



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

# Consultation Session

WAGGGS Governance Review

Sunday 27 April 2025, 7am UTC  
Saturday 3 May 2025, 6pm UTC



# Governance Review Team

The Governance Review is led by a sub-group called the Governance Review Team on behalf of the Governance Committee.

The team consists of:

- **Inari Timonen-Nissi**, Project Lead
- **Fiona Bradley**, Governance Committee Chair
- **Fiona Lejosne**, Vice-Chair of the World Board
- **Nicola Lawrence**, Head of Governance





# About the Governance Review

- **Goal:** Develop a governance framework that fosters effective, inclusive participation from all stakeholders, with a focus on young women.
- **Purpose:** Assess WAGGGS's governance structures and practices to ensure they align with best practices, remain fit for purpose, and support long-term sustainability.
- **Outcome:** May result in recommendations and motions for the 39th World Conference in 2026 and other operational improvements.
- This review will address key issues raised in Motion 7 (38th World Conference) and Motion 24 (37th World Conference).
- This governance review is set to conclude by the 39th World Conference in 2026.



# Scope of the Governance Review

The 38th World Conference has tasked WAGGGS with conducting a review of its governance structures. This governance review will specifically focus on governance practices related to the World Board.

**The scope of this governance review includes:**

- **World Board Governance Structure:** Assessing the size, composition, and recruitment processes of the World Board.
- **Term of Office:** Reviewing the length of terms of World Board members.
- **Young Women's Participation:** Evaluating how changes in governance can enhance the participation of young women.

# Scope of the Governance Review



Conference formats and governance cycles are being reviewed in a separate project.

Additionally, an external review of the World Board will be conducted in early 2025. The outcomes from both projects may contribute to this governance review.

# Governance Review Process to Date



A summary of the process to date:

- **August 2024:** Initial discussion of the governance review scope and timeline by the Governance Committee.
- **September 2024:** Shared high-level overview of the governance review with MOs at the Extraordinary General Meeting (EGM) and the World Board.
- **November 2024:** Feedback on scope from World Board and Regional Committees, as well as the World Board.
- **December 2024:** Finalised the governance review scope and timeline based on feedback.
- **January – March 2025:** Reviewing previous work and preparing for consultations.

# Utilising the Worldly Mindset



We encourage you to try and utilise the WAGGGS Leadership Mindsets, and especially the **Worldly Mindset**.

Try to evaluate the discussion topics in a global context.

Try to connect your experiences to the global governance structures of WAGGGS.



# Discussion – Part 1



# Questions for Discussion

## World Board size and composition

- What are the opportunities and challenges of the current model? Are there other models which could be considered?
- What is the optimal size and composition of the World Board to best meet WAGGGS' needs and support its continued growth?

## World Board Term of Office

- What are the opportunities and challenges of the current term length for World Board members?
- Are there other models which could be considered?

# Discussion – Part 2



# Questions for Discussion



## Recruitment and selection processes

- How can the recruitment processes for the World Board be improved?
- How can we ensure that the World Board collectively possesses the full range of skills and expertise needed for effective governance?
- Are there other models which could be considered for candidate recruitment and selection?

## Young Women's participation

- What challenges prevent young women from participating in WAGGGS governance, and how can we make it more inclusive to support their participation?
- What initiatives have been successful in your organisation to encourage young women's participation?

## Other areas

- Are there any other areas that you feel should be explored as part of this Governance Review?
- Are there specific areas of current WAGGGS Governance that you think work well and should continue?

# Consultation Process and Timeline



WAGGGS will be consulting with Member Organisations and other key stakeholders throughout 2025 using various formats to ensure a comprehensive and inclusive review process.

These consultations will gather input from a wide range of stakeholders, including:

- Member Organisations,
- the WAGGGS World Board,
- Regional Committees,
- Functional Committees,
- young women under 30,
- groups within the Movement (such as the Olave Baden-Powell Society and World Foundation),
- and external organisations like World Scouting.

The governance review will continue through to the 39th World Conference in 2026.

# Next steps

- **April – May 2025**

- The initial consultation period runs from April to May 2025.
- Will engage Member Organisations, young women, and other stakeholders through consultation sessions, one-to-one meetings and focus groups.

- **May - September 2025**

- Following the initial consultation period, the Governance Review Team will analyse the feedback and develop feedback to share with the World Board.
- In September 2025, the review findings will be published, and online sessions will be held to share the feedback and possible next steps.

- **October 2025 – June 2026**

- Finally, from October 2025 to June 2026, proposed motions (if applicable) will be developed and circulated in preparation for the 39th World Conference.

# Next steps



Send written comments by **4 May 2025** to  
[governancereview@waggggs.org](mailto:governancereview@waggggs.org)



Request a one-to-one meeting with members of the  
Governance Review Team by emailing  
[governancereview@waggggs.org](mailto:governancereview@waggggs.org)

