



14TH Africa Regional Conference
26-27 July 2025 • Ivory Coast
Fédération Ivoirienne de Scoutisme Féminin

Election Booklet

**Members of the Africa
Regional Committee, 2025-2028**

April 2025

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INTRODUCTION

On behalf of the Nominations Committee, I am delighted to present the candidates standing for election to the Africa Regional Committee for the 2025-2028 triennium.

On the following pages you will find a profile for each candidate, including a personal statement and their vision for the region in the coming years. Candidates have also shared their skills and experiences, self-assessed their competency levels, and reflected on how the practice of their Leadership Mindsets can enhance their effectiveness as a Regional Committee member.

Each candidate has been endorsed by their Member Organisation (MO), and professional referees have provided references in support to their nominations. Additionally, all candidates participated in a conversation with members of the Nominations Committee, ensuring alignment with the criteria outlined in the person specification provided in the Terms of References for Regional Committees. Throughout this process, the Nominations Committee worked alongside the candidates to help them strengthen and refine their profiles, making sure their information came across clearly and met all the requirements.

As you read through the eight inspiring profiles, we invite you to consider who you feel brings the right combination of vision, skills and dedication to lead our Movement at the regional governance level for the next three years. As outlined in the Regional Committee Terms of Reference, while candidates bring individual strengths and knowledge, the Committee's true impact lies in its collective diversity of experience, with members complementing one another. With this in mind, we encourage you to reflect not only on each candidate individually but also on how they could work together as a team to serve the Region effectively.

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 Regional Committee level. As a Movement that is strongly committed to inclusion, and, promoting young women's meaningful 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 Regional Committee members should be under the age of 30 at the time of her election.

It is very important that Regional Committee 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 Regional Committee role. Any candidates currently holding a significant position in their Member Organisation, have therefore been asked to relinquish this role within three months if they are elected to the Regional Committee.

There will be opportunities to meet and hear from candidates both before and during the Regional Conference. Each candidate possesses unique talents and perspectives – many of which could not be fully captured in this booklet due to limited space. Do take the opportunity to talk and engage with them, ask questions, and gather the insights you need to make a confident and informed decision.

Thank you for your continued support as we work together to strengthen leadership and governance across the Africa Region.

Yours in Guiding and Scouting,

Pamela Ruzigana
Nominations Committee Member
Africa Region



PART A:

CANDIDATES STANDING FOR THE REGIONAL COMMITTEE 2025-2028

LIST OF CANDIDATES STANDING FOR THE REGIONAL COMMITTEE 2025-2028

Candidates for the Africa Regional Committee 2025-2028 are listed in alphabetical order by surname.

AYOMIDE ADEBAYO

Nigerian Girl Guides Association

MARIE LAURE AGNAN

Fédération Ivoirienne du Scoutisme Féminin

FRANCES AGYAPONG

Ghana Girl Guides Association

ELIZABETH CHATUWA

Malawi Girl Guide Association

ANNIE RAVAKINIAINA SONIA GILBERTE

Skotisma Zazavavy Malagasy

MUTHEU KHIMULU

Kenya Girl Guides Association

FAUSTA MONSI

Association des Guides du Bénin

RACHEL TEMBO

Girl Guides Association of Zambia

SKILLS AND EXPERIENCE MATRIX

The Terms of Reference for Regional Committee members outline a range of essential and desirable skills. Candidates were asked to indicate their proficiency in each skill and explain their reasoning. The aim is to demonstrate why they believe they possess each skill and to highlight their strengths. Candidates were encouraged to use examples and list experiences from inside and outside of Girl Guiding/Girl Scouting (locally, nationally, and within WAGGGS) as well as professional experiences, including events and courses attended, if relevant.

Regional Committee members are not expected to have a high level of skill or experience in every area listed. The committee as a whole should encompass a diverse skillset, allowing members to complement one another. Therefore, it is acceptable for one member to be less proficient in one area while excelling in another, as the committee will benefit from a balanced mix of knowledge and skills.

Skill level criteria for rating:

- **Learner:** Very little knowledge or understanding and requires support to contribute to discussion in this area
- **Follower:** Some basic knowledge or understanding, so able to contribute occasionally, to discussions on this area.
- **Contributor:** Good knowledge and understanding of this area, so able to contribute fully on debates in this area.
- **Expert:** Extensive knowledge and/or expertise, so able to lead debates and discussions on this area confidently and competently.
- **Professionally qualified:** Up to date professionally or academic qualification in this area.

SKILLS AND EXPERIENCE MATRIX: ESSENTIAL SKILLS

Essential Skills	Ayomide Adebayo	Marie Laure Agnan	Frances Agyapong	Elizabeth Chatuwa	Annie Gilberte	Mutheu Khimulu	Fausta Monsi	Rachel Tembo
An understanding of WAGGGS, the complex and diverse regional context, and the varied organisational structure of MOs.	Contributor	Expert	Follower	Contributor	Expert	Expert	Expert	Expert
An understanding of - and ability to articulate - the WAGGGS leadership model, and the Girl Guide/Girl Scout method.	Expert	Contributor	Contributor	Learner	Expert	Professionally Qualified	Expert	Professionally Qualified
Good general knowledge of the challenges and opportunities facing girls and young woman across the region.	Contributor	Expert	Contributor	Contributor	Professionally Qualified	Professionally Qualified	Expert	Professionally Qualified
Ability to be flexible and open to new opportunities or ways of doing things.	Expert	Expert	Expert	Expert	Expert	Professionally Qualified	Expert	Professionally Qualified
Sound independent judgement and the ability to challenge constructively.	Contributor	Contributor	Contributor	Contributor	Expert	Professionally Qualified	Expert	Expert
Ability to analyse and interpret information and think critically, creatively, and strategically.	Contributor	Contributor	Contributor	Expert	Professionally Qualified	Professionally Qualified	Expert	Expert
Ability to listen and learn from others, to see things from different perspectives, and appreciate diverse points of view.	Expert	Expert	Expert	Follower	Expert	Professionally Qualified	Expert	Expert
A collaborative approach, able to work effectively as part of a diverse team of volunteers and staff while respecting different roles and reporting lines.	Expert	Expert	Expert	Contributor	Expert	Professionally Qualified	Expert	Expert
Cultural sensitivity and an ability to work in a multicultural context.	Follower	Expert	Expert	Contributor	Expert	Professionally Qualified	Expert	Professionally Qualified
Experience in working with volunteer teams. Team leadership skills, and ability to delegate.	Professionally Qualified	Contributor	Expert	Expert	Expert	Professionally Qualified	Contributor	Professionally Qualified

SKILLS AND EXPERIENCE MATRIX: DESIRABLE SKILLS

Desirable Skills	Ayomide Adebayo	Marie Laure Agnan	Frances Agyapong	Elizabeth Chatuwa	Annie Gilberte	Mutheu Khimulu	Fausta Monsi	Rachel Tembo
Previous experience of volunteering for WAGGGS.	Learner	Contributor	Learner	Follower	Expert	Contributor	Expert	Professionally Qualified
Ability to think strategically and create strategic plans.	Expert	Contributor	Contributor	Expert	Expert	Professionally Qualified	Contributor	Professionally Qualified
Financial, management, budgets, and risk management.	Follower	Expert	Learner	Contributor	Expert	Contributor	Follower	Expert
Project and programme planning and management	Expert	Expert	Contributor	Contributor	Expert	Professionally Qualified	Expert	Professionally Qualified
Governance and/or legal expertise.	Learner	Contributor	Learner	Follower	Expert	Professionally Qualified	Contributor	Expert
Fund development and partnerships.	Follower	Expert	Learner	Contributor	Contributor	Expert	Follower	Professionally Qualified
Diversity, equity, and inclusion.	Follower	Contributor	Expert	Expert	Contributor	Expert	Expert	Expert
Negotiation and conflict resolution.	Follower	Expert	Contributor	Contributor	Contributor	Expert	Follower	Expert
Marketing and communications, including public relations and social media.	Expert	Expert	Contributor	Learner	Expert	Expert	Expert	Expert
Research and development, Monitoring and evaluation, including data collection and analysis	Follower	Contributor	Professionally Qualified	Contributor	Expert	Professionally Qualified	Contributor	Expert
Influencing skills and advocacy	Expert	Contributor	Contributor	Contributor	Expert	Expert	Contributor	Expert
External relations	Contributor	Expert	Follower	Follower	Expert	Expert	Contributor	Expert
Human resources management (staff and/or volunteers).	Expert	Expert	Contributor	Follower	Professionally Qualified	Expert	Professionally Qualified	Expert
Information technology tools, systems and applications.	Expert	Contributor	Expert	Professionally qualified	Expert	Professionally Qualified	Expert	Professionally Qualified
Innovation and creative thinking.	Expert	Contributor	Contributor	Expert	Expert	Expert	Expert	Professionally Qualified

AYOMIDE ADEBAYO

Nigerian Girl Guides Association

Under 30



Nominated by:

Nigerian Girl Guides Association

Languages spoken:

Yoruba as mother tongue, fluent English and basic French

PERSONAL STATEMENT

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

Having dedicated over 10 years to the Nigerian Girl Guides Association, I have experienced the transformative impact of our movement in shaping young girls into confident, proactive leaders. I have actively driven this change by coordinating impactful programs like the Girl Advocate for Girls Education in partnership with Malala Fund, webinars on creative advocacy to equip girls with digital advocacy skills and championing environmental sustainability initiatives. I have also led Free Being Me, my 100 Girls Project, and guided the Youth Forum as a State Youth Leader and National Assistant Youth Commissioner. This inspires my quest to contribute meaningfully at the regional level.

My vision for the Africa Region over the next triennium is one of growth and innovation. I am committed to, fostering self-reliance, and promoting gender equality while addressing critical issues aligned with the Sustainable Development Goals (SDGs). These include quality education (SDG 4), gender equality (SDG 5), peace and justice (SDG 16), good health and well-being (SDG 3).

Building on WAGGGS' existing integration of technology in communications and workshops, I aim to further enhance its use within programs to deepen engagement and accessibility for girls across the region. By optimizing digital platforms, I envision creating broader opportunities for girls to gain essential skills, and amplify their voices in advocacy efforts.

I have witnessed how innovative approaches can create lasting change. I bring a wealth of expertise in strategic planning, youth engagement, and advocacy, coupled with a strong background in leadership and event coordination.

As a Regional Committee Member, I am committed to supporting member organizations by aligning with their goals and empowering them to implement transformative programs. Together, we can continue advancing the mission of WAGGGS, equipping girls and young women with the tools and opportunities they need to become impactful leaders in their communities and beyond.

ESSENTIAL SKILLS

An understanding of WAGGGS, the complex and diverse regional context, and the varied organisational structure of MOs.	Skill Level:	Contributor
<p>Through active participation in WAGGGS workshops and training, including Kusafiri events, and serving as an expert facilitator for "Free Being Me" in the Africa Region, I have gained deep insights into WAGGGS' mission and diverse regional contexts. As part of my MO's project team on biodiversity conservation funded by Global Youth Mobilization, I have collaborated with various stakeholders. These experiences have equipped me to contribute meaningfully to discussions and support informed, inclusive, and impactful decision-making at the regional level.</p>		
An understanding of - and ability to articulate - the WAGGGS leadership model, and the Girl Guide/Girl Scout method.	Skill Level:	Expert
<p>I have a broad knowledge of the WAGGGS leadership model and Girl Guide/Girl Scout method, enhanced by completing the Leadership Mindset module on Campfire and the Juliette Low Seminar on "Leadership and Peace." These experiences have deepened my understanding of empowering leadership and conflict resolution. As a leader within the Nigerian Girl Guides Association, I've applied these principles by mentoring girls, facilitating workshops, and implementing impactful programs, effectively bridging theory and practice to inspire others.</p>		
Good general knowledge of the challenges and opportunities facing girls and young woman across the region.	Skill Level:	Contributor
<p>With my involvement in initiatives like "Pad a Girl," which focused on menstrual hygiene and distributing reusable pads to girls in marginalized communities, I have gained a deep understanding of the challenges faced by girls and young women. Additionally, during my JLS experience at Kusafiri World Centre, we visited a vocational center where young people collaborated on community-driven solutions to empower others with vocational skills. These experiences have equipped me to better understand the challenges and advance opportunities for girls and young women across Africa.</p>		
Ability to be flexible and open to new opportunities or ways of doing things.	Skill Level:	Expert
<p>Outside Girlguiding, my role as Lead Coordinator at Ahmaazon Events has required adaptability in managing events with diverse themes, tight timelines, and budgets. As the liaison between NGGA and UNICEF, I collaborated on youth-focused programs, working with cross-functional teams to address health and education challenges. These experiences have honed my ability to innovate, adapt, and embrace new perspectives, making me well-equipped to contribute to the dynamic needs of the Africa Region.</p>		
Sound independent judgement and the ability to challenge constructively.	Skill Level:	Contributor
<p>I have demonstrated sound independent judgment and the ability to constructively challenge activities in my professional role at Brickwire construction company. For instance, I identified inefficiencies in spending by analyzing financial reports and raised concerns with management, proposing strategies to optimize resources without compromising quality. Additionally, I regularly assessed project deliverables, providing constructive feedback to teams and vendors to improve performance. These actions not only enhanced operational efficiency but also created a culture of continuous improvement.</p>		

ESSENTIAL SKILLS (CONTINUED)

Ability to analyse and interpret information and think critically, creatively, and strategically.	Skill Level:	Contributor
<p>As part of the team responsible for the baseline survey of NGGA's biodiversity conservation project under the GYM Fund, I jointly analyzed the data to identify environmental challenges and understanding of the respondents. My contributions ensured that the project addressed the specific needs of the communities involved while aligning with global conservation goals. These experiences illustrate my ability to think strategically and creatively while interpreting information critically, a skill set I am confident will add value to the Regional Committee.</p>		
Ability to listen and learn from others, to see things from different perspectives, and appreciate diverse points of view.	Skill Level:	Expert
<p>I have consistently demonstrated strong collaboration and listening skills. As the representative for the UI/UX design track in the Women Techsters Fellowship Cohort 2023, I facilitated a poll to determine a suitable class schedule, ensuring all voices were heard despite diverse preferences. This collaborative approach fostered unity among fellows from 8 African countries. Additionally, in my roles within NGGA and professionally, I actively seek feedback, valuing diverse perspectives to create inclusive environments and achieve collective goals.</p>		
A collaborative approach, able to work effectively as part of a diverse team of volunteers and staff while respecting different roles and reporting lines.	Skill Level:	Expert
<p>Collaboration has been a cornerstone of my approach to leadership and teamwork. I worked alongside honourable member from the second arm of my constituency to implement impactful projects. One was organizing career talks in various secondary schools, The assembly jointly planned a medical outreach program, collaborating with healthcare professionals, community leaders, and volunteers to provide medical consultations and distribute first aid boxes to underserved communities. Through this, I learned to respect the unique roles and contributions of each team member.</p>		
Cultural sensitivity and an ability to work in a multicultural context.	Skill Level:	Follower
<p>I have developed a strong understanding of cultural sensitivity through my work with the Nigerian Girl Guides Association across diverse ethnic groups and by leading multicultural teams professionally. I successfully coordinated two Nigerian-Ghanaian weddings, ensuring a smooth integration of traditions from both cultures. Internationally, as an expert facilitator on the Free Being Me (FBM) project for the Africa region, I collaborated with French-speaking West African members, using technological tools to bridge language barriers and develop a regional action plan.</p>		
Experience in working with volunteer teams. Team leadership skills, and ability to delegate.	Skill Level:	Professionally Qualified
<p>I have extensive experience leading and working with volunteer teams, especially as a Volunteer Lead at NGGA, where I managed and supported a diverse group of volunteers. I delegated tasks based on individual strengths and ensured proper guidance. As Youth Leader of NGGA Lagos, I empowered each executive member to lead a committee responsible for organizing team-building activities like picnics and skills training. These experiences showcase my ability to lead, delegate, and inspire, aligning with the goals of the Regional Committee.</p>		

