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Les Scouts Muslmans d'Algerie

Regional Triennial Action Plan 2026-2028

Document 4A

FEBRUARY 2025

INTRODUCTION

Over the next three years, the Arab Region will continue to have to address the ongoing impact of global challenges, including the unstable political contexts and enduring effects of the pandemic, climate change, economic pressures, and social and gender inequalities. These issues have profoundly affected young people, restricting their access to quality education, diverse experiences, new opportunities, and safe spaces, while also having a negative impact on their mental health.

These challenges have also created significant obstacles for organisations like ours, such as the need for ongoing adaptation to financial pressures and a reassessment of how we engage with and support our members and communities. This includes restoring lost opportunities and exploring innovative approaches to our work, collaborations, and partnerships.

While recent years have brought new possibilities, such as the shift to digital platforms that have expanded our reach and brought us closer together, they have also highlighted the importance of personal interactions, adaptability, and flexibility.

Despite these challenges, the Arab Region has demonstrated remarkable resilience and resourcefulness. Together, we have embraced opportunities to reimagine how we support and empower girls and young women, inspiring them to take initiative and lead in their communities. These efforts have created a strong base to build upon as we move ahead.

As we plan for the next three years, we aim to build a strong, inclusive, and thriving region. This will involve addressing emerging challenges, promoting sustainable growth, and creating meaningful opportunities for leadership and development. Your input and involvement will be key in shaping an action plan that supports WAGGGS Global Strategy in our region and that will help us lead the Arab Region throughout the next triennium.

BACKGROUND

The Regional Committee is responsible for the development of the Regional Action Plan for the next triennium and will draft objectives and activities based on MO expressed needs and the context we will be operating in. The Triennial Regional Action Plan will also need to be aligned with the resources available, including financial, to ensure the plan can be delivered.

The regional objectives for 2026-2028 will set out our region's contribution to WAGGGS' Global Strategy 2024-2029. These objectives will drive the Triennial Regional Action Plan, which will be presented to the Regional Conference in 2025. This consultation process on the draft version of the Triennial Regional Action Plan will help us to refine the objectives and activities for the next years to come, embracing the vision of the Movement.

OUR COLLECTIVE VISION FOR THE MOVEMENT

In 2021, we adopted Compass 2032 as the long-term vision statement for the Girl Guide/Girl Scout Movement. It provides the direction of travel for every Member Organisation and the WAGGGS Global Team from 2021 to 2032. Compass 2032 has two parts: the first sentence is our vision for the world; the second sentence is our vision for the Movement. It describes the Movement we need to become so we can fully
contribute to creating the world girls want:

OUR VISION IS AN EQUAL WORLD WHERE ALL GIRLS CAN THRIVE.

BY 2032 WE WILL BE A GIRL-LED MOVEMENT WHERE EVERY AND ANY GIRL FEELS CONFIDENT TO LEAD, AND EMPOWERED TO CREATE A BETTER WORLD TOGETHER.

Working towards Compass 2032 is a shared responsibility for the WAGGGS Global Team and all Girl Guide and Girl Scout organisations. By adopting this twelve-year vision for the Movement, we collectively committed to aligning our individual strategies to the Compass 2032 collective vision.

The WAGGGS 2024-2029 Global Strategy outlines how the Global Team will contribute to Compass 2032 over the next six years of the journey.

The three-year rolling action plans approved by the World Board complete the 12-6-3 Strategic Planning Cycle, by outlining the activities we will deliver at global and regional levels to support the achievement of our global goals and vision. Therefore, the Arab Region Triennial Action Plan for 2026–2028 must be closely aligned with the Global Strategy for 2024–2029.

The current Global Strategy, as approved by the WAGGGS World Conference in 2023, outlines the following overarching goals and key outcomes:

GLOBAL STRATEGY 2024-2029 GOAL

By 2029 WAGGGS will be a sustainable, girl-led organisation, connecting an inclusive Movement where every and any girl can feel empowered, safe, and confident to change her world.

Outcome 1

A united and connected girl-led and young women-led Movement

Outcome 2

Member Organisations are supported to be thriving, inclusive and deliver a high-quality Girl Guiding and Girl Scouting experience

Outcome 3

A Sustainable WAGGGS

The success of our strategy depends on a sustainable organizational foundation, and being in a strong position both financially and operationally.

To support this, WAGGGS has prioritized its efforts and committed to work according to the Purpose, Principles, and Priorities in the tables below and on the next page. This framework was developed to enable making decisions around all areas of the WAGGGS offer beyond those “business as usual” functions.

The priorities (3) are based on Member Organization feedback regarding the support they most value from WAGGGS. The principles have been developed based on Member Organization and World Board feedback. Jointly they support our common Purpose, that leading the Movement towards Compass 20232. By testing our work against the Purpose, Priorities, and Principles, we challenge ourselves to prioritize, design, and take decisions that support sustainability, add the greatest value to Member Organizations, and leverage the power and possibilities of our global Movement.

