and I were planning the sessions, we aimed to empower the participants with the knowledge, skills and confidence to break down gender barriers to leadership. At the end of the last session, we invited the participants to write quotes to encourage themselves and the girls and young women around them. I believe that the quotes have become very powerful messages to support them in their leadership journey to achieve gender equality.



EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

One of the core elements in Guiding is to provide space for girls to practise leadership. In my unit, I support patrol leaders to conduct patrol meetings with their fellow members for sharing their views on the unit or programmes. I then invite the patrol leaders to report their discussion to me and other unit leaders periodically. While having leaders' meeting to confirm the details, we put our emphasis on the impact that the decisions can possibly bring to our girls before considering the operational aspects.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

Before confirming to express my interest in running for the World Board again, I spoke to a friend of mine who was not involved in the Guiding community. I believe that it was as important as seeking advice from people who had similar experiences, which was what I did before, because it allowed me to hear from another perspective with a more objective assessment for making a sound decision.

ADAPT HER BEHAVIOUR TO THE CONTEXT

In late 2022, I moved to another city and started a new journey of my life. As a transition, I began to work in a completely different field. Despite being in an unfamiliar context, I actively engage in the social activities organised by my colleagues, carefully observe and thoroughly reflect on my own behaviour. I also adjust my communication styles depending on the person I am interacting with.

INNOVATE TO CREATE POSITIVE IMPACT

In Hong Kong, very few mathematics teachers are aware of the potential benefits of adopting language learning strategies in their lessons, holding the view that students' language development should be addressed solely by the language teachers. Seeing that, I boldly presented my proposal with literature support to my project leader and obtained his approval to collaborate with a few schools to use storytelling in mathematics lessons. Storytelling was deemed to be less common in Hong Kong classrooms but the feedback from the participating teachers and students was very positive.

MAKE CHOICES ROOTED IN HER VALUES

I am still keeping the hand-written thank-you card from the group of leaders whom I met during the leaders training course in 2019. One of them told me in person that the values and beliefs I articulated and demonstrated throughout the course had motivated her to further participate in the Guiding movement. In fact, her continuous participation has also become the fuel for me to move forwards in the wider Guiding context.





# Voluntary and professional appointments

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2013 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Secretary of MO Membership Fee Working Group, 2022 to date
- Approved Person for the World Board, 2021 to date
- Member of the Volunteer Resource Pool, 2018 to date
- CAT Mentors Assistant, 2020-2022

MEMBER ORGANISATION

- Member of Community Awareness and WAGGGS Advocacy Team, 2018 to date
- Assistant Trainer, 2015 to date
- Course Instructor/Badge Assessor of Guiding Knowledge and WAGGGS Knowledge, 2013 to date
- Vice Chair of Community Awareness and WAGGGS Advocacy Team, 2019-2021
- Drill and Ceremony Instructor, 2016-2019
- District Commissioner, 2016-2017
- Young Representative of Executive Committee, 2014-2016
- Member of International Team, 2014-2016

OTHER VOLUNTARY POSITIONS

PROFESSIONAL/NGO/BUSINESS APPOINTMENTS

- Distribution service assistant, 2022 to date
- Senior research assistant, 2019-2022
- High school English teacher, 2014-2019

# Participation in events

Participation in relevant events from 2017 to date.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

- Conference Chair, 14th Asia Pacific Regional Conference, Thailand, 2022
- Observer & World Board Candidate, 37th World Conference, online, 2021
- Facilitator, Finding Our Path, online, 2020
- Facilitator, Juliette Low Seminar, USA, 2019
- Participant, Leadership Mindsets and Updates of WAGGGS Workshop, Hong Kong, 2018
- Observer, 36th World Conference, India, 2017

MEMBER ORGANISATION ORGANISED EVENTS

- Organising Committee Member, Leadership Champion Programme, 2021 to date
- Speaker, Young Women in Governance Workshop, 2021
- Advisor, World Thinking Day Activity Series, 2021
- Coordinator, Learn-Lead-Link (an online leadership programme adapted from Helen Storrow Seminar), 2020
- Master of Ceremony, Annual Parade, 2017 and 2018