DESIRABLE SKILLS

Previous experience of volunteering for WAGGGS.	Skill Level:	Learner
<p>I am an active member of the WAGGGS volunteer pool, which has given me insights into its mission, values, and global initiatives. This membership reflects my commitment to supporting and contributing to WAGGGS led programs and my eagerness to engage in future volunteering opportunities. Through my work with the Nigerian Girl Guides Association, I have indirectly supported WAGGGS initiatives, including the Free Being Me, Menstrual Health Management, and Internet Surf Smart.</p>		
Ability to think strategically and create strategic plans.	Skill Level:	Expert
<p>In my event planning role, I developed 6-12 month strategic timelines for weddings and social events. I collaborated with clients to understand their vision, organized key milestones, and ensured resources and vendors were secured ahead of time. I also developed strategies for managing budgets, timelines, and logistics while adapting to unforeseen changes. This experience has sharpened my ability to think ahead and deliver complex events that align with clients' expectations, ensuring smooth execution.</p>		
Financial, management, budgets, and risk management.	Skill Level:	Follower
<p>In my current role, I manage event budgets, ensuring that financial resources are allocated effectively. I have overseen budget planning for large-scale events, including coordinating expenses for national, state programs. I played a key role in budgeting and managing financial risks during the NGGA Lagos youth Forum programs, and financial reporting for the GYM project. While I am confident in handling basic budgeting and risk assessments, I am eager to deepen my expertise in financial management and strategic risk evaluation.</p>		
Project and programme planning and management	Skill Level:	Expert
<p>I bring expertise in project planning and management, having planned events since 2019 and been a member of NGGA's project team since 2021. In 2024, At NGGA, I contributed to national advocacy and leadership projects, planning and executing initiatives that empower young girls and women. These experiences have honed my ability to anticipate challenges, adapt strategies, and ensure effective project delivery. I am eager to apply these skills to support the Regional Committee's initiatives and impact.</p>		
Governance and/or legal expertise.	Skill Level:	Learner
<p>My participation in youth forums, national meetings, and as a member of the Lagos State Youth Parliament (4th Assembly) has given me insight into how policies are developed and implemented within a governance framework. I have contributed to policy discussions and gained knowledge of legislative processes and youth advocacy. I have worked closely with state leaders to ensure compliance with organizational guidelines and to advocate for youth representation. These experiences have strengthened my understanding of governance principles such as transparency.</p>		

DESIRABLE SKILLS (CONTINUED)

Fund development and partnerships.	Skill Level:	Follower
<p>I am currently developing my skills in fund development and partnerships, gaining foundational knowledge through various roles and projects. At NGGA, I have been involved in initiatives requiring an understanding of partnerships and funding to drive projects forward. For example, in the Biodiversity Conservation Project, I contributed to securing funding and ensuring smooth project implementation. As the liaison person for the NGGA-UNICEF partnership, I have further refined my partnership-building skills.</p>		
Diversity, equity, and inclusion.	Skill Level:	Follower
<p>I led a pad outreach in a community across the sea in Lagos, ensuring that marginalized girls had access to menstrual hygiene products and education. We were able to reach a total of 120 girls and young women. This initiative aimed to bridge the gap for underserved populations and promote access to clean and affordable menstrual resources.</p>		
Negotiation and conflict resolution.	Skill Level:	Follower
<p>In my role as Admin Manager, I have successfully resolved conflicts arising from the mismanagement of resources due to miscommunication. I have been involved in negotiations related to property purchases, where I collaborated with stakeholders to reach mutually beneficial agreements. As the liaison person between NGGA and UNICEF, I have secured partnerships on various projects, requiring strong negotiation skills, effective stakeholder management, and the ability to navigate complex discussions. This role has further developed my ability to foster collaboration.</p>		
Marketing and communications, including public relations and social media	Skill Level:	Expert
<p>My expertise in marketing and communication has been shaped through execution and continuous learning. After completing a 3-month course in Digital Marketing, I applied this in managing social media accounts, creating content, and public relations. I led the marketing strategy for the Power Intern Programme, creating promotional content which resulted in around 200 intern applications and a sealed partnership deal. I am skilled in using tools like Canva and Instagram with a focus on engaging audiences effectively.</p>		
Research and development, Monitoring and evaluation, including data collection and analysis	Skill Level:	Follower
<p>I am actively developing my skills in research, development, M&E. At NGGA, I led the team to roll out the baseline survey for the Biodiversity Conservation Project, gaining valuable exposure to data collection and analysis. This experience has enhanced my ability to utilize research in shaping project designs and informed implementation. Additionally, I have assisted in data collection for various internal projects at ThinkPeople LTD, which has further strengthened my understanding of using data to enhance program effectiveness.</p>		

DESIRABLE SKILLS (CONTINUED)

Influencing skills and advocacy	Skill Level:	Expert
<p>I have developed these skills through my work with NGGA and other organizations, particularly during the Girl Advocate for Girls Education project. I led the team to visit the State Ministry of Education, presenting our position statement to ensure girls in schools were included in extracurricular activities and competitions. We hosted interschool speaking competitions where the girls expressed excitement for more activities like this. My advocacy efforts focused on ensuring girls' voices were heard and fostering opportunities for their growth.</p>		
External relations	Skill Level:	Contributor
<p>I have gained valuable experience in external relations through my work with NGGA and other organizations including government agencies, NGOs and international organizations such as Soroptimist, UNICEF. As a member of the NGGA Youth Forum, I helped build relationships with local and international partners, fostering collaborations that supported advocacy and project work. I was actively involved in the skill acquisition project in partnership with Rotary club of Lagos monitoring the call for application up to the delivery of the project.</p>		
Human resources management (staff and/or volunteers)	Skill Level:	Expert
<p>I have extensive experience in human resources management, particularly in leading teams within NGGA and Brickwire construction company. I have successfully managed volunteers and young leaders, focusing on recruitment, training, and motivation. At Ahmaazon Events, I coordinated diverse teams for social and corporate events, fostering collaboration and open communication. Additionally, I led ThinkPeople's Power Intern Programme, monitoring interns and aligning staff efforts to achieve shared goals. My leadership emphasizes empowerment, inclusion, and team success.</p>		
Information technology tools, systems and applications	Skill Level:	Expert
<p>I am proficient in using collaborative tools to enhance team communication and project management. I use Microsoft Teams, google meet and Zoom for virtual meetings and Google Slides, Google Sheets for creating and managing presentations and spreadsheets, Notion for organizing tasks and maintaining project documentation. For design work, I work with Canva to create visually appealing graphics and Figma for UI/UX design. I have worked on various flyer designs and video content to promote the works of the association.</p>		
Innovation and creative thinking	Skill Level:	Expert
<p>As a Plastic Tide Turner advocacy champion, I have taught over 800 girls to reuse, reduce, recycle, and upcycle single-use plastics. The project encouraged innovative thinking by transforming waste into craft projects like bags, jewelry, and home décor. This initiative empowered the girls to create sustainable solutions while addressing environmental challenges. I approach every project with creative problem-solving, ensuring practical, forward-thinking solutions for lasting impact.</p>		

LEADERSHIP MODEL MINDSETS

In what ways will your practice of the leadership mindsets enhance your effectiveness as a Regional Committee Member?

My practice of the WAGGGS leadership mindsets will enhance my effectiveness as a Regional Committee Member by fostering a balanced, inclusive, and strategic approach to my role.

Reflective mindset encourages me to constantly evaluate my actions, learn from experiences, and adapt for continuous improvement. This self-awareness will allow me to make informed decisions that align with the goals of WAGGGS and its member organizations.

Responsible action drives me to act ethically and with accountability, ensuring that my decisions and leadership contribute positively to the region. By prioritizing sustainable practices, such as leading the Plastic Tide Turner project with NGGA to reduce plastic waste, I will influence others in making responsible choices that support environmental and social responsibility.

The gender equality mindset is central to my leadership philosophy. I am passionate about empowering young girls and women, which I have demonstrated through my leadership in advocacy projects, like Pad a Girl, and by promoting the SDGs related to education and gender equality. I will advocate for policies and initiatives that advance the rights of girls and young women, ensuring gender equality is at the heart of our regional work.

Collaborative mindset enables me to work inclusively with diverse teams. My experience as a representative in various committees, including the NGGA and Women Techster Fellowship, has taught me the value of teamwork. I will actively engage with committee members and stakeholders to create solutions that reflect collective input and shared responsibility.

The worldly mindset helps me understand the global context in which we operate. My work with UNICEF and the global youth mobilization project has deepened my understanding of how local actions can contribute to global change.

Lastly, critical thinking drives me to approach challenges strategically, allowing me to analyze situations, evaluate options, and implement innovative solutions to problems effectively.

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2015 to date.

Member Organisation	<ul style="list-style-type: none">Assistant national youth commissioner, 2023Youth Leader, Lagos state chapter, 2020-2023
WAGGGS (at global or regional level)	
Other voluntary positions	<ul style="list-style-type: none">Africa Region expert facilitator on Free Being Me, 2023-present
Professional/ NGO/business appointments	<ul style="list-style-type: none">Admin Manager at Brickwire limited. UI/UX designer, 2022-2025

MARIE LAURE AGNAN

Fédération Ivoirienne du Scoutisme Féminin

Over 30



Nominated by:

Fédération Ivoirienne du Scoutisme Féminin

Languages spoken:

Baoulé and Agni as mother tongue, fluent French, and basic English

PERSONAL STATEMENT

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

After having campaigned for several years with the Ivory Coast Association of Catholic Guides, a Component Association of Fédération Ivoirienne du Scoutisme Féminin, and after three years spent as a member of the WAGGGS Africa Regional Committee, I believe I have the necessary skills to contribute to the next committee.

Over this time and especially over the last three years, I've gained valuable experience in committee operations, conflict management, planning face-to-face and online activities, and supported Member Organisations' Chief Commissioners, which I will bring to the region to help it continue to thrive.

Additionally, being a Committee member requires time management skills to ensure having enough time for committee work, a balance I believe I've achieved.

Finally, I would like to say that our region has many resources, including our strong sense of sisterhood and sharing, our dedicated and committed young leaders, a region that continues to grow. Used well and nurtured, all these resources will continue to drive our Region forward.

ESSENTIAL SKILLS

<p>An understanding of WAGGGS, the complex and diverse regional context, and the varied organisational structure of MOs.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>As a member of the 2022-2025 WAGGGS Africa Regional Committee, I was responsible for supporting Member Organisations in French-speaking countries, regularly working with Chief Commissioners over the last 3 years. I have worked on various webinars, including Compass 2032, helped to plan the event on good governance in the Africa Region, supported organisations with the membership census, and supported MOs to participate in the EGM.</p>		
<p>An understanding of - and ability to articulate - the WAGGGS leadership model, and the Girl Guide/Girl Scout method.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>As National Commissioner, I learned and started to practice WAGGGS' leadership model, planning and delivering the HSS pop-up seminar in October 2021 and National Menstrual Hygiene Day in May 2022 in Abidjan. In the last 3 years, I also organised and facilitated training and information webinars for International Commissioners organised by the Africa region in 2023 and 2024.</p>		
<p>Good general knowledge of the challenges and opportunities facing girls and young woman across the region.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>My work on the Regional Committee gave me the opportunity to visit Member Organisations physically and virtually during this term, to address several challenges and opportunities faced by girls and young women and to support and deliver projects (for example, in Niger, Togo, Congo-Brazzaville, etc.)</p>		
<p>Ability to be flexible and open to new opportunities or ways of doing things.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>After COVID, for example, I embraced online working. I am open-minded enough to seize all new growth opportunities I'm offered. During the triennium, I organised virtual visits to Member Organisations (Burkina Faso, Central Africa, Togo, etc.), listening to them, discussing their successes and challenges and finding solutions for organisational improvement together.</p>		
<p>Sound independent judgement and the ability to challenge constructively.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>I know how to learn from others and I don't make hasty or impulsive decisions. I always try to ask myself the right questions. In committee work, it's the same, you always have to challenge yourself. For example, when planning an activity, I ask myself: who is it aimed at? What are the objectives I want to achieve? Do these objectives meet a need among my target audience?</p>		

ESSENTIAL SKILLS (CONTINUED)

Ability to analyse and interpret information and think critically, creatively, and strategically.	Skill Level:	Contributor
<p>Acknowledging the difficult financial situation WAGGGS is facing, we have chosen over the last 3 years to offer MOs activities to support them with revenue generation and social entrepreneurship. We also offered training in proposal writing and partnership building to help MOs continue to function and develop. We also organised several online events to ensure the participation of all our MOs.</p>		
Ability to listen and learn from others, to see things from different perspectives, and appreciate diverse points of view.	Skill Level:	Expert
<p>Nobody knows everything and there is always something to learn from others. While working with the Regional team, I really appreciated that all decisions were made together. We shared and merged our ideas, prioritising communication to ensure quality experiences and activities. Outside of our monthly meetings, we found time to meet as was necessary to ensure we gathered everyone's perspectives on specific or important subjects.</p>		
A collaborative approach, able to work effectively as part of a diverse team of volunteers and staff while respecting different roles and reporting lines.	Skill Level:	Expert
<p>I held several positions within the Ivory Coast National Guide Team, before becoming National Commissioner. I was also Finance Commissioner for the Fédération Ivoirienne du Scoutisme Féminin before becoming its International Commissioner. Finally, I have worked for the last 3 years within the regional team led by the Regional Chair. I also respect reporting lines in my office job.</p>		
Cultural sensitivity and an ability to work in a multicultural context.	Skill Level:	Expert
<p>I am very anchored in the culture of my country which is very diverse. This has fostered an open-mindedness in me that allows me to understand and respect cultural differences. From my MO work over the last three years, I was able to practice this again because each event, country visit, virtual meeting, activity and program was delivered according to the cultural sensitivities of each person.</p>		
Experience in working with volunteer teams. Team leadership skills, and ability to delegate.	Skill Level:	Contributor
<p>Around ten years within the Ivorian Girl Scouting Federation team; Five years as National Commissioner of the Ivory Coast Association of Catholic Guides, leading an amazing team which continues to progress after me; Three years as a member of the WAGGGS Africa Region Committee.</p>		