Purpose: Everything we do will lead the Movement towards Compass 2032		
Priorities: Our offer will prioritise the three areas MOs most want WAGGGS to focus on, in a sustainable manner:		
<p style="text-align: center;">Identity and Unity of the Movement</p> <p>We will focus on:</p> <ul style="list-style-type: none"> • Building common understanding around Girl Guiding and Girl Scouting’s characteristics and principles • Facilitating collaborative decision-making and dynamic dialogue between MOs & WAGGGS that shapes the Movement’s future • Representing the Movement by raising its profile and communicating its impact to external audiences • Developing and sharing research and learning around Movement trends • Sharing and celebrating the heritage, values and impact of Girl Guiding and Girl Scouting 	<p style="text-align: center;">Strengthening the Relevance and Educational Impact of Girl Guiding and Girl Scouting</p> <p>We will focus on:</p> <ul style="list-style-type: none"> • Bringing MOs together to work on our characteristics and principles • Developing thinking, resources, and activities at regional and global levels to innovate around non-formal education and leadership development across the Movement. • Offering capacity development that strengthens the quality of Girl Guiding and Girl Scouting. 	<p style="text-align: center;">Meaningful Global Connections for Girls and Young Women</p> <p>We will focus on:</p> <ul style="list-style-type: none"> • Facilitating global connections and experiences where girls and young women develop leadership and global citizenship • Coordinating opportunities for girls and volunteers across the Movement

Principles: As well as strongly aligning to one or more of these priorities, all areas of our offer must be designed and delivered according to the following principles:

FACILITATING COLLABORATION: We will prioritise the role of facilitator and network builder over direct delivery. We will make things happen by bringing MOs together, strengthening relationships, and promoting partnership between MOs. We will focus our resources where, as a global organisation, we can uniquely add value.

GIRL AND YOUNG WOMEN-LED: We will be girl and young women-led, prioritising meaningful youth participation in how we design, deliver and evaluate our work, and how we make decisions as an organisation.

VOLUNTEER-DRIVEN: We will be volunteer-driven, enabling us to add more value to MOs with our resources and benefit from the collective expertise and different perspectives of volunteers and staff by working in partnership. We will be clear about the respective roles and responsibilities for staff and volunteers in designing and delivering our offer.

REALISTIC: We will fully cost all proposed initiatives and activities, considering both financial and human resources. We will not undertake any initiatives or activities without full funding.

WIDE-REACHING: We will design and prioritise initiatives that are accessible to, and benefit the maximum number of, MOs.

RESPONSIBLE IMPACT: We will assess the long-term impact and equity of our decisions and prioritise initiatives that strengthen the sustainability of MOs and the Movement. We will be mindful of how our work impacts the wider world; actively considering our environmental footprint and our commitment to being an inclusive and anti-racist organisation.

TRANSPARENT: We will strengthen participation by making priorities and decision-making processes accessible and understandable to MOs, volunteers and girls and young women.

To help us focus on how we will achieve WAGGGS's three strategic outcomes, each of the Global Strategy 2024-2029 outcomes has been broken down into Areas of Action; the broad areas for focus over the next six years to deliver against each outcome.

These areas of action are underpinned by Results we would expect to see, and the Key Activities we will deliver to achieve these.

OUTCOMES FRAMEWORK 2024-2026

Outcome 1: A united and connected girl and young women-Led Movement	
A strong and cohesive identity for the Girl Guide and Girl Scout Movement	
Result 1.1	Girl Guiding and Girl Scouting characteristics and principles are articulated and promoted across the Movement
Result 1.2	The heritage, values and impact of Girl Guiding and Girl Scouting are shared and celebrated across the Movement
Result 1.3	The profile, external recognition and visibility of Girl Guiding and Girl Scouting is improve
Unity, solidarity and active collaboration in the Movement	
Result 1.4	Networking opportunities and synergies between Member Organizations are strengthened
Result 1.5	Collaborative decision-making and active dialogue mechanisms between MOs and WAGGGS shape the Movement's future
Global connections for girls and young women build leadership and global citizenship	
Result 1.6	The quality and impact of initiatives that facilitate global connections for girls and young women are assessed and strengthened
Result 1.7	Increased reach and accessibility of initiatives that facilitate meaningful global connections for girls and young women
Meaningful youth participation at regional and global levels	
Result 1.8	Stronger mechanisms amplify youth voices and participation in WAGGGS initiatives
Result 1.9	Increased access to leadership opportunities and decision-making spaces at regional and global levels for young women

Outcome 2: Member Organisations are supported to be thriving, inclusive and deliver a high-quality GG and GS experience

MO collaboration and networking for quality Girl Guiding and Girl Scouting

Result 2.1	Stronger mechanisms facilitate MO knowledge sharing on quality Girl Guiding and Girl Scouting
Result 2.2	Co-creation and collaboration spaces support MOs to make Girl Guiding and Girl Scouting more relevant to every and any girl

Support MOs to provide high quality Girl Guiding and Girl Scouting

Result 2.3	MOs have access to effective tailored support, educational resources and high-quality learning and development opportunities
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WAGGGS initiatives model the characteristics of quality Girl Guiding and Girl Scouting

Result 2.4	WAGGGS resources and projects adhere to the WAGGGS Growing and Learning Framework
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Outcome 3: A sustainable WAGGGS

Financial Sustainability

Result 3.1	Financial management systems and processes are optimised
Result 3.2	World Centres are commercially sustainable
Result 3.3	Increased fundraised income in line with WAGGGS purpose and priorities

Operational Efficiency

Result 3.4	Robust management systems and processes (e.g. data management, MEL, communications) are in place
Result 3.5	Volunteer operational model implemented consistently and adds value across WAGGGS

Global Team Culture and Effectiveness

Result 3.6	Enhanced collaboration processes and practices across WAGGGS Global Team
Result 3.7	Effective Global Team leadership and team management
Result 3.8	Robust HR management supports staff and volunteers to thrive and excel (e.g. recruitment, induction, L&D, performance management)
Result 3.9	The Global Team experience is aligned with WAGGGS values and code of conduct

SHAPING THE 2026-2028 REGIONAL ACTION PLANS

The recent WAGGGS MO Survey serves as a first starting point for input into the next Arab Region Triennial Action Plan (TAP). The following analysis shows the results and some suggestions of how these could translate into our new TAP.

