Europe Region

World Association
of Girl Guides
and Girl Scouts

Association mondiale
des Guides et des
Eclaireuses

Asociación
Mundial de las
Guías Scouts

EUROPE-AFRICA JOURNEY TO LEADERSHIP 2011

A WLDP PROJECT

FINAL REPORT

CONTENTS

A Word from the Chairs 01

WAGGGS, the Europe and the Africa Regions 02

The WAGGGS Leadership Development Programme (WLDP) 02

The Main Donor 04

The Participants – Outstanding Young Women 04

The Team of Trainers – a Diverse Team 04

The Partners and the Partnership 05

Europe-Africa Journey to Leadership : The Project 05

Research on Female Leadership : Young Women Analysing the Reality in their Associations and Countries 07

Self Assessment and Training Modules : Working on a Training Event that addresses individual needs 10

The WLDP Training Event : Developing Leadership in an Intercultural Setting 11

Empowering Girls and Young Women After the WLDP Training Event 14

The Future : Plans to Continue Working on MDG 3 and MDG 8 With WAGGGS 17

Conclusions 20

A WORD FROM THE CHAIRS

"Empowering girls will change our world"

This Europe-Africa project is a good opportunity for young women from the two Regions to strengthen their capacity, to learn more about each other, to develop friendships and to become agents of change in their associations, their communities, the Regions and beyond.

Promoting female leadership is vital and as the Girl Guiding and Girl Scouting Movement enters another 100 years, we play a key role by empowering girls and young women. The participants at this project, through their research prior to the seminar, and their learning and experiences at the seminar, made a commitment to act and realize actions in different fields. Through their actions, they will reach and empower more girls and young women, and they will bring change.

This project cannot be realised without the involvement and the support of many stakeholders, I want to thank all of them. It is only through working together that we can change our world.

HELINORO RAKOTOMALALA,
CHAIR OF THE AFRICA REGION WAGGGS

Attending the "EU-Africa Journey to Leadership" seminar in Burundi was a privilege both for me as Europe Region Chair, and for the 26 young women from the African and European Region and from two participants from Australia. These young women came together in Burundi to experience and share their veiws on leadership and to be part of a bigger journey – the WLDP (WAGGGS Leadership Development Programme). Burundi's hosting of this event added a new flavour and experience to our usual leadership events. It was an intensive learning week and a week full of discussions, workshops, sharing of information and of gaining new experiences. Particularly, the field experience in Buhonga was an event that left an impact on most of us – it was an experience of rural Girl Guiding.

I must say that all the young women from Europe, Africa and the participants from Australia grabbed this opportunity to Connect, Exchange and Challenge themselves to think out of the box and were ready to go back home and Act with and within their communities to promote gender equality and strengthen female leadership. I am sure that these young women are bringing a positive change.

With such international experiences, WAGGGS aims to develop international leaders who are empowered to influence issues they care about, contribute towards the achievements of the Millenium Development Goals, as well as strengthening our Member Organizations to deliver a powerful Girl Guiding and Girl Scouting Experience.

LARA TONNA,
CHAIR OF THE EUROPE REGION WAGGGS

WAGGGS, the EUROPE and the AFRICA REGIONS

The World Association of Girl Guides and Girl Scouts (WAGGGS) is an international non-governmental youth organization.

Our Mission is *"to enable girls and young women to develop their fullest potential as responsible citizens of the world"*. This is accomplished through non-formal educational programmes that provide opportunities for the development of all aspects of the individual - intellectual, physical, emotional, spiritual, social and moral. These programmes are tailored to the needs of youth in their particular cultures and environments and emphasise the need for understanding the interdependence between people of all cultures and social backgrounds. In some Member Organizations, WAGGGS provides access to non-formal educational programmes to those young people who would not otherwise be able to benefit from them.

The Europe Region WAGGGS has Member Organizations in 65 associations in 39 countries and offers non-formal educational activities to over 1 million young people.

The Africa Region WAGGGS has Member Organizations in 31 countries across sub-Saharan Africa and represents 700,000 girls and young women.