DESIRABLE SKILLS

Previous experience of volunteering for WAGGGS.	Skill Level:	Contributor
<p>I've held leadership positions within the Fédération Ivoirienne du Scoutisme Féminin and the Ivory Coast Association of Catholic Guides since 2008. WAGGGS Africa Regional Committee Member 2022-2025.</p>		
Ability to think strategically and create strategic plans.	Skill Level:	Contributor
<p>One of my goals when I was little was to lead the Girl Guides Association, and I worked at it and got there. It was the same for the Africa Regional Committee. Alongside this, planning and delivering the Africa Region intergenerational event on good governance responded to challenges identified during our various meetings with MO officials, but also during our virtual tours. We reflected together in order to create this safe framework for intergenerational learning.</p>		
Financial, management, budgets, and risk management.	Skill Level:	Expert
<p>I hold a master's degree in financial management, hence my expertise in financial management and risk management. I also work at the Ivory Coast General Directorate of Taxes so part of my everyday work consists of monitoring financial statements and analyzing organisational risks.</p>		
Project and programme planning and management	Skill Level:	Expert
<p>I've worked for several years in programme planning and management within the Fédération Ivoirienne du Scoutisme Féminin and my Association. I helped plan Africa Region's intergenerational event on Good Governance in Rwanda.</p>		
Governance and/or legal expertise.	Skill Level:	Contributor
<p>I've managed an association for 6 years, working on the association's legal documents with the help of lawyers.</p>		
Fund development and partnerships.	Skill Level:	Expert
<p>I have participated in several professional and associative training courses on fund development and partnership building, the most recent of which is a series of webinars organized by WAGGGS' Africa Regional Committee last year.</p>		
Diversity, equity, and inclusion.	Skill Level:	Contributor
<p>I always strive to give equal opportunities to everyone. A smile and a warm welcome can help the people in front of us open up and thrive.</p>		

DESIRABLE SKILLS (CONTINUED)

Negotiation and conflict resolution.	Skill Level:	Expert
For the last 3 year, as the person within the Africa Regional Committee responsible for French-speaking MOs, part of my work included negotiating and managing conflicts within the French-speaking MOs. We have therefore fostered and facilitated communication within some MOs facing challenges.		
Marketing and communications, including public relations and social media	Skill Level:	Expert
Very good use of social networks, with the aim of promoting our activities and our achievements.		
Research and development, Monitoring and evaluation, including data collection and analysis	Skill Level:	Contributor
I am adequately confident, thanks to the statistical courses I took during my university degree.		
Influencing skills and advocacy	Skill Level:	Contributor
I completed advocacy training in 2009 delivered by WAGGGS' Stop the Violence team and I still practice it when speaking in large assemblies or meeting with key decision-makers.		
External relations	Skill Level:	Expert
Excellent working relations with all the Chief Commissioners. I'm approachable and open to dialogue. During my visit to the Association des Scouts et Guides du Congo-Brazzaville, I met the Cabinet Director of the Ministry of Women and influenced them to begin a partnership with this MO on gender-related issues. I also met the National Executive Secretary of Youth who promised institutional support to this MO.		
Human resources management (staff and/or volunteers)	Skill Level:	Expert
Management of the National Guide team for several years and management of the promotion and investment center registration team in Ivory Coast since June 2024.		
Information technology tools, systems and applications	Skill Level:	Contributor
Good knowledge and use of IT tools and is comfortable with main tools and applications.		
Innovation and creative thinking	Skill Level:	Contributor
I am open to new ideas and solutions that allow me to deepen the quality of my work or my volunteer service.		

LEADERSHIP MODEL MINDSETS

In what ways will your practice of the leadership mindsets enhance your effectiveness as a Regional Committee Member?

Practicing the leadership mindsets will allow me to be more effective as a committee member because I will lead through continuous learning, seeking to develop myself and help others develop through proposed activities. I will take into account best practices in terms of governance, MO collaboration and relationship management to create conditions for others to thrive. For example, I will emphasize collaborative work through monthly meetings, taking everyone's ideas into account during decision-making and activities delivery. I will also work on a more regular and interactive communication framework alongside Chief Commissioners. Practicing the leadership mindsets will help me to listen and be more attentive, understanding the needs and concerns of others and create a world where girls and young women are valued and are changemakers.

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2015 to date.

Member Organisation	<ul style="list-style-type: none">• Fédération Ivoirienne du Scoutisme Féminin (member), International Commissioner of the Federation, 2021-2022• Ivory Coast Association of Catholic Guides (Elder), National Commissioner of Catholic Guides, 2017-2022
WAGGGS (at global or regional level)	<ul style="list-style-type: none">• Member of the Africa Regional Committee, and Lead for French-speaking MOs, 2022-2025
Other voluntary positions	
Professional/ NGO/business appointments	<ul style="list-style-type: none">• Resource contact for the West African Network of Young Women Leaders, Ivory Coast (ROAJELF), 2024 - to date• Resource contact and member of the West African Network of Young Women Leaders, Ivory Coast's facilitator pool, 2020-2023

FRANCES AGYAPONG

Ghana Girl Guides Association

Under 30

Nominated by:

Ghana Girl Guides Association

Languages spoken:

Twi as mother tongue, fluent English and basic French



PERSONAL STATEMENT

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

I would be honored to become a member of the Africa Regional Committee because I believe in the power of Guiding to transform the lives of girls and young women. Having been actively involved with the Ghana Girl Guides Association and having participated in the YESS Professional Program (2023) and the 2022 Juliette Low Seminar (JLS), I've gained valuable insights into the challenges and opportunities within the Guiding Movement across Africa. These experiences have motivated me to contribute more significantly to the growth and success of Guiding in our Region.

My vision for the Region in the next triennium is to continue to create stronger connections between Guiding Associations across Africa, encouraging collaboration and sharing of resources and best practices. I hope to help ensure that Guiding continues to reach all girls, particularly those in underserved and rural areas, and that they have access to programs that build their leadership skills, confidence, and capacity for social change.

I would also like to focus on amplifying the voices of young women and girls, ensuring they have a platform to influence decisions that impact their lives. By supporting the development of programs focused on education, gender equality, and health, I believe we can empower girls to lead and make a difference in their communities.

Becoming a member of the Regional Committee would allow me to contribute my skills and passion to the Guiding Movement and help create a future where every girl in Africa has the opportunity to thrive and lead.

ESSENTIAL SKILLS

<p>An understanding of WAGGGS, the complex and diverse regional context, and the varied organisational structure of MOs.</p>	<p>Skill Level:</p>	<p>Follower</p>
<p>Through my journey as a guide, I have developed a basic understanding of WAGGGS, its regional diversity, and the different structures of Member Organizations (MOs). My experiences with YESS and my MO have allowed me to see how WAGGGS works and how different MOs contribute to the movement. I am still learning, but I am also excited to continue growing in my knowledge of WAGGGS and its global network to better support our shared goals.</p>		
<p>An understanding of - and ability to articulate - the WAGGGS leadership model, and the Girl Guide/Girl Scout method.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>I have organized and facilitated sessions on the WAGGGS Leadership Model. These sessions have impacted girls and young women from diverse backgrounds and age groups in both Ghana and Malawi. For example, during a workshop in Malawi, I guided participants through interactive activities that highlighted the importance of inclusivity and decision-making, empowering them to lead confidently in their communities.</p>		
<p>Good general knowledge of the challenges and opportunities facing girls and young woman across the region.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>As a YESS participant, I was privileged to meet with young women from different backgrounds. We addressed challenges such as gender inequality and limited access to education. Participants shared their struggles during the session, including balancing education with family and societal expectations.</p>		
<p>Ability to be flexible and open to new opportunities or ways of doing things.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>As a JLS and YESS professional participant, I lived in Malawi for a year, during my stay, I learned to adapt to the different cultural contexts, embracing new ways of problem-solving and communication. These experiences demonstrated my ability to adjust approaches to fit varying circumstances while remaining open to learning and innovation.</p>		
<p>Sound independent judgement and the ability to challenge constructively.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>During one of our guide camps, a last-minute change was made to the schedule which disrupted planned activities. I assessed the situation and proposed rearranging sessions to prioritize key objectives without compromising the program's quality. When colleagues suggested alternative solutions, I constructively engaged them, integrating their feedback into the revised plan. This ensured the training proceeded smoothly while fostering teamwork and maintaining focus on empowering the girls.</p>		

ESSENTIAL SKILLS (CONTINUED)

Ability to analyse and interpret information and think critically, creatively, and strategically.	Skill Level:	Contributor
<p>I demonstrated the ability to analyze and think critically during our training sessions. By reviewing feedback from past training sessions and analyzing participant evaluation I identified areas that needed improvement. I proposed to the team about incorporating more hands-on activities and real-life scenarios into our sessions. This strategic adjustment ensured that the training was more relevant, engaging, and effective in building the capacities of participants.</p>		
Ability to listen and learn from others, to see things from different perspectives, and appreciate diverse points of view.	Skill Level:	Expert
<p>During my exchange, I lived with four wonderful Guides from different countries and backgrounds. Our discussions on culture, personal experiences, and challenges helped me appreciate different perspectives. By actively listening and engaging in these conversations, I was able to appreciate the richness of diverse viewpoints and broaden my understanding of various issues. This experience reinforced the importance of openness and respect in fostering mutual understanding and collaboration.</p>		
A collaborative approach, able to work effectively as part of a diverse team of volunteers and staff while respecting different roles and reporting lines.	Skill Level:	Expert
<p>During the 2024 Thinking Day celebration, I worked collaboratively with a diverse team of volunteers and staff from different countries. Each team member had a specific role, and I respected the reporting lines and responsibilities. My role involved coordinating logistics and ensuring the smooth flow of activities. I communicated effectively with the team, listening to their input and supporting them in their tasks. By valuing everyone's expertise and fostering teamwork, we successfully delivered a memorable and impactful event, creating a supportive environment for staff and participants.</p>		
Cultural sensitivity and an ability to work in a multicultural context.	Skill Level:	Expert
<p>Through JLS and YESS, I gained experience in multicultural environments, developing cultural sensitivity and respect for diverse communication styles and traditions. Living and collaborating with participants from various cultural backgrounds, I ensured inclusive discussions and valued different perspectives. This strengthened my ability to work in diverse teams and deepened my appreciation for cultural diversity.</p>		
Experience in working with volunteer teams. Team leadership skills, and ability to delegate.	Skill Level:	Expert
<p>As GGGA's National Youth Coordinator, I gained valuable experience leading volunteer teams at events such as camps and training sessions. I delegated tasks based on individual strengths, ensured clear responsibilities, and fostered collaboration through guidance and constructive feedback. This role strengthened my ability to motivate teams, maintain cohesion, and ensure efficient, high-quality outcomes.</p>		

DESIRABLE SKILLS

Previous experience of volunteering for WAGGGS.	Skill Level:	Learner
<p>Even though I don't have much experience volunteering directly for WAGGGS, I do actively volunteer through my Member Organization (MO) whenever there is a Kusafiri event. Additionally, I make an effort to expand my knowledge and skills by taking courses on Campfire to deepen my understanding of WAGGGS and its initiatives. I am committed to learning more and gaining experience, and I look forward to contributing meaningfully as I continue to grow in my volunteering journey.</p>		
Ability to think strategically and create strategic plans.	Skill Level:	Contributor
<p>My term as the National Youth Coordinator for GGGA, I organized a donation drive to provide stationery for girls in rural communities to support their education. My team and I assessed the needs of the communities and developed a plan to collect and distribute items such as books, pens, and sanitary products. By coordinating with the Regional Guide leader and community leaders, we ensured the donations reached the intended beneficiaries.</p>		
Financial, management, budgets, and risk management.	Skill Level:	Learner
<p>I contributed by assisting with basic tasks, such as tracking expenses or reviewing simple budget outlines during some work projects. For example, I supported work programs by noting expenditures and ensuring they aligned with the set budget.</p>		
Project and programme planning and management	Skill Level:	Contributor
<p>I played a key role in planning and managing training camps, where I helped develop a detailed timeline, allocated resources efficiently, and coordinated tasks among team members. My knowledge allows me to offer insights on improving project workflows, ensuring objectives are met, and helping the team stay on track throughout the program.</p>		
Governance and/or legal expertise.	Skill Level:	Learner
<p>I assist by following established guidelines and supporting the team where needed. For example, I helped ensure that a work event adhered to basic legal requirements by reviewing documents and checking for compliance. Even if my knowledge of governance and legal issues is still developing, I am keen to learn more and enhance my capacity to contribute in this field.</p>		

DESIRABLE SKILLS (CONTINUED)

Fund development and partnerships.	Skill Level:	Learner
<p>I have supported my MO and work programs by assisting in identifying potential funding opportunities and helping with basic tasks, such as compiling lists of potential partners. For example, I contributed by gathering information for a proposal aimed at securing funding for a work community project.</p>		
Diversity, equity, and inclusion.	Skill Level:	Expert
<p>In GGGA, I led discussions on gender equality and inclusivity during training programs, ensuring that our approaches addressed the diverse needs of girls and young women. As a teacher, I actively promote inclusive teaching practices, adapting my methods to support students from various cultural backgrounds and abilities. I have also developed strategies to create equal opportunities for all, fostering an environment where diversity is celebrated as the head Igniter of the 2024 Ignite program.</p>		
Negotiation and conflict resolution.	Skill Level:	Contributor
<p>As a teacher, I mediated conflicts between students by encouraging open dialogue and helping them understand each other's perspectives, fostering a collaborative environment. Similarly, in my professional setting with YESS, I facilitated discussions between team members with differing opinions, helping them find common ground.</p>		
Marketing and communications, including public relations and social media	Skill Level:	Contributor
<p>I gained valuable experience during my time as a Communication Officer with the Malawi Girl Guides Association for my YESS professional exchange. I managed the organization's social media platforms, creating content that highlighted events and promoted guiding initiatives. I also created newsletters to engage with the public. This role enhanced my skills in public relations, social media management, and communication strategies.</p>		
Research and development, Monitoring and evaluation, including data collection and analysis	Skill Level:	Professionally Qualified
<p>I have built a strong foundation through my academic research experience. My work, shared on platforms like ResearchGate, LinkedIn, Academia.edu, etc involved conducting in-depth studies, analyzing data, and evaluating results to advance knowledge in my field. I am well-versed in both qualitative and quantitative research methods and have applied them in various academic projects to assess effectiveness, improve processes, and contribute to the development of evidence-based solutions in my area of study.</p>		

DESIRABLE SKILLS (CONTINUED)

Influencing skills and advocacy	Skill Level:	Contributor
<p>I have effectively advocated for key initiatives at work by presenting data and persuasive arguments to decision-makers. For example, I successfully advocated for changes in company processes to improve efficiency, working closely with colleagues to build consensus and support. Through clear communication and strategic negotiation, I have influenced decisions that align with organizational goals and contribute to overall success.</p>		
External relations	Skill Level:	Follower
<p>I have supported my team by assisting with communication tasks and maintaining relationships with external stakeholders. For example, at my workplace, I helped coordinate with external suppliers and clients to ensure smooth project delivery. I am still learning more about external relations, but I contribute by following protocols, assisting in communication efforts, and supporting the team in building strong connections with our external partners.</p>		
Human resources management (staff and/or volunteers)	Skill Level:	Contributor
<p>I have supported staff and volunteer management by assisting with recruitment, training, and coordination efforts. In GGGGA, I helped organize training sessions for new volunteers, assisted in scheduling team activities, and ensured communication was clear between staff and volunteers. I also contributed to maintaining a positive team environment by providing feedback and supporting teamwork.</p>		
Information technology tools, systems and applications	Skill Level:	Expert
<p>I use MS Office tools like Excel for data tracking, Word for reports, and PowerPoint (PPT) for creating impactful presentations during events or training sessions. In YESS, I utilized creative tools like Canva for designing promotional materials and social media content, which helped assist my MO. These tools enable me to streamline tasks, present information clearly, and contribute to the success of initiatives by enhancing communication and efficiency.</p>		
Innovation and creative thinking	Skill Level:	Contributor
<p>I brought new ideas to my work, drawing from experiences like my time as a YESS participant. During YESS, I collaborated with diverse teams to design creative solutions for challenges, such as developing new training methods and enhancing program outreach. In my previous work, I applied this innovative mindset by introducing more efficient communication tools, to streamline team coordination.</p>		

LEADERSHIP MODEL MINDSETS

In what ways will your practice of the leadership mindsets enhance your effectiveness as a Regional Committee Member?