RESULTS OF THE MO SURVEY

This report presents the responses from Member Organisations in the Arab Region to the MO survey launched in September 2024. The survey invited MOs to complete a brief online questionnaire over a period of 6 weeks to help shape the 2026-2028 Triennial Regional Action Plans. It also provided the region with valuable insights into the current state of our Movement, enabling the identification of both the immediate and future needs of Member Organisations.

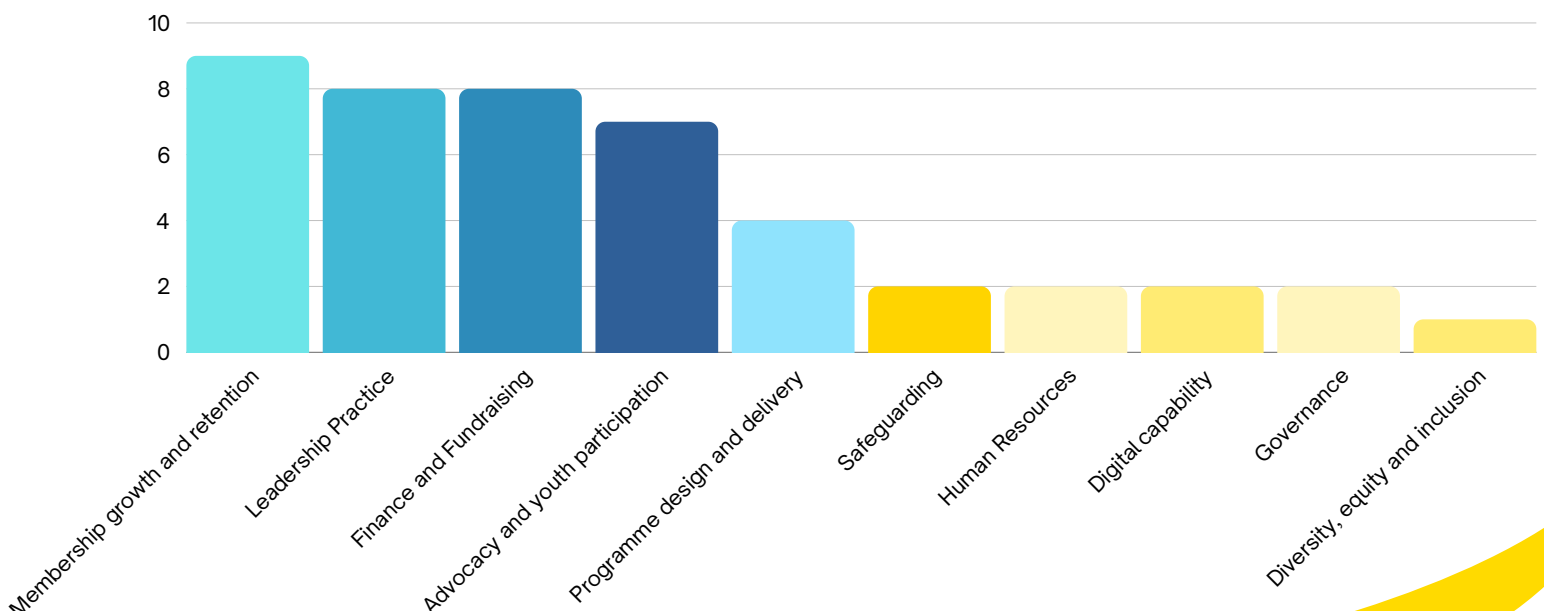
The survey served as an opportunity to assess the impact of the Regional Team’s support to MOs and explore ways to strengthen collaboration, ensuring the sustainability of both individual Member Organisations and the wider Movement.

15 out of 16 Member Organizations (94%) responded to the survey. For MOs with a federative structure, where Component Associations responded individually, their responses were consolidated to reflect the overall perspective of the Member Organization as a whole.

The below data shares the response to the main questions related to the Triennial Action Plan 2026-2028.

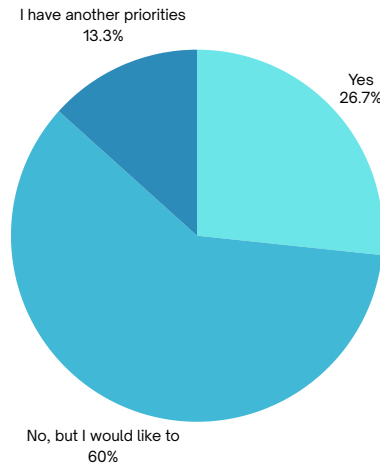
1. Member Organisations’ needs

Member Organisations were asked to indicate the areas where they currently have some needs. Improving membership growth and retention, leadership practice, and finance and fundraising received the highest responses, highlighting a strong need for sustainable growth and increased visibility and awareness. Advocacy and youth participation and programme design and delivery were also mentioned as areas of need, while digital capability, safeguarding and governance received fewer responses, indicating that these are either lower priorities or are already well-established in many organisations. The low priority assigned to Diversity, Equity and Inclusion suggests confidence in this area or limited resources dedicated to them. Overall, the survey points the region to focus on membership growth, leadership and financial resilience.