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

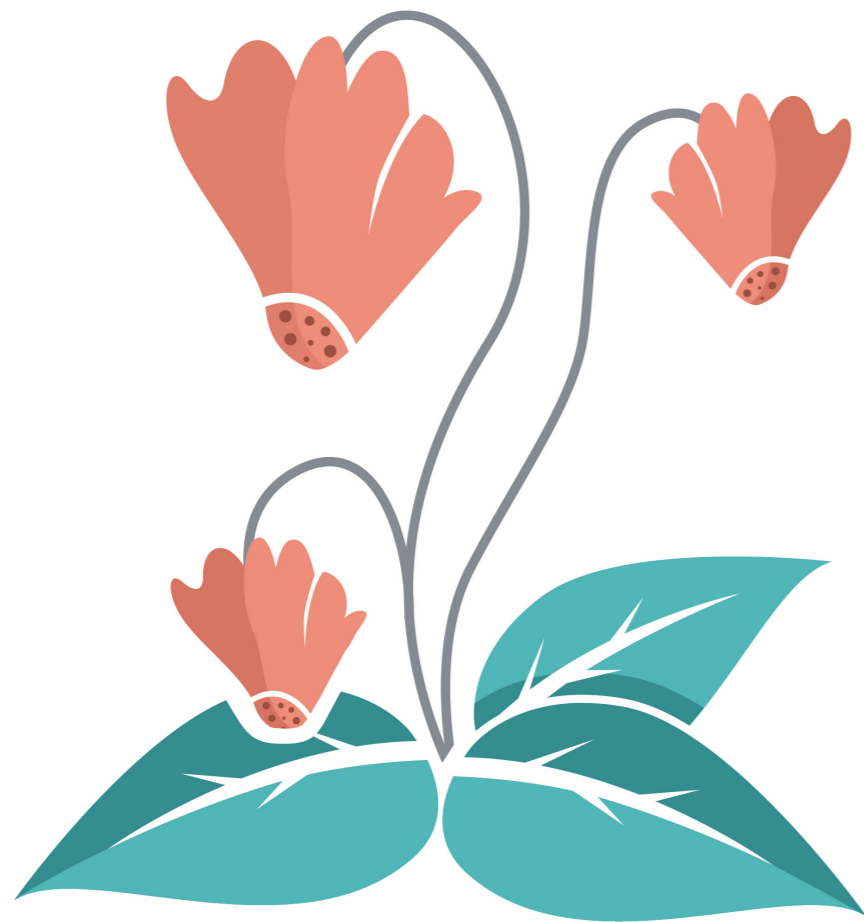
- Speaker, Young Woman in Governance Summit (organised by Girl Scouts of Taiwan), online, 2022
- Speaker, National Youth Colloquium (organised by Bharat Scouts and Guides), online, 2021
- WAGGGS Representative, Global Youth Summit, online, 2021
- WAGGGS Observer, 65th Session of the Commission on the Status of Women, online, 2021
- International Service Team Member, 13th Asia Pacific Regional Conference, Taiwan, 2019
- Facilitator, Roverway, Netherlands, 2018
- Participant, London Landmarks Half Marathon (fundraised for WAGGGS), UK, 2018

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT





## PART B: SUPPORTING INFORMATION



## GUIDELINES ON CAMPAIGNING

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

Be aware that different cultures view campaigning in different ways. Candidates (and/or a Member Organisation on their behalf) may provide opportunities for Member Organisations to get to know them, including but not limited to: at online or face-to-face conferences and events prior to the World Conference, with a web page, digital flyer, short videos, blog, or using social media. Taglines to email messages are also an option. Promotion of a candidature shall at all times be conducted with dignity and moderation. Following the values and principles of Girl Guiding and Girl Scouting, we strongly discourage aggressive and/or negative campaigning including activity or behaviour that seeks to criticise or undermine a fellow candidate. Candidates (and/or a Member Organisation on their behalf) should maintain an atmosphere of friendly competition.

Candidates (and/or a Member Organisation on their behalf) may provide additional information to Member Organisations at the World Conference in the form of an electronic flyer (one page), bookmark or item of a similar nature.

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

If a candidate holds an existing position/role within WAGGGS or their Member Organisation they are free to continue in this role and deliver their responsibilities during their period of candidacy.

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

These guidelines will be circulated to all candidates and all Member Organisations and will be available on the World Conference Campfire page.