As a Regional Committee Member, my practice of the WAGGGS leadership mindsets will help me approach challenges with flexibility, creativity, and a focus on inclusivity, ultimately strengthening the region’s guiding initiatives. By practicing a reflective mindset, I will regularly assess and learn from our initiatives, allowing us to adapt strategies that respond to the needs of girls and young women across the region.

Through collaboration, I will work closely with fellow committee members, volunteers, and staff to share insights, resources, and best practices. Focusing on creativity and critical thinking will help us explore innovative approaches to address some pressing issues. I will also continue with the strategies already put in place like digital platforms for virtual outreach to ensure inclusivity and accessibility.

I will also bring a worldly mindset to the team, embracing and understanding the diverse cultural backgrounds within the region. This will allow us to make informed decisions that resonate with each country’s unique needs and circumstances, ensuring our programs and projects are both relevant and impactful.

Finally, as a team, we will demonstrate responsible action by ensuring our plans are not only effective in the short term but also sustainable for future generations.

By embedding these practices into my leadership style, I will contribute to a Regional Committee that is inclusive, innovative, and impactful, creating meaningful change for girls and young women across the region.

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2015 to date.

Member Organisation	<ul style="list-style-type: none"> • Member of the GGGGA National Council, 2022- to date • Member of the National Training Team, 2019 – to date • Member of the 2025 Thinking Day planning committee, 2025 • GGGGA Volunteer for Kusafiri JLS event, 2024 • National Youth Coordinator, 2022-2024 • Participant, 13th Africa Region Conference, Tanzania, 2022 • Member of the centenary planning team, 2021 • Youth Delegate, 12th Africa Region Conference, Rwanda, 2019
WAGGGS (at global or regional level)	<ul style="list-style-type: none"> • YESS Professional Participant-Communications officer (Malawi), 2023 • JLS (Participant), 2022 • Facilitator for the 13th Africa Region Conference Breakout Session (Making Digital Technology Accessible to Girls And Young Women In the Africa Region), 2022
Other voluntary positions	<ul style="list-style-type: none"> • Presec Aburi Girls Old Students Association-UCC Chapter, Secretary, 2015
Professional/ NGO/business appointments	<ul style="list-style-type: none"> • Assistant Administrator, 2024 to date • Basic School Teacher, 2021-2022 • Deputy Transport Manager, 2017-2018

ELIZABETH CHATUWA

Malawi Girl Guide Association

Over 30

Nominated by:

Malawi Girl Guide Association

Languages spoken:

Chichewa as mother tongue and fluent English



PERSONAL STATEMENT

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

I am deeply committed to advancing opportunities for young people and fostering inclusive, sustainable development. Serving on the Regional Committee would allow me to leverage my experience in governance, youth mentorship, and program implementation to contribute meaningfully to our shared goals.

My involvement with the Malawi Girl Guides Association since 2008, progressing to roles such as National Youth Commissioner and Chairperson for Training, has equipped me with a deep understanding of WAGGGS' mission and the needs of its Member Organizations. Additionally, my leadership roles in various organizations, including PATA, WeCare Youth Organisation, Young Women Rise, and AWLN, have honed my ability to champion issues like adolescent health, gender equality, and youth empowerment at national and international levels.

My vision for the region is to build a united, inclusive network where Member Organizations thrive and where girls and young women have the tools and opportunities to excel. I aim to strengthen regional collaboration, prioritize capacity building, and enhance youth leadership through innovative, inclusive programs. I am particularly passionate about creating spaces where the voices of young leaders are amplified, and where sustainable solutions are co-created with communities.

Through strategic planning, resource mobilization, and fostering partnerships, I hope to support the Regional Committee in advancing WAGGGS' global strategy and ensuring that every Member Organization feels valued, supported, and connected. Together, we can create a stronger, more impactful Movement that champions the rights and potential of girls and young women across our diverse region.

ESSENTIAL SKILLS

<p>An understanding of WAGGGS, the complex and diverse regional context, and the varied organisational structure of MOs.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>As MAGGA's Chairperson for Training, I developed programs aligned with WAGGGS' leadership model and non-formal education. I mentored young leaders and, as a WAGGGS International Trainer through the Juliette Low Seminar (JLS), delivered culturally relevant training across Member Organizations. As National Youth Commissioner, I led initiatives empowering girls and young women. I also contributed to WAGGGS' governance, offering strategic insights reflecting Malawi's context and regional Member Organization needs.</p>		
<p>An understanding of - and ability to articulate - the WAGGGS leadership model, and the Girl Guide/Girl Scout method.</p>	<p>Skill Level:</p>	<p>Learner</p>
<p>I embraced the WAGGGS leadership model during my training at Kusafiri, becoming a certified Juliette Low Seminar (JLS) trainer. I delivered JLS training in Peru (2019) and integrated the model into MAGGA's Adult Training Scheme. Through Helen Storrow seminar, I implemented a bricklette energy solution in an orphanage, replacing firewood with recycled paper. In 2024, I completed a refresher course led by WAGGGS regional representatives to further enhance my skills</p>		
<p>Good general knowledge of the challenges and opportunities facing girls and young woman across the region.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>As Deputy Chair of Young Women Rise, I advocate for ending early marriages and empowering girls. Through PATA, I've enhanced access to adolescent-friendly SRHR and HIV services for young women. At MAGGA, I've developed leadership programs. As an AWLN Steering Committee Member, I advance gender equality, women's leadership, women's empowerment, and women's rights across Africa, addressing systemic barriers.</p>		
<p>Ability to be flexible and open to new opportunities or ways of doing things.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>With my ICT background, I've led innovation in inclusive digital finance and created empowering training programs for Malawi Girl Guides. I connect girls to mentors through the African Women Leaders Network and encourage digital exploration. The Free Being Me course boosted my confidence, helping me see reality clearly and challenge societal myths that girls face.</p>		
<p>Sound independent judgement and the ability to challenge constructively.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>I contributed to raising Malawi's legal marriage age from 16 to 18 and supported the successful advocacy for tax-free sanitary pads. At MAGGA, I've enhanced training frameworks to meet global standards. Through AWLN, I champion gender-equity policies and challenge societal norms to promote inclusive, progressive leadership for girls and young women.</p>		

ESSENTIAL SKILLS (CONTINUED)

Ability to analyse and interpret information and think critically, creatively, and strategically.	Skill Level:	Expert
<p>As IT–Alternate Channels Manager at NBS Bank, I use data insights to drive digital financial inclusion and support strategic decision-making. At MAGGA, I design innovative, needs-based training programs for girls. In AWLN, I assess gender policies and promote equitable leadership through a mentorship portal, with feedback presented at global forums. At PATA, I analyze health data to enhance adolescent SRHR/HIV services.</p>		
Ability to listen and learn from others, to see things from different perspectives, and appreciate diverse points of view.	Skill Level:	Follower
<p>Through of the WAGGGS Leadership Model it helped me to actively listen by creating inclusive spaces for dialogue, valuing diverse perspectives, and seeking feedback. I embrace learning from others' experiences, fostering collaboration, and adapting my approach to reflect shared insights, ensuring collective growth and understanding in achieving common goals.</p>		
A collaborative approach, able to work effectively as part of a diverse team of volunteers and staff while respecting different roles and reporting lines.	Skill Level:	Contributor
<p>I exhibit a collaborative mindset by fostering open communication within teams, valuing each member's contributions, and aligning efforts towards shared goals. I respect roles and reporting lines by clarifying responsibilities, facilitating constructive feedback, and promoting mutual support, ensuring harmonious teamwork among diverse volunteers and staff to achieve impactful outcomes.</p>		
Cultural sensitivity and an ability to work in a multicultural context.	Skill Level:	Contributor
<p>Through a worldly mindset, I demonstrate cultural sensitivity by actively learning about and respecting diverse traditions, customs, and values. I engage inclusively with individuals from various backgrounds, adapting my communication style to foster mutual understanding. By promoting multicultural collaboration, I create safe spaces for diverse voices, ensuring decisions reflect shared perspectives and embrace global inclusivity.</p>		
Experience in working with volunteer teams. Team leadership skills, and ability to delegate.	Skill Level:	Expert
<p>I have successfully led volunteer teams by fostering collaboration, setting clear goals, and empowering individuals through delegation. For instance, I coordinated a community outreach project, assigning tasks based on team members' strengths while providing guidance and support. This approach ensured timely completion, boosted morale, and strengthened the team's commitment to achieving our shared objectives.</p>		

DESIRABLE SKILLS

Previous experience of volunteering for WAGGGS.	Skill Level:	Follower
<p>Delivered WAGGGS JLS as a facilitator in Peru in 2019. I have delivered Free being me, Voice Against Violence in Malawi through the training that WAGGGS has provided me with.</p>		
Ability to think strategically and create strategic plans.	Skill Level:	Expert
<p>As an IT Manager at the bank, I had the privilege of undergoing a strategic thinking course, which equipped me to develop and implement strategies that have helped MAGGA increase its membership and sustain the confidence of our donors.</p>		
Financial, management, budgets, and risk management.	Skill Level:	Contributor
<p>I have extensive experience in financial management, including preparing and monitoring budgets, analysing financial reports, and ensuring optimal resource allocation. For example, I successfully managed a multimillion-dollar project – A change of the Core banking system at the bank, balancing costs while delivering results within strict timelines. As a MAGGA Programs and Projects Committee member, I contributed to budgeting and risk management for key initiatives, ensuring donor funds were utilized effectively and aligned with strategic objectives.</p>		
Project and programme planning and management	Skill Level:	Contributor
<p>Using the Agile method, I have extensive experience in project and program planning and management, including developing detailed project plans, setting objectives, and ensuring timely delivery. At the bank, I led the implementation of digital financial services, coordinating cross-functional teams to achieve milestones within budget. As a MAGGA Programs and Projects Committee member, I contributed to planning community initiatives, aligning resources with goals, and ensuring impactful outcomes that supported organizational growth and donor confidence.</p>		
Governance and/or legal expertise.	Skill Level:	Follower
<p>I have experience in governance and legal compliance through my role at the bank, ensuring digital services align with regulatory requirements and organizational policies. Additionally, as a MAGGA Programs and Projects Committee member, I contributed to governance by supporting policy development, reviewing project frameworks, and ensuring adherence to legal and ethical standards. My experience includes collaborating with stakeholders to promote transparency, accountability, and alignment with both internal and external regulations.</p>		

DESIRABLE SKILLS (CONTINUED)

Fund development and partnerships.	Skill Level:	Contributor
<p>I have extensive experience in fund development and partnerships through roles in MAGGA, WeCare Youth Organization, and Young Women Rise. I have successfully written funding proposals that secured resources for youth and women-focused initiatives. For example, I collaborated with stakeholders to design impactful programs and build partnerships with donors, ensuring alignment with organizational goals. My efforts have strengthened resource mobilization, expanded program reach, and maintained strong relationships with funding partners.</p>		
Diversity, equity, and inclusion.	Skill Level:	Expert
<p>In my roles at MAGGA, WeCare Youth Organization, and Young Women Rise, I've championed diversity, equity, and inclusion by leading initiatives that ensure marginalized groups are represented in programs and decision-making. I've facilitated gender equality workshops and successfully implemented a project supporting 10 physically challenged girls with school fees. One, a girl with a speech impairment, is now studying Mechanical Engineering at the University of Malawi—an inspiring testament to inclusive empowerment.</p>		
Negotiation and conflict resolution.	Skill Level:	Contributor
<p>I have significant experience in negotiation and conflict resolution, demonstrated through my work at the bank and with MAGGA. For example, I successfully negotiated terms with third-party service providers to ensure favourable contracts for the bank. At MAGGA, I facilitated discussions between stakeholders with differing views, helping to resolve conflicts and align on common goals. My approach focuses on active listening, finding mutual ground, and fostering collaboration to achieve positive outcomes.</p>		
Marketing and communications, including public relations and social media	Skill Level:	Learner
<p>I leverage public relations and communication skills to advocate for women's empowerment and gender equality. Through media outreach, social media campaigns, and public speaking, I highlight women's success stories, amplify marginalized voices, and engage stakeholders to drive change. Effective communication is crucial in raising awareness and influencing policy. Through social media campaigns and public speaking, I helped amplify the voices of marginalized women, influencing public opinion and policy changes. Effective communication is key in rallying support, educating the public, and fostering a collective movement for gender equality.</p>		
Research and development, Monitoring and evaluation, including data collection and analysis	Skill Level:	Contributor
<p>I have extensive experience in research and development, monitoring, and evaluation through roles at the bank and MAGGA. At the bank, I conducted market research to assess digital services' effectiveness and customer satisfaction. In MAGGA, I supported data collection and analysis for impact evaluations, tracking program outcomes to measure success. My work ensures that projects are aligned with goals and continuously improved through evidence-based decision-making.</p>		

DESIRABLE SKILLS (CONTINUED)

Influencing skills and advocacy	Skill Level:	Contributor
<p>I have strong influencing and advocacy skills demonstrated through my work with MAGGA and Africa Women Leaders Network. For example, I contributed in the advocated for increased women's representation in leadership by engaging policymakers and facilitating discussions in Malawi Parliament, ministerial positions for 40/60 representation. Through strategic messaging and stakeholder engagement, I influenced decision-making processes, secured resources for gender equality initiatives, and built a network of allies to support lasting change.</p>		
External relations	Skill Level:	Follower
<p>Through MAGGA and AWLN, I've gained valuable experience in external relations by building strategic partnerships with donors, organizations, and stakeholders. These platforms have exposed me to high-level networking opportunities, i.e, former female presidents in Africa, and some official UN and Malawi government officials. empowering me to foster meaningful relationships, secure funding, and amplify advocacy for women's empowerment and gender equality.</p>		
Human resources management (staff and/or volunteers)	Skill Level:	Follower
<p>As a MAGGA board member, National Coordinator for WeCare Youth Organization, and IT Manager at NBS Bank, I have managed both staff and volunteers. At MAGGA, I facilitated recruitment and training for volunteers. In WeCare Youth, I coordinated teams, ensuring clear roles and motivation. At NBS Bank, I supervised a digital team, focusing on performance management, skill development, and fostering a collaborative, inclusive work environment to achieve organizational goals.</p>		
Information technology tools, systems and applications	Skill Level:	Professionally qualified
<p>With a Master of Science in Management Information Systems and a Bachelor of Science in Information Technology, I have extensive experience in implementing and supporting digital banking tools and applications. At NBS Bank, I led the deployment of mobile banking, ATMs, POS, internet banking, and agency banking systems, ensuring seamless integration and reliable service delivery. My expertise also includes troubleshooting and enhancing the efficiency of these IT solutions to improve user experience.</p>		
Innovation and creative thinking	Skill Level:	Expert
<p>I have a strong background in innovation and creative thinking, demonstrated through my work at NBS Bank, where I spearheaded the development and implementation of innovative digital banking solutions like mobile banking and agency banking. At MAGGA, I contributed creative strategies for increasing membership and engagement. I consistently encourage out-of-the-box thinking, fostering a culture that embraces new technologies and solutions to drive organizational growth and meet evolving customer needs.</p>		

LEADERSHIP MODEL MINDSETS

In what ways will your practice of the leadership mindsets enhance your effectiveness as a Regional Committee Member?