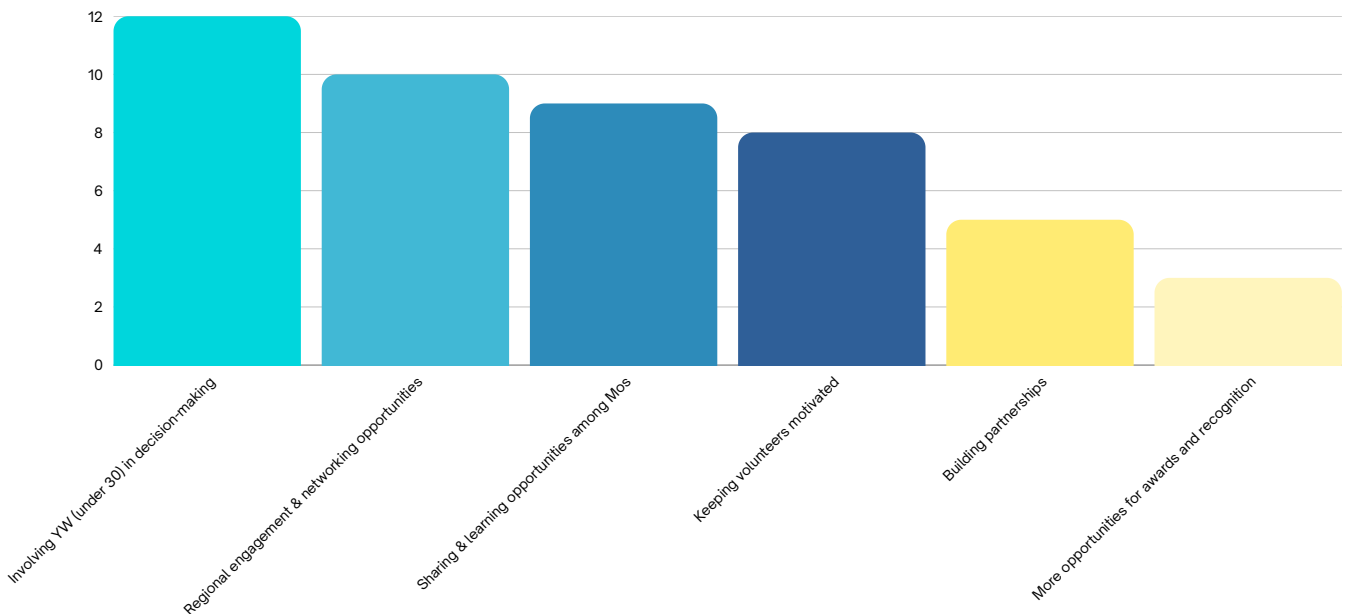
2. MO to MO collaboration during the 2022-2025 triennium

During the 2022-2025 triennium, only four Member Organisations engaged in collaborations, while nine expressed interest but lacked opportunities, highlighting a strong potential for increased regional cooperation. However, two organisations faced challenges due to war and national priorities, underscoring the need for a flexible and supportive approach. Strengthening structured collaboration opportunities and addressing existing barriers will be key to fostering greater member-to-member engagement in the next triennium.



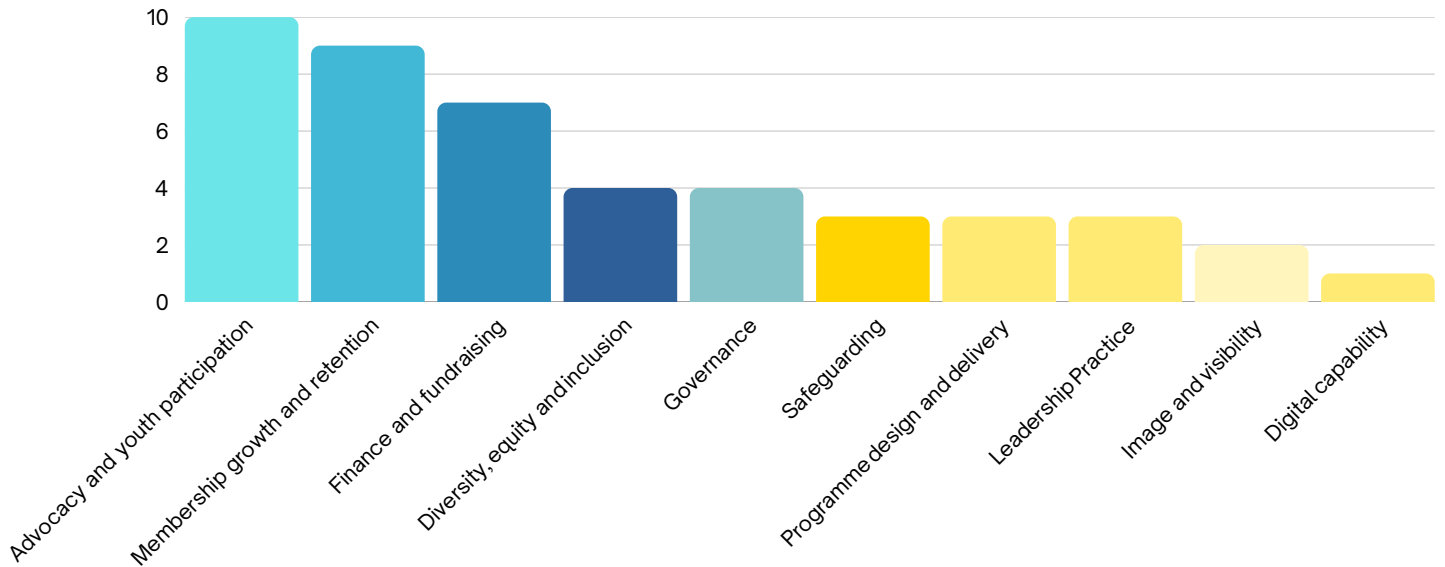
3. Top three activities/initiatives MOs would like the region to prioritise over the next three years (2026 –2029) to achieve Global Strategy Outcome 1: A United Girl and Young Women-led Movement