# ROLE AND RESPONSIBILITIES OF THE WORLD BOARD

Being a member of the World Board is a voluntary role, undertaken because you are committed to furthering the purposes of WAGGGS and have the skills, experience and personal qualities needed for the strategic management of this complex, global organisation.

WAGGGS is a registered charity and is regulated by the Charity Commission for England and Wales. The Charity Commission provides guidance on the legal duties and responsibilities of charity trustees, summarising these into six main areas:



## Ensure your charity is carrying out its purposes for the public benefit

It's about knowing:

- what your charity can and can't do within its purposes
- how your charity is fulfilling its purposes and benefiting the public
- what difference your charity is really making

## Comply with your charity's governing document and the law

It's about being:

- familiar with your governing document
- up to date with filing accounts, returns and any changes to your charity's registration details
- aware of other laws that apply to your charity

It's not about being:

- an expert - but you do need to take reasonable steps to find out



## Act in your charity's best interests

It's about:

- making balanced, informed decisions
- recognising & dealing with conflicts of interest
- being prepared to question and challenge
- accepting majority decisions

It's not about:

- preserving the charity for its own sake
- serving personal interests

## Ensure your charity is accountable

It's about:

- meeting legal accounting and reporting requirements
- being able to show that your charity complies with the law and is effective
- being accountable to members and others with an interest in the charity
- ensuring that staff and volunteers are accountable to the board
- welcoming accountability as an opportunity not a burden



## Manage your charity's resources responsibly

It's about:

- managing risks, protecting assets (reputation) and people
- getting the resources your charity needs
- having and following appropriate controls and procedures
- dealing with land and buildings
- responsibility for, and to, staff and volunteers

## Act with reasonable care and skill

It's about:

- using your skills and experience
- deciding when you need advice
- preparing for meetings
- getting the information you need (financial, management)
- being prepared in case something does go wrong



Source: Charity Commission, ["The Essential Trustee: 6 main duties"](#)

# STRATEGIC ROLE OF THE WORLD BOARD

The World Board's governance role is to maintain high-level strategic oversight of WAGGGS and ensure WAGGGS is meeting its legal accounting and reporting requirements. The members of the World Board are encouraged to ask questions to ensure understanding and that sufficient information is provided to enable effective/informed decision-making.

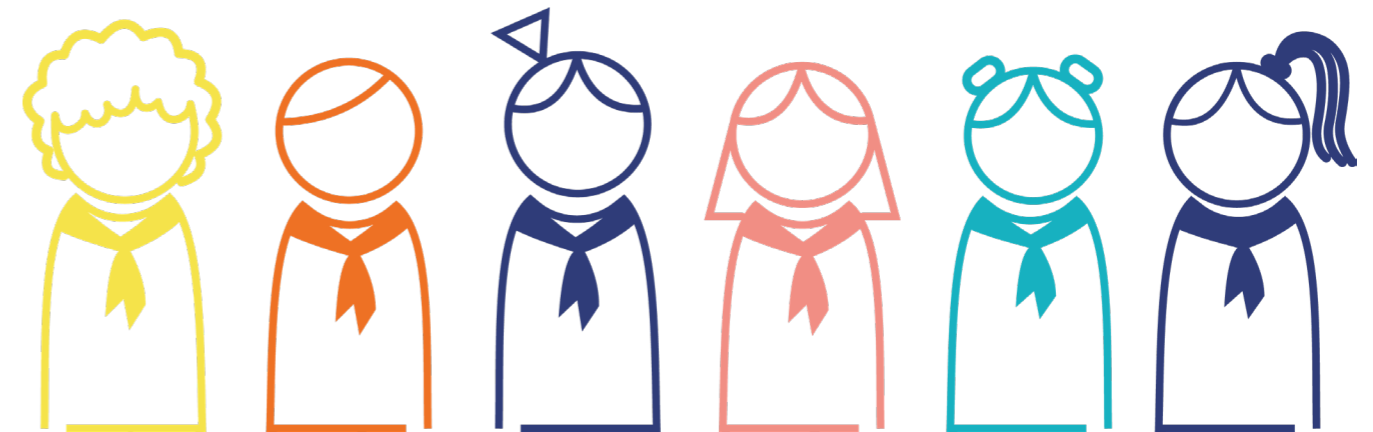
The World Board has delegated the day-to-day operations, leadership and administration of the organisation to the Chief Executive. Therefore, whilst World Board members are kept informed and up to date about the organisation's operations, their role remains at a strategic level and they are not involved in the day-to-day operations of the organisation.