As a Regional Committee Member, my leadership mindset will align with the Africa region's key deliverables to ensure impactful and sustainable outcomes.

Leading Yourself – Reflective Mindset will keep me grounded in my values, ensuring that the regional action plans remain authentic and focused on creating an environment where all girls can thrive. This mindset directly supports the regional goal of engaging and retaining members while addressing their evolving needs.

Leading Relationships – Collaborative Mindset will foster strong connections across Africa, enabling Member Organisations to share perspectives and work together towards the 12-year Vision of the Movement (Compass 2032). This collaboration will be essential for the success of the regional membership relations strategy, ensuring a united approach.

Leading for Innovation – Creative & Critical Thinking Mindset will inspire new solutions to challenges, ensuring that the Triennial Regional Action Plan remains responsive and forward-thinking. This mindset will drive continuous improvement in program delivery, contributing to the effective implementation of the Regional Action Plan.

Leading for Girls' Empowerment – Gender Equality Mindset will ensure that gender equality remains central to our initiatives. By empowering girls and challenging stereotypes, I will help create more opportunities for learning and development, strengthening regional solidarity.

Leading in Context – Worldly Mindset will help me understand the unique needs of Member Organisations, adapting the Regional Action Plan to local conditions. This ensures that the regional strategy remains relevant and impactful.

Leading for Impact – Responsible Action Mindset will mobilize energy and resources to achieve the region's goals, making a lasting impact on girls' lives and advancing WAGGGS's mission across Africa. These mindsets will guide my leadership to drive meaningful change in the region.

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2015 to date.

Member Organisation	<ul style="list-style-type: none"> • Volunteer, 2003 to date • Board Member - Training Chairperson, 2022-2024 • Board Member - Youth commissioner, 2018-2021
WAGGGS (at global or regional level)	<ul style="list-style-type: none"> • Juliet Low Seminar Facilitator, Peru Hub, 2019
Other voluntary positions	<ul style="list-style-type: none"> • Young Women Rise - Deputy Chairperson, 2022 to date • African Women Leader Network (AWLN) - Steering Committee Member for Young women Caucus, 2017 to date • WeCare Youth Organisation - National Coordinator, 2014 to date
Professional/ NGO/business appointments	<ul style="list-style-type: none"> • NBS Bank PLs - ICT-Alternate Channels Manager, 2018 to date • FCB Bank - I.T Deputy Manager, 2017-2018 • Opportunity Bank Malawi- IT Business Applications Manager, 2016

ANNIE RAVAKINIAINA SONIA GILBERTE

Skotisma Zazavavy Malagasy

Over 30



Nominated by:

Skotisma Zazavavy eto Madagasikara

Languages spoken:

Malagasy as mother tongue, fluent English, fluent French and fluent Italian

PERSONAL STATEMENT

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

Joining the Catholic Guides Fanilon'i Madagascar at the age of 12, the Movement transformed my life. My journey bears witness to the power of Girl Guiding to overcome challenges and become a source of hope for others. I now wish to share this light by supporting the development of girls and adults in the Africa Region in order to make the potential of each person a powerful agent for progress for our continent.

Guide Leader since 2007 for the education of girls aged 10 to 13, I became District Commissioner in 2012 for Rangers aged 17 to 25, then at the national level for girls aged 10 to 13. I have held the role of National Commissioner in charge of Adult Training and Development since 2018. I have supported, at the national level, with child protection policies development, educational programs review, association restructuring, leadership development, adult training and development plan review and young people's participation in decision-making. Also, as SZM Federation Board member since 2013 (to 2025), I have supported implementing different global initiatives for Madagascar. These experiences strengthen my ability to respond to regional challenges.

At the global level, as a Volunteer at Our Chalet World Centre in Switzerland in 2011, I also worked in the Membership working group in 2015 and 2016 then as JLS Facilitator in 2019.

As a WAGGGS Honorary Associate, since January 2024, I have supported Youth Participation. My professional expertise in communication, gender and development also helps me serve effectively. I am convinced that my commitment, my inclusive vision and my experience in governance and advocacy will make a significant contribution to the Regional Committee to build together a key region.

ESSENTIAL SKILLS

<p>An understanding of WAGGGS, the complex and diverse regional context, and the varied organisational structure of MOs.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>As a National Commissioner and SZM Federation Board member since 2013, I have been able to get to know WAGGGS and its structure well. I was a Volunteer at Our Chalet World Centre in 2011; Young delegate to the Hong Kong World Conference in 2014; WAGGGS Global Volunteer in the Membership Services Working Group in 2015-2016; YESS Bus supporting the YESS Program in 2016-2020; JLS Facilitator 2019, WAGGGS Global Volunteer Specialist in Youth Participation since January 2024.</p>		
<p>An understanding of - and ability to articulate - the WAGGGS leadership model, and the Girl Guide/Girl Scout method.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>Trained by WAGGGS on Leadership Mindsets during the JLS Facilitator Training in 2018 in Uganda, I also ensured the integration of the leadership model into the association's national training program and its implementation. Furthermore, I was trained on Prepared to learn, Prepared to lead in 2015 for the first time, then I continued to learn about this subject by being in charge of education before then a national trainer.</p>		
<p>Good general knowledge of the challenges and opportunities facing girls and young woman across the region.</p>	<p>Skill Level:</p>	<p>Professionally qualified</p>
<p>I actively participated in various initiatives that strengthened my knowledge of the Region as part of a membership research team in the Africa Region with Exeter University London in 2014; in 2022 as Head of delegation of the regional conference, Facilitator and CICG delegate. At the professional level, I was a Technical Advisor on gender for 4 years and also trained by SADEC in 2018 on Gender Mainstreaming in development projects.</p>		
<p>Ability to be flexible and open to new opportunities or ways of doing things.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>At the professional level, in my role as Technical Advisor, at each end of a project and start of a new program, the strategic direction changes. This requires an open mind to be able to propose new strategies, operational plans and approaches that best respond to the context.</p>		
<p>Sound independent judgement and the ability to challenge constructively.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>President of the National Youth Committee for 7 years, the establishment of this Committee in different regions (dioceses) of the association took more time. Indeed, older Guides were concerned about overcoming challenges regarding their place/role in relation to young people. Different awareness sessions were held so that young people could participate in decision-making. An experience of mutual understanding, common sense, empathy, respect and mutual constructive exchanges.</p>		

ESSENTIAL SKILLS (CONTINUED)

Ability to analyse and interpret information and think critically, creatively, and strategically.	Skill Level:	Profesionally qualified
<p>The restructuring of our association in 2018 required a lot of effort and required more analytical capacity to be able to offer more suitable solutions/structures for a strategic reorganisation. My academic studies in Management (Master) strengthen my knowledge of strategic and operational organisations and designs. On a professional level, I was part of the Decision Support Unit for 4 years and developed strategies adapted to partners linked to the themes I support (environmental education, communication, gender).</p>		
Ability to listen and learn from others, to see things from different perspectives, and appreciate diverse points of view.	Skill Level:	Expert
<p>Since 2018, at the national level, we have created a Pool of Trainers. Revising the training framework requires mutual understanding and the ability to listen to have a program that best meets the needs, context and expectations of our members. Every year, we train more than 400 Leaders and Commissioners according to the association's national training plan to provide quality Girl Guiding.</p>		
A collaborative approach, able to work effectively as part of a diverse team of volunteers and staff while respecting different roles and reporting lines.	Skill Level:	Expert
<p>At the Guiding level, preparing the JLS 2019 training program and content was a very enriching experience because we all came from different countries and worked together to achieve a common goal. At the level of the SZM Federation, we have 3 component associations. During joint celebration events, we work together, bringing together volunteers and staff from each association (example: organisation of World Thinking Day).</p>		
Cultural sensitivity and an ability to work in a multicultural context.	Skill Level:	Expert
<p>On a professional level, for almost 8 years, I worked in a multicultural team of different nationalities and together we achieved the objectives of successive projects and programs. Intercultural studies were part of my academic curriculum and also through my training as an International Volunteer by amVIS-lme organisation – International Volunteering for Development in Italy (in 2010-2012).</p>		
Experience in working with volunteer teams. Team leadership skills, and ability to delegate.	Skill Level:	Expert
<p>At the national level, I collaborate with the association's staff and volunteer team. I use the 6 WAGGGS leadership models to help me find solutions with my team, including delegating tasks or responsibilities. Since 2018, as the first manager of my department, I have had to watch over my Adult training and development national team, which includes 6 people from the national team and 46 trainers.</p>		

DESIRABLE SKILLS

Previous experience of volunteering for WAGGGS.	Skill Level:	Expert
<p>Honorary Associate of WAGGGS, my previous experiences volunteering for WAGGGS include:</p> <ul style="list-style-type: none"> • Our Chalet World Centre volunteer in 2011; • WAGGGS Global Volunteer within the Membership Services Working Group in 2015-2016; • International JLS facilitator 2019 • WAGGGS Global Volunteer Specialist on Youth Participation since January 2024, supporting WAGGGS' core mission on Advocacy and Youth Participation. 		
Ability to think strategically and create strategic plans.	Skill Level:	Expert
<p>I contributed to the development of the association's 2018-2022 and 2022-2026 Strategic Plans, produced by team leaders at national level, from all departments (Education, Adult Training and Development, Management, External Relations, Development, etc.)</p>		
Financial, management, budgets, and risk management.	Skill Level:	Expert
<p>Since 2014 I have carried out the following activities:</p> <ul style="list-style-type: none"> • 2014-2017: Project Coordinator “Let’s act together for Education and the Fight against violence against girls and women” (with Soroptimist International Union Switzerland, WAGGGS Africa Region and the Skotisma Zazavavy Malagasy Federation- SZM) • 2017-2025: at the professional level, managing the Communication and Public Relations budget of German Technical Cooperation for the bilateral program in the environment sector. 		
Project and programme planning and management	Skill Level:	Expert
<p>April 2017 – July 2020 (at the professional level): I prepared and supported the concept and development of funding requests from partners within the framework of Environmental Education. For example, I supported the planning and implementation of financing projects through local grants from German Technical Cooperation, for the reopening of the National Training Center for Forest Technicians of the Ministry of the Environment of Madagascar which has been closed since 1959.</p>		
Governance and/or legal expertise.	Skill Level:	Expert
<p>Since 2018, I have contributed to the restructuring of our association, to the implementation of the Adult Development and Training Policy by supporting the national Governance policy with the association's Leadership model. This allowed the association to have leaders well trained in their role from units to members of the national team.</p> <p>In January 2025, I participated in the training in Governance of the Africa Region which was held in Kigali-Rwanda.</p>		

DESIRABLE SKILLS (CONTINUED)

Fund development and partnerships.	Skill Level:	Contributor
<p>I participated in fund development training in 2016 through the Programme Manager of YESS Programme visiting Madagascar. I then delivered various sharing sessions, resulting from this training, in my action plans, during the training that we deliver with Guide Leaders, district/diocese/national commissioners.</p>		
Diversity, equity, and inclusion.	Skill Level:	Contributor
<p>I followed training on gender integration in 2018. It was Gender and Development. The association has its specialized branch called RANOVELONA (white water) for girls with mental disabilities as well as a proposal for rural Girl Guides; a new branch is also opening for the deaf. I collaborate transversally with the managers of these branches at the national level.</p>		
Negotiation and conflict resolution.	Skill Level:	Contributor
<p>I have strong negotiation skills. Around 90% of the proposals I made to improve adult learning, training and development process were accepted by my team, validated by the national team and voted on and adopted by the association's General Assembly in 2024. In adult development, I also play the role of Diocese Coach. This involves supporting with possible conflicts, on which I had already completed training through WAGGGS PDLN.</p>		
Marketing and communications, including public relations and social media	Skill Level:	Expert
<p>I have around 12 years of professional experience in the field of Communication and Public Relations, including social media management. Marketing was notably a focus of my university degree. I also serve as Community Manager in my role as Technical Advisor in Communication and Public Relations.</p>		
Research and development, Monitoring and evaluation, including data collection and analysis	Skill Level:	Expert
<p>I was part of the Africa Region membership research team with Exeter University in London in 2014. The results of the study were presented at the World Conference in Hong Kong. I joined WAGGGS Monitoring and Evaluation training for the Girl Powered Nutrition program. My academic and professional background also includes project management, monitoring and evaluation. This allows to make strategic guidance/adjustments during implementation.</p>		
Influencing skills and advocacy	Skill Level:	Expert
<p>I completed advocacy training at the Fanilon'i Madagasikara association in 2013. Since then, I have supported the Youth Committee advocacy sessions, such as the national preparation of our young people who were selected for 2 different CSWs in New York and of a young person at the Women Deliver event in Canada, and in the YESS program preparatory course from 2016 – 2020. I then joined WAGGGS' global team working on Advocacy and Youth Participation in January 2024.</p>		

DESIRABLE SKILLS (CONTINUED)

External relations	Skill Level:	Expert
On a professional level, I am also in charge of Public Relations and responsible for press/media relations. A responsibility which also brings an opportunity to build different partnerships.		
Human resources management (staff and/or volunteers)	Skill Level:	Professionally qualified
My Management studies also included Human Resources Management. At the association level, this only manifests itself at the Council level because we have other people in charge of this.		
Information technology tools, systems and applications	Skill Level:	Expert
I continued training in Web 2.0 and Social Media for Development in 2013. This gave me the ability to take on the role of Webmaster. I worked for an international travel agency, managing the back office of the Italian website, sharing tourist circuits in several cities around the world.		
Innovation and creative thinking	Skill Level:	Expert
I proposed adding the Assistant Trainer step in the national training course, and setting up an adult recognition system for the years they dedicated to the service of Guiding. The idea came to me when I received the Honorary Associate pin from WAGGGS and I was exploring how to implement this kind of system at the national level too. The proposal was voted on and adopted by the general assembly of the association in 2024.		