The top three priorities identified by Member Organisations to achieve Global Strategy Outcome 1: A United Girl and Young Women-led Movement are supporting the involvement of young women under 30 in decision-making, enhancing regional engagement and networking opportunities, and promoting sharing and learning among Member Organisations. These priorities highlight a strong commitment to youth leadership, increased collaboration, and knowledge exchange as key drivers for strengthening the Movement over the next three years.



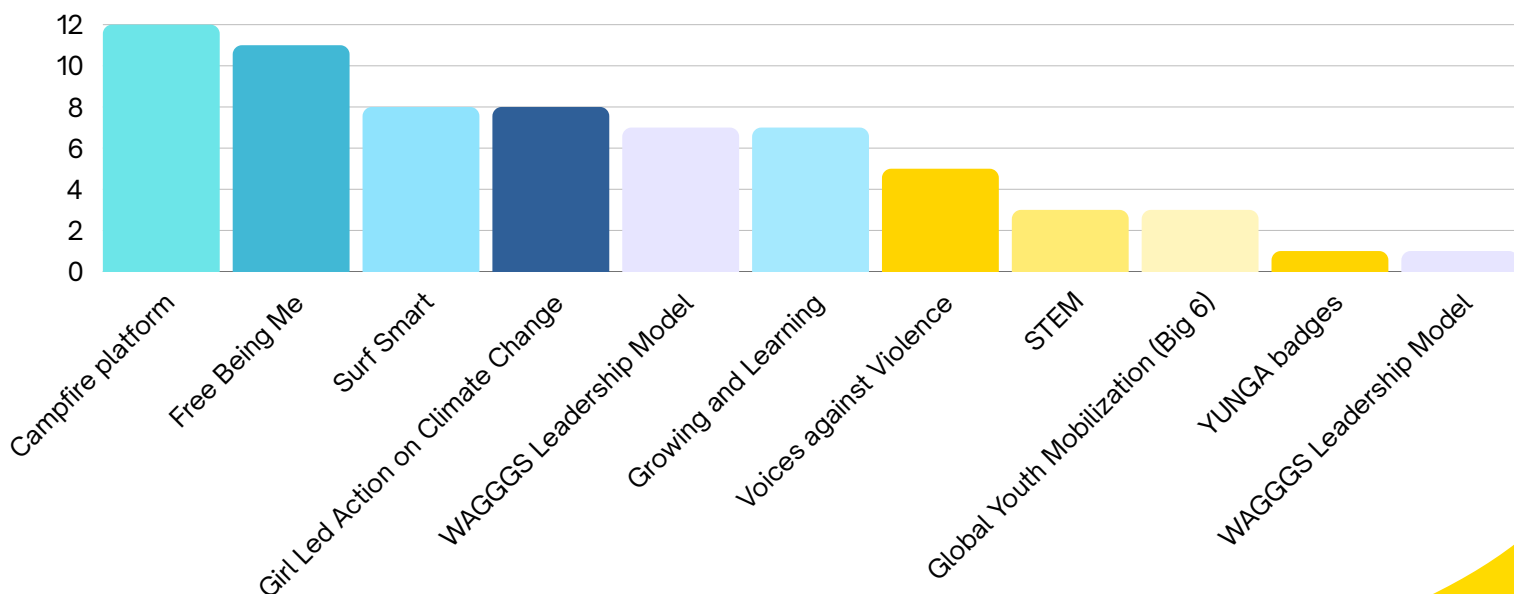
4. Top three areas MOs would like the region to priorities over the next three years (2026-2028), to achieve Global Strategy Outcome 2: MOs are supported to be thriving, inclusive, and deliver a high-quality Girl Guiding/Girl Scouting experience

To achieve Global Strategy Outcome 2: Member Organisations are supported to be thriving, inclusive, and deliver a high-quality Girl Guiding/Girl Scouting experience, the top three priority areas identified are Advocacy and youth participation, Membership growth and retention, and Finance and fundraising. These priorities reflect a strong focus on empowering youth voices, expanding and sustaining membership, and ensuring financial stability to enhance the overall impact and sustainability of Girl Guiding and Girl Scouting.



5. WAGGGS programmes and initiatives

MOs were asked if there were any current WAGGGS programmes or initiatives they found particularly valuable and would like the Region to include as part of the TAP. The selected top 5 WAGGGS programmes are shown in the below chart. 12 out of 15 MOs mentioned the Campfire platform. Free Being Me was mentioned by 11 MOs, while Surf Smart and Girl Lead Action on Climate Change were mentioned by 8 MOs, WAGGGS leadership model and growing and learning GAL was selected by 7 MOs.



6. The main challenges faced by MOs in the region

When asked about the main challenges they face, Member Organisations in the region highlighted a range of concerns, with key issues including leader attrition, ongoing political conflicts, financial constraints, and lack of leadership development/capacity building programmes (eg Girl Guiding and Girl Scouting skills, organisational management and programme implementation). These challenges impact organisational stability, funding access, and programme effectiveness, emphasizing the need for targeted support and resource mobilisation to enhance capacity and resilience. Addressing these issues should be a key priority in shaping the Triennial Action Plan.