# ROLE DESCRIPTION OF A WORLD BOARD MEMBER

1. To ensure that WAGGGS complies with its Constitution and Bye-Laws, UK charity law, and any other relevant legislation or regulations.
2. To ensure that WAGGGS focuses on its Objects as defined in the Constitution and Bye-Laws, and to ensure it applies its resources exclusively in the support of the Objects.
3. To contribute to the World Board's role in giving strategic direction and setting over-arching policy.
4. To contribute towards defining goals and setting targets, then evaluating performance against the agreed targets.
5. To consider the interests of the Girl Guide/Girl Scout Movement as a whole, and to make decisions in the interests of WAGGGS at all times.
6. To review the implementation of the Strategy on a regular basis, and to consider changes in the external environment which may affect the plan, and the ongoing need for changes which may need to be made to ensure it remains relevant.
7. To undertake the functions and duties of the World Board as defined in Article 13 of the WAGGGS Constitution and Bye-Laws.
8. To attend World Board meetings and the triennial World Conference and to effectively contribute to their business through effective and adequate preparation and full and informed participation.
9. To participate in regular evaluation of the performance of the World Board.
10. To establish and maintain the values of WAGGGS and safeguard its good name.
11. To ensure the financial stability of WAGGGS, ensure the proper and appropriate investment of its funds, and protect and manage the property of WAGGGS.
12. To set strategic and organisational risk appetite and policy, review the risk register and ensure mitigating actions are in place.
13. To appoint the Chief Executive and monitor their performance in the role.
14. To undertake visits and travel assignments as required. Some visits may be en-route to or from World Board meetings.
15. To represent WAGGGS at external events.
16. To use any specific skills, knowledge and experience to help the World Board reach sound decisions – this will include the scrutiny of proposals, leading and initiating discussions, providing advice or guidance on new initiatives and utilising any specialist expertise and experience.
17. To agree terms of reference for standing committees of the World Board and any working groups.
18. To ratify appointments to the standing committees of the World Board and working groups.
19. To provide structures and effective stakeholder management as requested to Member Organisations, partners and donors as appropriate.

20. To be ready to serve:
  - a. on a standing committee of the World Board or working group
  - b. as a Chair of a standing committee or working group
  - c. as a member of a task group established to achieve a specific task during and in-between World Board meetings.
21. Most of the work of the World Board is carried out by correspondence and email. All members (voting or ex-officio) are expected to:
  - a. Deal promptly with all correspondence.
  - b. Keep the World Bureau informed of email, telephone and cellular phone numbers as well as postal address. This includes making arrangements for contact, if absent from the usual address for any length of time.
22. To sign and adhere to a Trustee contract, including but not exclusively, the Code of Conduct, Conflict of Interest declaration, Safeguarding, Data Protection, and Confidentiality agreement upon election to the World Board, and annually thereafter.
23. To maintain the confidentiality of all World Board, group and committee matters, until information has been officially released.
24. To role model positive and effective volunteer behaviours at all times and to ensure that the values of WAGGGS are central to all decision-making.







# WORLD BOARD MEMBER PERSON SPECIFICATION

## Essential skills, experience and personal qualities

In order to deliver on the mandate of the World Board the following criteria are required for all World Board members:

- A member of a WAGGGS Member Organisation
- A commitment to the aims and objectives of WAGGGS and a proactive interest and enthusiasm for shaping and advising on the future of the organisation.
- An understanding and acceptance of the legal duties, responsibilities and liabilities of the role of the World Board
- Sound understanding of financial management and budgets
- An understanding of, and ability to articulate, the WAGGGS mission, Leadership model and educational methodology
- A thorough understanding of WAGGGS; the complex and diverse Regional context in the WAGGGS setting; and the varied organisational structure of Member Organisations.
- Good general knowledge of the challenges and opportunities facing girls and young women across the world
- Values and behaviours consistent with WAGGGS' core values and the World Board Code of Conduct
- Commitment to practise the WAGGGS Leadership model
- Ability to be flexible and open to new opportunities or ways of working
- Sound independent judgement and the ability to constructively challenge
- Ability to analyse and interpret information
- Ability to think critically, creatively and strategically
- Ability to listen and learn from others, to see things from different perspectives and appreciate diverse points of view
- A collaborative approach, able to work effectively as part of a team of volunteers and staff, while contributing an independent perspective
- Cultural sensitivity and an ability to work in a global and multi-cultural context
- The ability to positively and professionally represent WAGGGS both inside and outside of the Girl Guiding and Girl Scouting Movement
- The ability to communicate easily in English as a working language, both verbally and in writing
- Ability to readily access and use technology as a means of communication and collaboration including email, WhatsApp, conference calling platforms (Zoom)
- A willingness to devote time and effort in both preparing for and attending World Board and other relevant meetings (estimated time an average of 10 hours per month. Additional time will be required when taking on a role on a World Board Committee or Working group)
- A willingness to participate in ongoing learning and development or upskilling opportunities