LEADERSHIP MODEL MINDSETS

In what ways will your practice of the leadership mindsets enhance your effectiveness as a Regional Committee Member?

I grew up with Girl Guiding since the age of 12, and I've really enjoyed team life. This made it much easier for me to collaborate with other people, even at the professional level and also at the association level as well as among the other global/regional volunteers with whom I had the opportunity to work together. Empathetic, I easily embrace different contexts, which helps me to have a highly developed contextualization mindset. I have good listening and observation skills which help me to challenge myself when necessary or to take a step back before taking decisions, building my critical thinking skills and developing an open mind for innovation and creativity. My intercultural studies have allowed me to comfortably work with anyone without discrimination to achieve common goals. Through my professional experience as a Technical Advisor on Gender, I've worked towards gender equality, even equity.

I evolved a lot as a team. And I also know how to ask for help when needed. I am also ready to learn new things, develop new skills and embrace other cultures. I am not ashamed to say when I'm not able to do certain things and I'm keen to learn, ask for help or ask to delegate it to other people who are better qualified. For a more effective Africa Committee, I think it is very important to know the strengths and weaknesses of the team to better complement each other in everything we do together and also nurture a feeling of belonging for everyone in the Committee. The important thing for me is to move forward without leaving anyone behind.

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2015 to date.

<p>Member Organisation</p>	<p>Member of Fédération Skotisma Zazavavy Malagasy - SZM:</p> <ul style="list-style-type: none"> • Coordinating Federation activities with the college, 2013-to date • Supporting WAGGGS educational programs delivery, 2024 – to date • Participating in organising World Thinking Day, 2024 - to date • Federation Trainers' Trainer, 2015 - to date • Supporting delivery of WAGGGS' various educational programs: Stop Violence, Girl Powered Nutrition, 2013 – 2024 • Participating in organising World Thinking Day, 2013 – 2024 • Supporting YESS Program planning and delivery, 2016 - 2020 • Anti-violence education project coordinator, 2014 – 2017 <p>Component Association - Fanilon'i Madagasikara:</p> <ul style="list-style-type: none"> • Training Lead National Commissioner, 2018 – 2022 • National Commissioner for Adult Training and Development, 2022 to date • National Commissioner responsible for education of the Green Branch – girls aged 10 to 13, 2013-2018 • National Commissioner – President of the Youth Committee, 2013-2020 • National coordinator of the Stop the Violence campaign, 2014 - 2017 • Free Being Me National Trainer, 2016 • National Stop Violence trainer (Trained in Togo), 2015
<p>WAGGGS (at global or regional level)</p>	<ul style="list-style-type: none"> • WAGGGS Global Volunteer <i>Specialist on Youth Participation</i>, supporting WAGGGS core mission of Advocacy and Youth Participation, January 2024 to date • WAGGGS Honorary Associate • Member of the WAGGGS Volunteer Pool (Campfire), 2019 to date • JLS International Facilitator, 2019 • WAGGGS Membership Services Working Group Global Volunteer, 2015-2016
<p>Other voluntary positions</p>	<ul style="list-style-type: none"> • National Commissioner Coach of the Diocese of Antsiranana and Diocese of Ambanja 2018 to date
<p>Professional/ NGO/ business appointments</p>	<p>German Technical Cooperation – GIZ Madagascar (2017 until now, 2025)</p> <ul style="list-style-type: none"> • Technical Advisor in Communication and Public Relations of the PADDI (environmental and sustainability development Program), from July 2024 until now 2025 • Communication and Visuals Technical Advisor for PAGE 2 bilateral environmental program and AFAFI-NORD-AF value chain project co-financed by the European Union, from June 2020 – July 2024 • Communication, Gender and Environmental Education Technical Advisor for PAGE 1 bilateral environmental program, 2017-2020 <p>Soroptimist International Union Suisse, WAGGGS- Africa Region and the Federation Skotisma Zazavavy Malagasy (November 2014 - January 2017)</p> <ul style="list-style-type: none"> • Project Coordinator of “Acting together for Education and fighting Violence against Girls and Women” : <ul style="list-style-type: none"> ◦ Coordinate and organize the advocacy and community awareness campaigns «Stop the violence» in four regions in the country; ◦ Organize national youth trainings on leadership, advocacy, project design and on the global program «Voices Against Violence» ; ◦ Create pilot sites and partnerships with schools to promote education; strengthen the skills of those responsible through the Federation’s National Trainer Training on the global program «Voices Against Violence»; ◦ Developing content and providing technical support for the production of Stop the Violence bilingual educational manual; develop periodic financial and activity reports, monitor and evaluate the project.

MUTHEU KHIMULU

Kenya Girl Guides Association

Over 30



Nominated by:

Kenya Girl Guides Association

Languages spoken:

English as mother tongue, basic French, basic Kiswahili and basic Portuguese

PERSONAL STATEMENT

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

Scouting and Guiding have been integral to my identity and personal development, deeply rooted in my family legacy. My grandfather, Hon. Jeremiah Nyagah, served as the Chief Commissioner and later the Patron of the Kenya Scouts Movement and had a close friendship with the founders, Lord and Lady Baden-Powell. He was honoured to lay Lady Baden-Powell's ashes in her husband's grave in Nyeri, Kenya. My mother, Amb. Dr. Mary Khimulu continued this rich tradition as a former Chief Commissioner of the Kenya Girl Guides Association and a member of the Africa Regional Committee. Their leadership instilled in me the principles of service, integrity, and empowerment that have shaped my life.

I was honoured to join the Kenya Girl Guides Association (KGGA) Board a few years ago, where I played a pivotal role in launching the Bravo Guides program. This initiative targeted women aged 35–60, empowering them as mentors and role models—filling a critical gap in our sisterhood. My efforts reflect my commitment to empowering African women and girls, guided by a Pan-Africanist and Afro-optimist philosophy.

As a member of the Africa Regional Committee, I aim to advance the vision of an inclusive and girl-led movement, where all girls can thrive and lead. My hope is to champion novel ideas that resonate with Africa's unique demographic while strengthening international connections and fostering intergenerational leadership. I am eager to contribute to WAGGGS' strategic priorities, such as capacity building, leadership development, and fostering a sense of global citizenship among our members.

Together, we can create a vibrant, empowered region that mirrors the values and aspirations of our Movement, enabling millions of girls and women across Africa to reach their full potential.

ESSENTIAL SKILLS

<p>An understanding of WAGGGS, the complex and diverse regional context, and the varied organisational structure of MOs.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>I have extensive experience with the Kenya Girl Guides Association (KGGGA) and its diverse membership, including launching initiatives like Bravo Guides. My legal and governance expertise enables me to navigate complex structures. Additionally, my Pan-African advocacy aligns with the strategic goals of WAGGGS, ensuring responsiveness to diverse cultural and organizational contexts.</p>		
<p>An understanding of - and ability to articulate - the WAGGGS leadership model, and the Girl Guide/Girl Scout method.</p>	<p>Skill Level:</p>	<p>Professionally Qualified</p>
<p>As a KGGGA board member, I integrated leadership development into program planning, including mentoring initiatives like Bravo Guides. I advocate for WAGGGS' core values of inclusivity, collaboration, and non-formal education to develop resilient and impactful leaders among African women and girls.</p>		
<p>Good general knowledge of the challenges and opportunities facing girls and young woman across the region.</p>	<p>Skill Level:</p>	<p>Professionally Qualified</p>
<p>Through my work with KGGGA and international forums, I understand the challenges of gender inequality, limited access to education, and digital exclusion. My advocacy for mentorship and leadership development addresses these barriers, empowering girls and young women in diverse African settings.</p>		
<p>Ability to be flexible and open to new opportunities or ways of doing things.</p>	<p>Skill Level:</p>	<p>Professionally Qualified</p>
<p>My role in launching Bravo Guides demonstrated adaptability by addressing a previously unrecognized demographic within KGGGA. This success reflects my ability to identify gaps, develop innovative solutions, and embrace new approaches to strengthen inclusivity. Additionally, my leadership experience at the Central Bank of Kenya (CBK), where I managed governance and compliance projects, and my work in cybersecurity policy development, highlight my ability to adapt to evolving challenges, innovate solutions, and implement transformative ideas across sectors.</p>		
<p>Sound independent judgement and the ability to challenge constructively.</p>	<p>Skill Level:</p>	<p>Professionally Qualified</p>
<p>With over two decades of legal experience and extensive service at board level, I bring balanced, strategic, and forward-thinking insights to every role I undertake. I have consistently challenged conventional approaches to design and implement innovative programs that remain grounded in core values while responding to contemporary realities. This is the same perspective I will contribute to WAGGGS, supporting the organization's digital transformation to enable more inclusive, cost-effective, and dynamic engagement across Member Organizations, particularly within the Africa Region, and fostering greater knowledge exchange across the global sisterhood of Girl Guides and Girl Scouts.</p>		
<p>Ability to analyse and interpret information and think critically, creatively, and strategically.</p>	<p>Skill Level:</p>	<p>Professionally Qualified</p>
<p>I developed strategic frameworks for programs like Bravo Guides, demonstrating creative problem-solving and alignment with WAGGGS' goals. My analytical skills will ensure informed decision-making and effective regional action plans.</p>		

ESSENTIAL SKILLS (CONTINUED)

Ability to listen and learn from others, to see things from different perspectives, and appreciate diverse points of view.

Skill Level:

Professionally Qualified

My Pan-African advocacy and multicultural engagements have honed my skills in listening and embracing diverse perspectives. I work collaboratively with teams and stakeholders, respecting cultural nuances and fostering inclusive environments.

A collaborative approach, able to work effectively as part of a diverse team of volunteers and staff while respecting different roles and reporting lines.

Skill Level:

Professionally Qualified

As part of the KGGGA board, and my professional roles I led a team to implement impactful initiatives, working closely with volunteers and staff. I respect established structures and reporting lines, ensuring seamless collaboration and achieving common goals.

Cultural sensitivity and an ability to work in a multicultural context.

Skill Level:

Professionally Qualified

Having collaborated with international organizations and stakeholders, I am deeply aware of cultural sensitivities. My advocacy for women's leadership across Africa demonstrates my ability to navigate multicultural environments effectively. My son is also of mixed heritage (five cultures and two faiths) so this further proves how diversity and inclusivity are very much my modus operandi.

Experience in working with volunteer teams. Team leadership skills, and ability to delegate.

Skill Level:

Professionally Qualified

Leading KGGGA initiatives involved managing volunteer teams and delegating responsibilities. I ensured successful program delivery by fostering team cohesion, clear communication, and empowering others to take ownership of tasks. These are skill I use in my day job too.



DESIRABLE SKILLS

Previous experience of volunteering for WAGGGS.	Skill Level:	Contributor
Never worked with WAGGGS directly bar through WAGGGS sponsored initiatives that KGGA was party to as a Board Member of KGGA.		

Ability to think strategically and create strategic plans.	Skill Level:	Professionally Qualified
As Kenya and Africa's first formally trained cybersecurity lawyer and one of the first globally, I curate strategic frameworks that drive impactful solutions. Through my day job, I creatively solve problems and so I will bring this skill to the Africa Region Team while aligning with WAGGGS' goals, ensuring informed decision-making and effective regional action plans. My analytical skills help shape and implement innovative strategies for the greater good.		

Financial, management, budgets, and risk management.	Skill Level:	Contributor
I have sound understanding by virtue of my roles but leave the detailed financial analysis to the experts, of which I am not.		

Project and programme planning and management	Skill Level:	Professionally Qualified
I bring proven expertise in curating strategic frameworks, ensuring effective planning, implementation, and management of programs aligned with global goals, particularly in cybersecurity. My ability to solve complex problems creatively ensures successful project execution across diverse regions, fostering measurable impact.		

Governance and/or legal expertise.	Skill Level:	Professionally Qualified
As Kenya and Africa's first formally trained cybersecurity lawyer, my deep understanding of governance and legal frameworks enables me to provide strong leadership, ensuring compliance and alignment with global legal standards while navigating complex governance structures in diverse settings.		

Fund development and partnerships.	Skill Level:	Expert
I excel at fostering key partnerships and securing funding, leveraging my vast network and expertise in strategic resource mobilization. My approach combines innovation, strong relationship-building, and understanding of Africa's unique needs to drive sustainable funding and development.		

Diversity, equity, and inclusion.	Skill Level:	Expert
I am a firm advocate for inclusion, and thus I prioritize diversity in all initiatives. I have consistently championed inclusive practices within my work, ensuring equitable representation and empowerment of marginalized communities across Africa, fostering a sense of belonging within the region's development frameworks.		

DESIRABLE SKILLS (CONTINUED)

Negotiation and conflict resolution.	Skill Level:	Expert
<p>My expertise in negotiation and conflict resolution is demonstrated through my work in addressing complex cybersecurity issues and creating strategies for diverse stakeholder engagement. I skilfully navigate difficult conversations, ensuring mutually beneficial outcomes that uphold peace and collaboration.</p>		
Marketing and communications, including public relations and social media	Skill Level:	Expert
<p>I can effectively utilize digital platforms, including social media, to amplify key messages and connect with diverse audiences. My strategic communication expertise ensures impactful storytelling that drives awareness and support for initiatives, enhancing the visibility of critical programs across Africa.</p>		
Research and development, Monitoring and evaluation, including data collection and analysis	Skill Level:	Professionally Qualified
<p>My analytical acumen supports robust research and development processes. I have led data- driven evaluations that assess project success, ensuring continuous learning, adaptation, and the alignment of programs with evolving regional needs, particularly in cybersecurity and technology-based initiatives.</p>		
Influencing skills and advocacy	Skill Level:	Expert
<p>I am widely recognized for leveraging my influence to advocate for impactful policy change, most recently in the field of cybersecurity. My leadership in advancing legal reforms and promoting inclusive practices within the development sector positions me as one of the leading voices driving meaningful change across Africa.</p>		
External relations	Skill Level:	Expert
<p>With strong diplomacy and stakeholder management skills, I can effectively manage external relations across multiple sectors. My expertise in fostering collaborations with governments, NGOs, and international organizations ensures positive engagement and the successful execution of programs across Africa.</p>		
Human resources management (staff and/or volunteers)	Skill Level:	Expert
<p>My leadership style is inclusive and empowering, which are crucial for an effective management of both staff and volunteers. I believe in promoting professional growth, fostering a collaborative and supportive environment, while ensuring teams are aligned with strategic goals to achieve impactful outcomes.</p>		

DESIRABLE SKILLS (CONTINUED)

Information technology tools, systems and applications	Skill Level:	Professionally Qualified
<p>With a strong foundation in cybersecurity, I am proficient in utilizing information technology tools and systems. My expertise in integrating advanced IT solutions into development programs ensures the seamless execution of projects, leveraging technology for innovation and efficiency across the region.</p>		
Innovation and creative thinking	Skill Level:	Expert
<p>I am a forward-thinking leader, renowned for my ability to craft innovative solutions, particularly in the cybersecurity and legal sectors. My strategic mindset allows me to identify opportunities for growth, drive impactful change, and develop creative frameworks that align with global goals. My ability to think outside the box ensures that my initiatives effectively address Africa's unique challenges, particularly in fostering youth and women empowerment and inclusive development across the region.</p>		

LEADERSHIP MODEL MINDSETS

In what ways will your practice of the leadership mindsets enhance your effectiveness as a Regional Committee Member?