7. Perceived opportunities in the region

Similarly, when asked about the opportunities in the Region that Member Organisations most use and would like to see leveraged, MOs suggested several opportunities for growth, including twinning with World Centres, delivering camps for Girl Guides, and empowering skilled individuals for leadership roles. There is good potential for knowledge sharing, expanding sustainable development projects, and increasing activities to exchange experiences. Additionally, youth engagement is a priority, with young leaders under 30 appointed to National Councils, and other volunteer opportunities. Building partnerships, leveraging technology, and collaborating with local and international organisations were also suggested as ways to enhance impact. Expanding programmes focused on self-reliance, entrepreneurship, and community service were also suggested to help address economic challenges while developing essential skills in young people.



8. Suggestions of initiatives or projects to be included in the Triennial Action Plan

The suggested initiatives for the Triennial Action Plan focus on several key areas:

Leadership and empowerment, establishing a Leadership and Empowerment Academy and developing toolkits and guides to enhance youth involvement.

Economic and social empowerment, creating a Regional Economic Empowerment Initiative, activating entrepreneurship and innovation within the Girl Guides Movement, and a Mental Health and Wellbeing Initiative, alongside programmes to develop life skills for girls.

Environmental sustainability, expanding outdoor education, implementing nature-based learning opportunities, and empowering Girl Guides and Girl Scouts to take leadership roles in climate change and sustainability.

Cultural and community engagement, delivering a Cultural Exchange and Solidarity Programme, as well as programmes to confront wars and disasters, and the formation of a crisis and emergency committee.

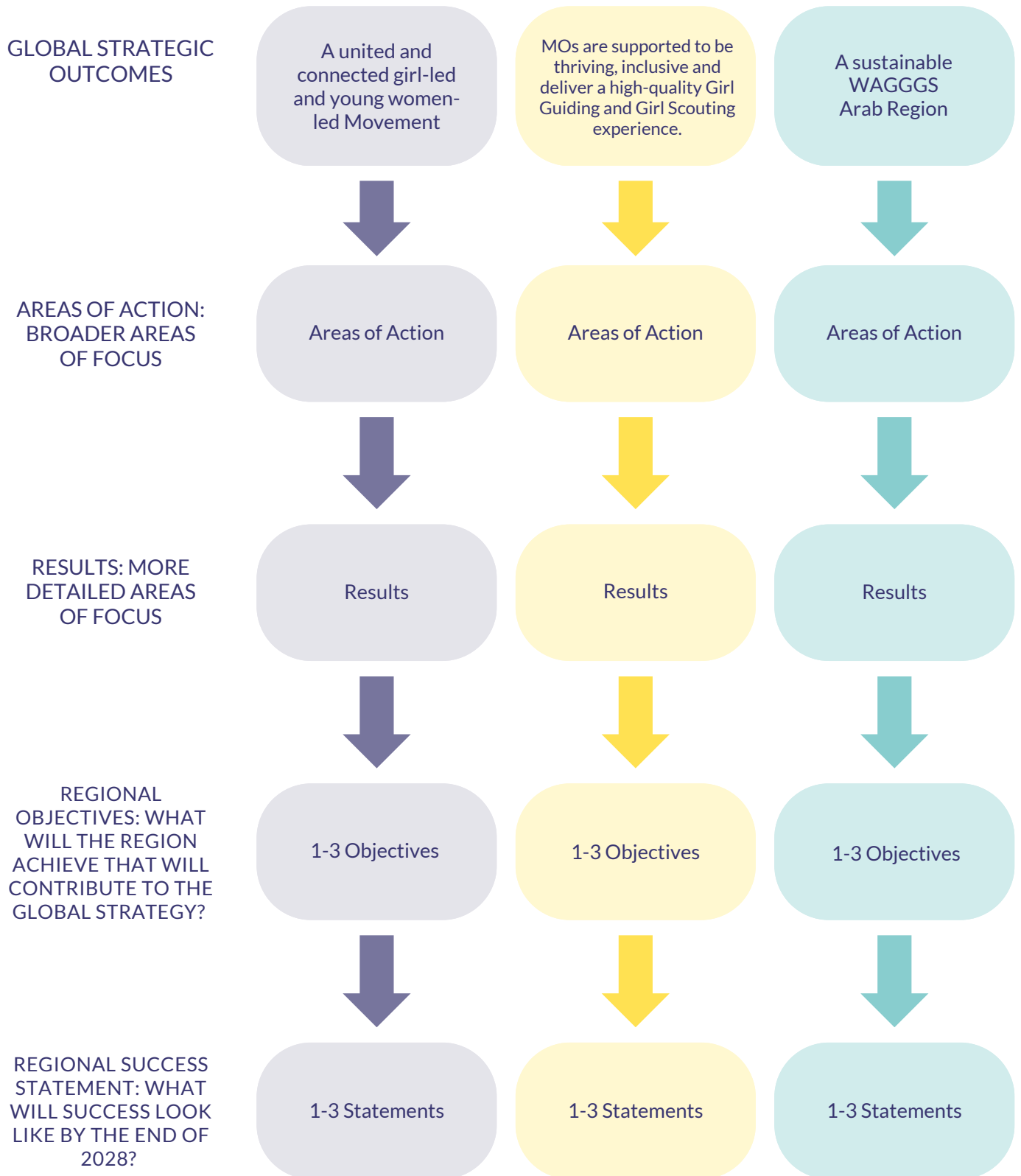
Collaboration and development, informing national associations about global partnerships, offering periodic virtual seminars, and ensuring continuous development of younger women through involvement in intergenerational experiences.