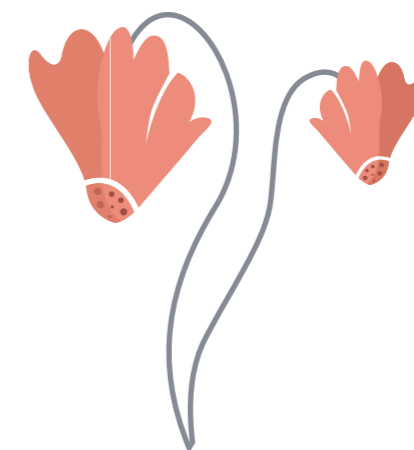


## Desirable skills, experience and personal qualities

The following criteria are needed collectively within the World Board. It is desirable for World Board members to have knowledge or experience in several of the following areas:

- Financial management, accounting and/or risk management
- Fund development and Donor relations
- Governance/Constitutions – for example previous experience of sitting on a governance Board or Committee
- Legal expertise/Policy Development
- Marketing and communications, including social media
- Identifying and facilitating the learning and development of others, including non- formal education
- Organisational Development/Design/Structures and Systems
- Technology strategy/Digital Transformation
- Research and Development
- Data Analysis/Monitoring & Evaluation
- External Relations/Government Relations
- Influencing skills and advocacy
- Human Resources Management (staff and/or volunteers)
- Crisis Management

Young women under the age of 30 who meet any of the above requirements are strongly encouraged to apply to join the World Board. WAGGGS believes in young women's leadership as a key to transforming power structures.







## MAPPING OF CURRENT WORLD BOARD MEMBERS' SKILLS AND EXPERIENCE

Every effort is made through the nominations process to ensure that there is a cross-section of the desired skills and experience amongst World Board members. However, as all positions on the World Board are elected ultimately the collective skills, knowledge and experience of the World Board is not known until after the World Conference.

After the election the World Board carries out a skills audit to identify the strengths, skills and expertise within the Board and identify any areas that may need to be strengthened.

The World Board has recently completed their 2022 skills audit. Amongst the eleven continuing World Board members WAGGGS has a rich variety of skill, knowledge and experience to draw upon. However, the skills audit exercise has identified that, with six World Board members stepping down in July 2023, the World Board will have gaps in skill and experience in financial management, fund development and marketing and communications. The World Board would benefit from individuals able to strengthen oversight and provide strategic direction in these skill areas.



To support the strategic priorities of WAGGGS in the coming triennia, the World Board therefore strongly encourage nominations from individuals with a high level of governance proficiency or experience in one or more of the following areas:

- Financial management, accounting and/or risk management
- Fund development and donor relations
- Marketing and communications, including social media

## SPECIFIC ROLES ON THE WORLD BOARD

The Chair and Vice-Chair(s) are elected by the World Board from amongst their members after the World Board election has taken place at World Conference. When thinking about potential nominees, it may be useful for Member Organisations to consider the additional responsibilities and skills, experience and qualities required for these roles:

[Chair and Vice-Chair\(s\) of the World Board](#)

The Treasurer is selected by the World Board. If there is a suitably qualified individual amongst the elected World Board members, the Treasurer may be appointed from amongst the Board. Alternatively, the World Board may appoint a Treasurer from outside the World Board. In this case, the Treasurer will attend World Board meetings but will not have voting rights. Further details about the role of Treasurer can be found at this link: [WAGGGS Treasurer](#)



# DREAM, ACT, LEAD: THE FUTURE IS OURS