As a candidate for the WAGGGS Africa Region Committee, my leadership practice is deeply rooted in the values of inclusion, innovation, and empowerment, aligning seamlessly with the WAGGGS leadership model. Throughout my career as the first formally trained cybersecurity lawyer in Kenya and Africa, I have consistently demonstrated leadership by fostering collaboration, embracing diversity, and using my legal and strategic expertise to drive positive change. This aligns with the leadership mindset of "Leading with Integrity" and "Building Authentic Relationships."

I actively practice leadership by seeking solutions that address complex challenges, ensuring inclusive representation and ethical decision-making. In my professional life, I have successfully navigated high-stakes negotiations and fostered partnerships that have led to impactful, sustainable solutions. This aligns with "Thinking Critically" and "Being Adaptable," as I continuously learn and adapt my strategies to ensure progress.

Moreover, my commitment to creating environments of trust and transparency in the organizations I lead will enhance my effectiveness on the Regional Committee. I believe in leading by example, empowering others to act, and creating spaces where diverse voices are heard. This reflects "Inspiring Others" and "Building Resilience," qualities critical to guiding the next generation of leaders within the Girl Guides and Girl Scouts Movement.

By embodying these leadership mindsets, I will contribute to executing & shaping the WAGGGS African Region's strategic direction, ensuring that all voices are heard, and that we continue to create an inclusive, supportive, and transformative movement. My leadership practice will drive sustainable change, making the WAGGGS leadership strategies a reality for the Africa region as we learn from each other across Africa and from our global WAGGGS sisters. To quote one of my favorite African Proverbs "If you want to go fast, go alone. If you want to go far, go together" As such I am looking forward if elected to go far together!

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2015 to date.

<p>Member Organisation</p>	<ul style="list-style-type: none"> • National Governing Council Member, April 2022 to date. <ul style="list-style-type: none"> ◦ Provides strategic leadership to one of Kenya's oldest and largest girls' empowerment organizations under the patronage of H.E. Rachel Ruto, the First Lady of Kenya. • Executive Committee (Board) Member, June 2022 – January 2024. <ul style="list-style-type: none"> ◦ Chaired the Resource Mobilization Committee, was a member of the Technical Advisory Committee and launched the Bravo Guides Branch, introducing lifelong guiding opportunities for women aged 35–60, a previously underserved demographic in the movement.
<p>WAGGGS (at global or regional level)</p>	
<p>Other voluntary positions</p>	<ul style="list-style-type: none"> • Pan African Women's Organization (PAWO), Kenya Chapter – Founding Member, January 2024 – present <ul style="list-style-type: none"> ◦ Led the establishment and national recognition of PAWO Kenya as a special agency of the African Union, continuing PAWO's historic mission to amplify African women's voices in political, economic, and social spheres, including being the mother to the Organization of African Unity (OAU) now the African Union (AU), a mission deeply aligned with WAGGGS' vision of empowering women to be changemakers. • Google Women Techmakers – Ambassador, May 2022 – present <ul style="list-style-type: none"> ◦ One of a select group of global leaders working with Google to inspire and empower more women to thrive in tech through mentorship, storytelling, and inclusive events. • Anti-Corruption Advocacy Network (ACAN-USA) – Member, May 2020 – present <ul style="list-style-type: none"> ◦ Active participant in a global anti-corruption network of over 450 senior professionals, including Supreme Court justices, working to fight illicit financial flows, kleptocracy, and promote financial transparency. • Standard Chartered & Strathmore iLab – Women in Cybersecurity Mentor, January – June 2023 <ul style="list-style-type: none"> ◦ Mentored 100 women across East Africa in a specialized program aimed at diversifying the cybersecurity field, combining technical, soft skills, and career coaching tracks.
<p>Professional/ NGO/ business appointments</p>	<ul style="list-style-type: none"> • African Centre for Security (ACS) – Advisory Board Member, July 2024 – present <ul style="list-style-type: none"> ◦ Provides strategic direction and high-level policy advice to shape Africa's response to emerging security threats, while promoting inclusive innovation and resilience across governments, academia, and the private sector. • Riara University – Cybersecurity for Lawyers Program Advisor, November 2022 – present <ul style="list-style-type: none"> ◦ Leads curriculum development for a pioneering legal training program in cybersecurity, ensuring lawyers are equipped to handle complex digital and cybercrime matters across Africa. • Strathmore University Business School – Advisory Roles, December 2021 - present: <ul style="list-style-type: none"> ◦ Disaster Management Emergency Preparedness Program: Advocates for cybersecurity's inclusion in emergency preparedness strategies through global academic partnerships. February 2022 – present. ◦ Cyberspace Policy & Strategic Studies: Helped develop one of Africa's first executive-level cyberspace policy programs, promoting capacity-building in digital transformation, innovation, and cyber governance. December 2021 – May 2022. • Mutheu Khimulu Consultancy – Founder & CEO, August 2020 – present <ul style="list-style-type: none"> ◦ Provides legal, policy, and strategic advisory services on cybersecurity, counterterrorism, and emerging technologies for governments, security agencies, and multilateral institutions. • Mbiro Company Limited – Legal Director / Advocate, January 2014 – present <ul style="list-style-type: none"> ◦ Oversees legal compliance, policy design, and project implementation for a firm engaged in leadership development, youth mental health support, and international partnerships.

FAUSTA MONSI

Association des Guides du Bénin

Over 30

Nominated by:

Association des Guides du Bénin

Languages spoken:

Fongbé as mother tongue, fluent French, basic English and basic Spanish



PERSONAL STATEMENT

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

Three years ago, when I applied to be a member of the Africa Regional Committee, I wrote:

"It's important to have goals to navigate through life meaningfully. So, it is essential to know how to reconcile them with those of the general public. Climbing up the Girl Guiding ladder within a limited age frame was always one of my ambitions. To me, youth goes from 18-30 and it's within this prime of life that we can reach milestones and achieve many things. I wish to join the Regional Committee because of this personal ambition but mostly because of the desire to have a wider positive impact."

By the grace of God, the opportunity was given to me through an election to prove myself for 3 years in this high-level decision-making body that is the Africa Regional Committee.

Today, my desire to have an impact on a larger scale remains intact and this is the reason why I wish to apply for a second term on the Africa Regional Committee. I still have the energy to contribute to what the Africa region does best: investing in the young women leaders of tomorrow and developing the leadership potential of girls and young women through direct projects, educational programs, leadership training, regional campaigns and advocacy.

I would like to seize this opportunity for a second term, with the following vision for the Africa region over the next triennium 2025-2028: Continue to offer quality Guiding in an ever-changing world for a more vibrant Africa region.

ESSENTIAL SKILLS

<p>An understanding of WAGGGS, the complex and diverse regional context, and the varied organisational structure of MOs.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>I worked within a diverse and inclusive regional team. Managing my portfolio has led me to interact with WAGGGS volunteers, staff and Member Organisations from diverse backgrounds. I was also introduced to the various WAGGGS policies including the Governance policy, the Safeguarding policy, the Communication policy, etc. which served as a compass in the conduct of my actions. I have worked with various Member Organisations in the region with diverse organisational structures.</p>		
<p>An understanding of - and ability to articulate - the WAGGGS leadership model, and the Girl Guide/Girl Scout method.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>I had the opportunity to familiarise myself with the WAGGGS Leadership Model and non-formal education method during JLS 2019 in Nigeria. The Ready to learn, Ready to lead resource allowed me to deepen my knowledge on the subject. From a practical point of view, I used this knowledge during the 100 Girls Project I delivered in the schools of my city and many other Guiding projects such as GLACC.</p>		
<p>Good general knowledge of the challenges and opportunities facing girls and young woman across the region.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>As head of the Communication portfolio, I worked with other members of the committee as a support function for webinars and other activities in the region. Thanks to the breakout rooms during these webinars and during the data collection for the Africa region edition of INGOMA magazine I lead, I became aware of the challenges and opportunities faced by girls and young women in the region.</p>		
<p>Ability to be flexible and open to new opportunities or ways of doing things.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>Thanks to the committee, I explored new working methods, such as my experience hosting webinars, which felt a bit overwhelming when I started. But with time, the nervousness vanished and I am more confident delivering them thanks to practice. Furthermore, during the Governance conference in Rwanda in January 2025, although I was absent, I promptly managed communication surrounding the event with the help of the Rwanda Communications team.</p>		
<p>Sound independent judgement and the ability to challenge constructively.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>In all things, I try to remain pragmatic, that is to say, make do with what I have and be satisfied with the means at my disposal. But if I have the means to do better, I do what is necessary. I try to ask questions in a gentle, inoffensive manner and to explain again if necessary to clarify any understanding issues that may naturally arise within a culturally diverse team.</p>		

ESSENTIAL SKILLS (CONTINUED)

Ability to analyse and interpret information and think critically, creatively, and strategically.	Skill Level:	Expert
<p>I was told by my supervisor, during one of my yearly reviews at work, that my ability to think critically drives him to do better and surpass himself. In fact, he often involves me in all projects and asks my opinion on the topics. I think as a team and failure or success, for me, is never attributed to a single person but always to the entire team. And when I have an idea, I don't hesitate to share it with the team.</p>		
Ability to listen and learn from others, to see things from different perspectives, and appreciate diverse points of view.	Skill Level:	Expert
<p>In 2020, I received life skills training for Oxfam Benin's Enough Campaign. For example, when I don't understand something, I'm not afraid to ask, which I think is a form of humility. When it comes to active listening, I do my best to practice it by capturing every detail of my interlocutor's message.</p>		
A collaborative approach, able to work effectively as part of a diverse team of volunteers and staff while respecting different roles and reporting lines.	Skill Level:	Expert
<p>I make myself spontaneously available to help when need arises and I keep my superiors informed of my projects before proceeding further. I keep a project list of actions to carry out, I follow up on them and I set reminders. I use this collaborative approach at all times and everywhere. It is not specific to professional or associative life.</p>		
Cultural sensitivity and an ability to work in a multicultural context.	Skill Level:	Expert
<p>Whether from a professional or associative point of view, I work on a daily basis in a multicultural context which is always an enriching experience. It is even more satisfying thanks to a set of soft skills that I use. These include mutual respect, communication, empathy, etc. Ex: Welcoming new members into the MO or into the company.</p>		
Experience in working with volunteer teams. Team leadership skills, and ability to delegate.	Skill Level:	Contributor
<p>As Communications Lead for the Africa region, I was responsible for volunteers. Human resources management is not easy, whether because of volunteers' unavailability, tight deadlines, etc. When volunteers are not available, I carry out the tasks myself. The entire communications team happened to be unavailable once and that's when I truly experienced the strength of working in a team, with some members of the regional team spontaneously lending me a helping hand.</p>		

DESIRABLE SKILLS

Previous experience of volunteering for WAGGGS.	Skill Level:	Expert
<p>In 2019, I worked as a volunteer in the Africa region Communications team. In 2022 I was elected to the Africa committee and I hold the position of Communications portfolio lead.</p>		
Ability to think strategically and create strategic plans.	Skill Level:	Contributor
<p>I apply strategic thinking in the implementation of a project, whether personal, professional or associative. Indeed, I try as best I can to anticipate what, how and why I must do what I must do to achieve my goals. Experience is very important and helps better focus our thoughts. Ex: 100 Girls Project -JLS 2019</p>		
Financial, management, budgets, and risk management.	Skill Level:	Follower
<p>I have experience in developing budgets with the help of other people who also enjoy this subject: I requested proforma invoices from several service providers, reported the best price, taking into account the quality of the service, provided a margin for unforeseen events, monitored the budget, risk analysis table, etc. Ex: GLACC Project</p>		
Project and programme planning and management	Skill Level:	Expert
<p>Since college, I have always worked on projects, whether with guides, with family, with friends or at my job. I have a master's degree in Human Resources Management, but destiny led me to communication & sustainable development. Today in my professional life, I work on everything related to CSR actions, Patronage and Sponsoring. The last very successful activity I led was the donation of boats to 500 schoolchildren from 4 lakeside towns in Benin.</p>		
Governance and/or legal expertise.	Skill Level:	Contributor
<p>In my professional work, with the coordination of my boss, I manage all patronage and sponsorship matters. All stakeholders initiating a patronage or sponsorship file undergo screening before any partnership agreement is formalised. This leads me to work closely with the Compliance Department and the Legal Department. Furthermore, one of the prerogatives of the department in which I work is compliance management (Ethics and conformity).</p>		
Fund development and partnerships.	Skill Level:	Follower
<p>I allowed my organisation to formalise some partnerships and benefit from opportunities. For example, the Benin Guides Association participated in a breast cancer awareness and screening workshop organised by AGL in Benin. Furthermore, I actively participated in filling out the application forms for calls for tenders for the GLACC and Free Being Me projects amongst others (before joining the committee). I served as a focal point between my association and potential partners.</p>		

DESIRABLE SKILLS (CONTINUED)

Diversity, equity, and inclusion.	Skill Level:	Expert
<p>My last experience dates back to when I organised training on climate change to which my MO invited people with disabilities. I was responsible for contacting these people. I spoke with them to gather all the necessary information that would allow us to offer them an environment in which they would feel safe. This experience allowed me to learn more about people with disabilities and to know that each type of disability requires specific support.</p>		
Negotiation and conflict resolution.	Skill Level:	Follower
<p>During my university studies, I took courses which covered negotiation and conflict resolution. When faced with conflict situations, I try to demonstrate impartiality. Ex: I sometimes would keep a low profile, even though I was right, in order to avoid confrontation and obtain approval for a request... After tensions subsided, I brought the subject back to the table to talk about it calmly.</p>		
Marketing and communications, including public relations and social media	Skill Level:	Expert
<p>I am responsible for organising internal (International Days, etc.) and external events (Patronage, Sponsoring, CSR) in the communication and sustainable development department in a transport and logistics company. At the same time, I manage a media relations platform called Augure. Tasks related to social media management and press releases writing fall under the specifications of my hierarchical superior whom I assist on these points.</p>		
Research and development, Monitoring and evaluation, including data collection and analysis	Skill Level:	Contributor
<p>Working on projects allowed me to familiarise myself with the concept of Monitoring and Evaluation. For example, by providing administrative support during Phase 1 of the GLACC program, I was responsible for producing and ensuring the completion of attendance lists, consent forms, payment statements, evaluation sheets and many other documents useful for monitoring and evaluation. I also set up survey questionnaires and carried out counting.</p>		
Influencing skills and advocacy	Skill Level:	Contributor
<p>I have basic notions about influence and advocacy. I became familiar with this skill during the GLACC program Advocacy Champions training provided in 2022 by GLACC Advocacy Lead. At the end of this training, I played the role of facilitator alongside other leaders of the GLACC planning team I was a member of.</p>		
External relations	Skill Level:	Contributor
<p>In my daily professional life, I manage media relations, brand and advertising, social media and events. Events are my main area of focus, while I assist my supervisor in other areas. For example, when we need to contact people for some reason or another, my manager prefers to let me handle it and in the majority of cases, desired results are obtained.</p>		

DESIRABLE SKILLS (CONTINUED)

Human resources management (staff and/or volunteers)	Skill Level:	Professionally qualified
<p>I have a master's degree in human resources management, but today I work in the field of communication and sustainable development. As part of my professional objectives, I must supervise the interns in my department. Furthermore, in the exercise of my duties at committee level, I was assigned a group of volunteers. I practice and encourage learning by doing. Ex: I invite trainees to watch me perform a task and ask questions and then I let them have a go themselves.</p>		
Information technology tools, systems and applications	Skill Level:	Expert
<p>Given that I have three lives -private, professional and associative- when I am faced with a time-consuming task, I research tools that can help me save time to accomplish them. This habit built my confidence in using any computer system or application with ease. And as a result, when a manager has an IT problem at work, they often ask for my help before contacting the IT department if I can't do it.</p>		
Innovation and creative thinking	Skill Level:	Expert
<p>I like to think in order to develop valuable ideas, especially in the context of process digitisation. Ex: I introduced my MO's Execution committee to tools like WeTransfer, Clear Scanner, I love pdf and many others to mainstream workflows.</p>		

LEADERSHIP MODEL MINDSETS

In what ways will your practice of the leadership mindsets enhance your effectiveness as a Regional Committee Member?