Key Themes

The survey highlights the following recurrent themes, listed in no particular order:

- Youth Empowerment and Leadership – A strong focus on involving young women in decision-making, leadership roles, and capacity-building opportunities.
- Collaboration and Networking – Emphasising the need for increased cooperation among Member Organisations, sharing best practices, and leveraging digital platforms for greater connectivity and support.
- Sustainability and Environmental Responsibility – A call for environmental programmes, climate change mitigation efforts, and empowering leaders in sustainability leadership.
- Economic and Social Development – Highlighting the importance of economic empowerment, membership growth, and developing skills in areas like entrepreneurship, soft skills and mental health.
- Cultural Exchange and Global Partnerships – A desire to develop cross-cultural engagement, share experiences, and inform national associations about global partnerships for better resource utilisation.
- Resilience and Crisis Management – A recognition of the challenges posed by conflict, war, and economic constraints, with a focus on disaster preparedness, youth resilience, and mental well-being.

OVERARCHING REGIONAL PLAN 2026-2028



TRIENNIAL REGIONAL ACTION PLAN

The Arab Regional Committee proposes the following objectives for MOs' consideration. These are based on conversations with MOs over the past year and the latest WAGGGS campaign survey in 2024.

The presented objectives are general and will be expanded to contain the five characteristics of a SMART objective: Specific, Measurable, Achievable, Relevant and on Time.

Outcome 1: A united and connected girl and young womenLed Movement			
Area of Action	Result	Objectives	Success Statement: By 2028 we will have
A strong and cohesive identity for the Girl Guide and Girl Scout Movement	Girl Guiding and Girl Scouting characteristics and principles are articulated and promoted across the Movement.	Develop a regional communication plan to strengthen the shared identity of Girl Guides and Girl Scouts across the region	A recognizable, respected, and modern image of Girl Guiding and Scouting across the Arab region.
		Promote storytelling campaigns highlighting the impact of Girl Guiding and Girl Scouting in the Arab region.	
		Support MOs in modernizing their identity and engagement plans across events, communications, and programme delivery, while enhancing their capacity to capture, report, and measure impact, in order to strengthen their relevance and appeal to young people.	
	The heritage, values, and impact of Girl Guiding and Girl Scouting are shared and celebrated across the Movement.	Continue to highlight the history and achievements of the Movement in global and regional celebrations (Arab GG Day, WTD...)	A deep appreciation and promotion of the movement's rich history, culture, and values.
		Create a digital archive to document and preserve regional Guiding stories.	
	The profile, external recognition, and visibility of Girl Guiding and Scouting is improved.	Strengthen media engagement and strategic partnerships to increase visibility.	A stronger public presence, making Girl Guiding a wellrecognized and valued movement in the Arab region.
Unity, solidarity, and active collaboration in the Movement	Networking opportunities and synergies between Member Organizations are strengthened.	Establish regional networking hubs, categorized by key focus areas, to help Member Organisations collaborate effectively on shared resources.	A wellconnected and cooperative regional network, ensuring stronger collaboration between MOs.
		Facilitate thematic working groups for MOs to share experiences, discuss challenges and opportunities and address specific regional issues.	
		Establish an MO mentoring system where stronger MOs support developing ones and those going through challenging times.	
	Collaborative decisionmaking and active dialogue mechanisms between MOs and WAGGGS shape the Movement's future.	Organize regular meetings between MOs and the regional committee.	A transparent, participatory, and inclusive system where all MOs actively contribute to shaping the future of the Arab Region and the Movement.
		Organize an Annual MO Leaders' Dialogue Forum to discuss key regional challenges and solutions.	

Outcome 1: A united and connected girl and young womenLed Movement

Area of Action	Result	Objectives	Success Statement: By 2028 we will have ...
Global connections for girls and young women build leadership and global citizenship	The quality and impact of initiatives that facilitate global connections for girls and young women are assessed and strengthened.	Expand international and regional Cross MOs engagement/ twinning programs to foster learning and collaboration.	A globally engaged movement, where girls and young women actively participate in leadership and citizenship initiatives.
		Enhance volunteer engagement by integrating them into regional and global projects and events, while providing structured support and induction at the regional level to ensure their effective participation.	
		Encourage joint regional/global projects where Arab MOs collaborate with other regions/organizations.	
	Increased reach and accessibility of initiatives that facilitate meaningful global connections for girls and young women.	Increase financial support and grants for young women to join global and regional programs.	A more inclusive and accessible movement, allowing more girls to benefit from global experiences.
Enhance participation in global and regional initiatives through social media campaigns, ensuring clear communication of programme details, eligibility criteria, and deadlines.			
Meaningful youth participation at regional and global levels	Stronger mechanisms amplify youth voices and participation in WAGGGS initiatives.	Support youthled regional committee to increase youth active participation.	A region where young women lead and shape the future, with clear pathways to leadership.
		Create a Youth Innovation Award to support youth-driven projects and initiatives in girl guiding and girl scouting.	
	Increased access to leadership opportunities and decisionmaking spaces at regional and global levels for young women.	Develop a Leadership and Empowerment Academy that empower young members in decisionmaking roles.	A youthdriven movement, where young leaders are empowered to actively contribute to governance and decisionmaking.