Practicing the leadership mindsets drives effectiveness in achieving the Regional committee's objectives.

This leadership mindset practice involves:

- Kindness: valuing your work and that of others
- Emotional intelligence: intelligently manage your emotions and learn from your emotions and experiences;
- Inclusivity: foster a harmonious working environment where everyone feels like they belong;
- Critical thinking: making objective criticisms
- Adaptation: Adapting your behavior to the context
- Innovate to generate a positive impact
- Mutual support: Support each other in implementing tasks relating to each member's portfolio.

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2015 to date.

Member Organisation	<ul style="list-style-type: none">• Young Leaders 2016 - 2025• Acting head of the BGA National team secretariat, 2020
WAGGGS (at global or regional level)	<ul style="list-style-type: none">• Member of the Africa Regional committee, Communications portfolio Lead for the Africa region, 2022-2025• Africa region Communications team volunteers, 2019-2021
Other voluntary positions	
Professional/ NGO/business appointments	<ul style="list-style-type: none">• NGO: Leader, Association for the Promotion of Fundamental Rights at Work: APDFT, 2022-present



RACHEL TEMBO

Girl Guides Association of Zambia

Over 30



Nominated by:

Girl Guides Association of Zambia

Languages spoken:

Nyanja as mother tongue, fluent English, basic French and basic Portuguese

PERSONAL STATEMENT

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

Guiding is my passion and I will always have the desire to do the best for the girls and young women across the globe and especially in Africa. I would like to become a member of the Africa Regional committee in the next triennium because I have great potential to contribute to the Regional committee in terms of skills, experiences and leadership. Having gone through all levels of guiding from a Sunbeam to a Chief Commissioner and volunteered on some key committees of WAGGGS such as Rapid Response and Capacity Building and Fundraising Committee, I have gained vast experience in fundraising, recruitment and retention capacity building and conflict resolution to mention a few which will be of great benefit to the Region to grow. Being a part of the Regional Committee will give me an opportunity to learn from other members of the committee and members of Member Organisation and share my leadership experience with them. As a member of the Regional committee I will aim through shared ideas to take the Africa region to a level where positive change is acceptable and where girl's rights and voice will be heard and respected. I believe that it is only possible when one has seen the impact of an organisation that they will want to be part of it, therefore, I will ensure that visibility of what we as a Girls organisation are doing is visible because that way, we will be able to attract more countries to join. This in turn will give us more girls and young women to empower in life skill and groom them to be better citizens of their countries. I believe the skills and knowledge I have acquired through guiding is worth sharing and of benefit to the whole region than kept to myself.

ESSENTIAL SKILLS

<p>An understanding of WAGGGS, the complex and diverse regional context, and the varied organisational structure of MOs.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>I keep up to date with the WAGGGS context at Regional level and how the MOs organisational structures operate. The Staff and volunteer roles and the different girls units. I know that each MO is led by a Chief Commissioner who is the leader of the National Board and supported by a council headed by a President or Chair Person.</p>		
<p>An understanding of - and ability to articulate - the WAGGGS leadership model, and the Girl Guide/Girl Scout method.</p>	<p>Skill Level:</p>	<p>Professionally Qualified</p>
<p>I am abreast and can articulate the leadership model and how it is applicable in our day to day lives. The Girl Guide/Scouts method is one that allows the girls to learn at their pace and path which allows all girls to be part of guiding regardless of their learning ability.</p>		
<p>Good general knowledge of the challenges and opportunities facing girls and young woman across the region.</p>	<p>Skill Level:</p>	<p>Professionally Qualified</p>
<p>I have sound knowledge about the challenges and opportunities that girls and young women both in rural and urban areas as I have experienced both areas.</p>		
<p>Ability to be flexible and open to new opportunities or ways of doing things.</p>	<p>Skill Level:</p>	<p>Professionally Qualified</p>
<p>I am able to relate and fit in with people of diversity culture, age, nationality. I blended very well with the girls who came for the YESS project, and remains their referee for employment opportunities till to date.</p>		
<p>Sound independent judgement and the ability to challenge constructively.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>When I am confident of my point of view is not a selfish one but what will benefit all in the end, I will stand my ground on an independent judgement and challenge other opinions constructively without force or aggressiveness.</p>		
<p>Ability to analyse and interpret information and think critically, creatively, and strategically.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>I am a critical and creative person who takes time to analyses information or ideas before making a conclusion. Always taking account what the impact of a decision will be. I also appreciate other people's ideas and thrive to learn from them as much as I can.</p>		

ESSENTIAL SKILLS (CONTINUED)

<p>Ability to listen and learn from others, to see things from different perspectives, and appreciate diverse points of view.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>I enjoy learning and believe it is important to listen to others to be able to see a different perspective regardless of who they are. Learning is a lifelong process and I am always inquisitive to see things for many perspectives and also appreciative how other team members view things.</p>		
<p>A collaborative approach, able to work effectively as part of a diverse team of volunteers and staff while respecting different roles and reporting lines.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>I always practise the collaboration approach as it appreciates team work and is more productive. I appreciated and embraced collaboration when I was part of a Board of Governors for Zambia/s umbrella governing council for women because all the governors were from different backgrounds and we only came to know each other once on the board. Each governor had a different role but it complimented other roles and therefore, collaboration was necessary.</p>		
<p>Cultural sensitivity and an ability to work in a multicultural context.</p>	<p>Skill Level:</p>	<p>Professionally qualified</p>
<p>I have worked in diverse cultural places and learnt that you learned achieve more when you embrace than ignore, I enjoy working with people from other cultures as this gives an opportunity to learn, share and embrace other cultures.</p>		
<p>Experience in working with volunteer teams. Team leadership skills, and ability to delegate.</p>	<p>Skill Level:</p>	<p>Professionally qualified</p>
<p>I have worked with Fellowship group of Guides and Scouts as their Board member and secretary. As a Chief Commissioner, I worked with two National Board members during which, I appreciated working with a diverse team who I could delegate some roles according to their position on the National Board which made my workload for much lighter and diverse ideas on how to execute tasks.</p>		



DESIRABLE SKILLS

Previous experience of volunteering for WAGGGS.	Skill Level:	Professionally qualified
<p>My first volunteer role for WAGGGS was during the centenary celebrations as a centenary ambassador. I was to interact and learn and share with other ambassadors from around the WAGGGS world. The next one was being a country lead which was about mentoring and supporting countries which wanted to join WAGGGS. I volunteered to lead Comoros and Mozambique. And presently I am currently a volunteer with the Fund Raising/Finance and Capacity Building Committee.</p>		
Ability to think strategically and create strategic plans.	Skill Level:	Professionally qualified
<p>I am able to think and plan strategically for an organization with the support and input of all stakeholders and develop sustainable strategic plans for short and long term.</p>		
Financial, management, budgets, and risk management.	Skill Level:	Expert
<p>I have sufficient knowledge of financial management, budgets and risk management. I was part of a training in Malawi where we discussed how to classify funds that an MO has access to. This is how I began thinking of methods of raising non restricted funds for my MO.</p>		
Project and programme planning and management	Skill Level:	Professionally qualified
<p>I was the first to manage the YESS project in my MO and had to practice project programmes, and planning and how to manage the resources effectively efficiently and including how to handle and take care of the human resources.</p>		
Governance and/or legal expertise.	Skill Level:	Expert
<p>I have very good knowledge and understanding of this area, so able to contribute fully on debates in this area. I am able to articulate the MO laws to resolve conflicts in the MO. I also embrace the country's laws to solve or avoid legal issues in the MO. Documentation of any occurrence is important for resolving future similar conflicts.</p>		
Fund development and partnerships.	Skill Level:	Professionally qualified
<p>I have extensive knowledge and/or expertise, so able to lead debates and discussions on this area confidently and competently I underwent a training for Fund development and partnership under WAGGGS in Malawi.</p>		

DESIRABLE SKILLS (CONTINUED)

Diversity, equity, and inclusion.	Skill Level:	Expert
<p>My knowledge is wide and I am able to lead debates and discussions on this area confidently and competently. As a Chief Commissioner, our National Board embraced diversity in terms of background, education level, and age and considered each individual's different circumstances.</p>		
Negotiation and conflict resolution.	Skill Level:	Expert
<p>Having faced quite a number of conflicts among the National Board and General council, I gained a lot of knowledge in resolving conflicts as a Chief Commissioner. For example, one time I had to resolve the issue of two or more family members sitting on the National Board. I realised that this could only be resolved through a decision made by the National Council.</p>		
Marketing and communications, including public relations and social media	Skill Level:	Expert
<p>Extensive knowledge and/or expertise, so able to lead debates and discussions on this area confidently and competently. I have a lot of ideas for marketing for example, in our MO, we marketed Guiding through branding different items and using different social media to showcase our guiding activities. Talks and interviews with radio stations was well achieved because of the strong relationship we built with the public and community.</p>		
Research and development, Monitoring and evaluation, including data collection and analysis	Skill Level:	Expert
<p>I carry out research almost each day as I teach a subject that is always revolving. In the same way, as a leader I used research to gain more knowledge of different tools to use for data collection and after which how to analyse it. This helped me and my MO when we decided to recruit girls and women in the rural areas. Through research, we were able to research on best methods we could use for monitoring and evaluation taking into consideration that it were in the rural areas.</p>		
Influencing skills and advocacy	Skill Level:	Expert
<p>I am confident that I have the ability to persuade and convince others to support a good call. When I was publicity secretary for NGOCC, I managed to influence the majority of women to advocate that the government should not allow a famous musician who had physically abused a woman in his entourage. This has been one of my best advocacy.</p>		
External relations	Skill Level:	Expert
<p>My communication, networking, leadership and organizational skills are very good. These attributes have enabled me to maintain good relationships with external stakeholders, colleagues and parents at a working place.</p>		

DESIRABLE SKILLS (CONTINUED)

Human resources management (staff and/or volunteers)	Skill Level:	Expert
<p>I have extensive knowledge and/or expertise, so able to lead debates and discussions on this area confidently and competently. My best method of handling this issue has always been to have clear terms of reference and orientation of both staff and volunteers so as to ensure each one understands their role in the MO very well and not cross into the other roles and to ensure harmony prevails and work progresses.</p>		
Information technology tools, systems and applications	Skill Level:	Professionally qualified
<p>I have extensive knowledge and/or expertise, so able to lead debates and discussions on this area confidently and competently. Quarterly capacity building in digital technologies is my best way of not being left behind with modern IT tools, systems and applications.</p>		
Innovation and creative thinking	Skill Level:	Professionally qualified
<p>I enjoy coming up with new solutions and being able to develop new ideas. I believe that every challenge or problem has a solution, all you need is to be creative and always come up with appropriate innovations.</p>		



LEADERSHIP MODEL MINDSETS

In what ways will your practice of the leadership mindsets enhance your effectiveness as a Regional Committee Member?

As a Regional Committee member, I will accept that I can make mistakes and that mistakes can be a stepping stone to better changes. Challenging myself as a member of the Committee will be important as it will enable me think of what we can venture in from where others stopped. Taking up challenging activities will be able to the committee reach the unreached girl is. I have always believed that experience is the best teacher and that is how I learn from my experiences in certain situations From the last experience, I am able to improve how I approach a new situation. Team work produces better outcomes than one person, in guiding a leader needs to appreciate the contributions that others bring on board no matter the difference in culture or approach to the subject, inclusiveness and creating safe and brave spaces is very importance for progress. Traditions and culture beliefs bring about most of the gender expectations, I have always challenged these first as a mother, a teacher and a guide leader. I have encouraged stereotype roles and encouraged both girls and boys to take up the challenge and pursue their dream. Empowerment of all girls is my priority and once I am part of the Regional Committee, I will ensure empowerment of girls through involvement in different activities and open opportunities where they can seek information and have better understanding of the world around them. I will encourage digital programmes that will expose the girls to explore more using collaboration and connection. Lastly but not the least, I will encourage translations into local languages to be done of the leadership models and other WAGGGS initiatives so that girls in rural setting who are not able to understand the official languages of WAGGGS can relate in their local languages. This will speed up information sharing leading to change in behaviour and being able to make choices based on their values.

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2015 to date.

Member Organisation	Chief Commissioner, 2014 - 2022
WAGGGS (at global or regional level)	<ul style="list-style-type: none"> • WAGGGS Fundraising/Finance Capacity Building Team, 2020 - present • Rapid Response Member and Country Lead for Comoros and Mozambique, 2016 - 2018
Other voluntary positions	<ul style="list-style-type: none"> • Chief Advisor to Mozambique Girl Guides, 2020 - present • Lusaka District Red Cross member, 2013
Professional/ NGO/business appointments	<ul style="list-style-type: none"> • ICT/Digital Literacy educator Maputo International school, 2020 - present • Publicity Secretary NGOCC, 2016 - 2018

PART B:

SUPPORTING INFORMATION

On this page you will find link to various supporting documents relevant to the Regional Committee.

Regional Committee Nominations Pack

This pack was originally shared during the call for nominations for the Regional Committee. It contains useful information about:

- The Role and responsibilities of the Regional Committee
- The Regional Committee member person specification
- Additional responsibilities for the roles of Regional Chair and Vice-Chair
- Additional skills and experience requirements for those elected as Regional Chair and Regional Vice-Chair

[NOMINATIONS
PACK](#)



Campaigning Guidelines

WAGGGS has developed a set of Campaigning Guidelines. These are intended to provide candidates and Member Organisations with clear parameters within which they can work to support a candidate's nomination.

[CAMPAIGNING
GUIDELINES](#)



Election of the Chair and Vice-Chair

We would like to share with Member Organisations the details of the process for electing the Regional Chair and Vice-Chair this triennium, even though the responsibility of electing the Chair and Vice-Chair lies with the Regional Committee rather than Member Organisations.

[ELECTION OF THE CHAIR
AND VICE-CHAIR](#)





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