Outcome 2: Member Organisations are supported to be thriving, inclusive and deliver a highquality GG and C experience

Area of Action	Result	Objectives	Success Statement: By 2028 we will have ...
MO collaboration and networking for quality Girl Guiding and Girl Scouting	Stronger mechanisms facilitate MO knowledge sharing on quality Girl Guiding and Girl Scouting.	Design all regional events to incorporate dedicated knowledge-sharing sessions, highlighting different case studies during each event.	A wellconnected regional network, where MOs share knowledge and resources to strengthen Guiding.
		Establish an open-access library on Campfire, featuring training modules, leadership toolkits, program implementation guides, and case studies of different MOs.	
	Cocreation and collaboration spaces support MOs to make Girl Guiding and Scouting more relevant to every and any girl.	Establish Regional Innovation Labs for Programme Development, where MOs collaborate to design, tailor and test new Guiding programmes and ensure they address the evolving needs of girls and young women in the region.	A collaborative, innovative and safe spaces to co-design programs that make Girl Guiding and Scouting more relevant, accessible, and engaging for every girl, everywhere.
		<p>Launch a Girl-Centered Programme Design for regional camps</p> <p>Co-organize an annual regional camp for each age group (Guides, Rangers, Brownies) in collaboration with MOs.</p>	
Support MOs to provide highquality Girl Guiding and Scouting	MOs have access to effective tailored support, educational resources, and highquality learning and development opportunities.	Support MOs through capacity building programme, providing customized training to them in collaboration with the CB Team.	A strong, welltrained leadership base, delivering highquality Girl Guiding programs across the region.
		Enhance Accessibility for MOs in Crisis-Affected Areas	
		Offer Regional TOT Programmes / workshops	
WAGGGS initiatives model the characteristics of quality Girl Guiding and Scouting	WAGGGS resources and projects adhere to the WAGGGS Growing and Learning Framework.	Align all regional training programs with the WAGGGS Growing and Learning Framework.	A standardized and highimpact approach to learning, ensuring quality across all MOs.
		Provide training for MO leaders on integrating the WAGGGS Growing and Learning Framework into their national programs.	
		Organize a Growing and Learning Best Practices Forum.	

Outcome 3: A sustainable WAGGGS/MOs			
Area of Action	Result	Objectives	Success Statement: By 2028 we will have ...
Financial Sustainability	Increased fundraised income in line with WAGGGS purpose and priorities	Promote for the giving day in the arab region to attract new supporters	A stronger, more diversified funding base, ensuring financial sustainability for regional/national initiatives.
		Develop a digital fundraising and grant database, providing MOs with updated funding opportunities and donor contacts	
		Set up the GG Shop at all regional inperson events.	
Operational Efficiency	Robust management systems and processes (e.g. data management, MEL, communications) are in place	Develop a regional crisis response plan to ensure operational stability during emergencies.	A more efficient and datadriven regional structure, improving decisionmaking and transparency.
	Volunteer operational model implemented consistently and adds value across WAGGGS	Create an environment where regional volunteers feel safe, valued, and empowered to thrive in their roles.	A wellstructured volunteer journeys, enhancing engagement and maximizing contributions at all levels.
		Create a Regional Volunteer Engagement Plan, ensuring clear roles and responsibilities for volunteers.	
Global Team Culture and Effectiveness	Enhanced collaboration processes and practices across WAGGGS Global Team	Organize M&E meetings for the regional plan.	A more cohesive and aligned regional team, fostering innovation and cooperation.
		Establish a crossregional learning initiative, connecting MOs with global best practices.	
	Effective Global Team leadership and team management	Assess the performance and engagement levels of the regional teams, implementing plans to address any challenges and to ensure the well-being and pesonal development of team members.	A strong leadership culture, promoting accountability, inclusivity, and growth.
		Develop succession planning, ensuring leadership continuity.	

Questions to consider ahead of the online consultation session.

In preparation for the online consultation session, we encourage you to reflect on these questions and bring your insights to the session. Your input is vital to shaping a plan that meets the needs of our Region and empowers us to move forward together.

As we shape the Triennial Action Plan 2026-2028, which regional support, capacity-building services, or activities do you see as most impactful in advancing our shared vision and strategic goals?

Considering our vision and strategic priorities, are there any current activities you believe the Region should discontinue to better focus on our priorities?

What new initiatives or activities do you think the Region should introduce to work towards our 3 strategic outcomes?

How diversified should our plan be to reflect different MO priorities?

Conclusion

As highlighted at the start of this process, the Arab Regional Committee has developed this initial draft of the Triennial Regional Action Plan to serve as a framework for discussion and consultation with all Member Organisations. Our aim is to foster collaboration and shared decision-making throughout this journey.

We acknowledge that this plan is ambitious, but we remain committed to adjusting activities as needed based on available resources and the operating context. In recent years, we have demonstrated our ability to innovate and adapt meeting Member Organizations' demands by reducing the number of virtual public meetings, focusing on building Member Organizations' capacities based on the priorities you shared, and working with volunteers to provide a rewarding volunteer experience and opportunities for personal development and growth. With your engagement and the dedication you have consistently shown, we are confident we can achieve our shared goals.

The core priorities outlined in this draft align with the WAGGGS Global Strategy and focus on the key areas where we believe the region requires further support. Together, with your input, we will refine and finalise a plan that enables us to reach our objectives.

By 2028, we envision an Arab Region that is stronger, more united, and thriving—ready to lead the last remaining steps toward Compass 2032.



Questions?

If you have any questions, please contact the Arab Regional team at arab.reco@waggggs.org or who will be happy to speak with you.