THE WAGGGS LEADERSHIP DEVELOPMENT PROGRAMME (WLDP)

The WAGGGS Leadership Development Programme (WLDP) is a unique framework for developing international leaders.

It is based on a combination of non-formal education, inter-cultural exchange and experience, inter-generational sharing and value based learning. WLDP events are conducted in a gender specific and volunteer based setting. No other organization can claim the strength of combining all these elements, making WAGGGS' approach to leadership development unique. By developing international leaders, WAGGGS is equipping girls and young women with skills to influence issues they care about as well as member organizations to deliver a powerful Girl Guiding and Girl Scouting experience.

The **WLDP** is made up of 8 modules:

1. Personal Development
2. Understanding Leadership
3. Leading Teams
4. Diversity
5. Management Skills
6. Communication
7. Advocacy
8. Setting Direction

All **WLDP** seminars are run by trained facilitators. To be accredited as a WLDP seminar, an event has to include participants from three of the five Regions of WAGGGS and participants must do a pre and post assignment.

The **WLDP** is designed for two specific types of leader:

- Existing leaders willing to develop international leadership skills and experiences, to meet their needs and the needs of the organization at national, regional and world level.
- Actively developing potential leaders, specifically young women for current and future roles in their national organization as well as in regional and global resource pools and committees.

The WLDP strengthens WAGGGS by addressing the needs of our Member Organizations and supporting leadership development. The programme is part of WAGGGS' ongoing commitment to assist Member Organizations in their succession planning.

The programme has benefits at an individual level, too. For those in established, new or changing leadership roles a WLDP event will not only strengthen their capacity to lead but also have a positive effect on other areas of their lives.

The WLDP is implemented in seminars and events run by WLDP facilitators who are constantly developing their skills to meet the needs of participants and their national organizations.

WAGGGS works with leading educational institutions and companies to create high-quality learning materials and it networks with other youth organizations interested in leadership development.

THE MAIN DONOR

The Europe-Africa Journey to Leadership 2011 project was supported by the Youth in Action Programme of the European Commission.

The Youth of the World action and the Cooperation with Other Countries of the World sub-action are concerned with cooperation in the youth field, in particular the exchange of good practice with Partner Countries from other parts of the world. They encourage exchanges and training of young people and youth workers, and in establishing partnerships and networks of youth organizations.

THE PARTICIPANTS – OUTSTANDING YOUNG WOMEN

From January to November 2011, 30 young women from 26 countries in the Europe and Africa Regions, and Australia participated in the project.

The diversity of participants enabled them to develop their skills and competences while learning more about other cultures, countries and Girl Guiding and Girl Scouting around the World. In particular, they had opportunities to share information on the experiences of girls and young women in different societies and to empower each other to become agents of change when they returned home.

THE TEAM OF TRAINERS – DIVERSITY and COMPETENCES

A diverse team of people worked on the project from beginning to end; each individual, staff member or volunteer brought leadership and training skills from a different cultural, personal and professional perspective.

The seven facilitators involved in the WLDP training event held in Bujumbura, Burundi, in September were all WLDP accredited or in the process of completing their WLDP facilitator training. From Greece, Nigeria, Kenya, Madagascar, Malta, Burundi and Italy, they worked on the event programme and delivered high-level training sessions that addressed the needs identified by participants prior to the event. The facilitators were supported by the WAGGGS WLDP Core Team[1], the two Regional Directors and volunteers from the Burundian Girl Guides.

[1] The WLDP Core Team is a group of WAGGGS staff members and volunteers that work on the development and monitoring of the leadership programme as well as on the training of WLDP facilitators.

THE PARTNERS and THE PARTNERSHIP

The multilateral partnership working on the design and implementation of the project was made up of 27 Girl Guiding and Girl Scouting associations from Europe, the Americas and Australia.

The partnership was created to address the challenges young women in Europe and Africa face in order to become active citizens in their societies. Its goal is to encourage European and African Member Organizations to participate in common projects that foster understanding and cooperation between their organizations on these issues.

The project provided participants and associations with an excellent opportunity to exchange information and ideas. Young women and youth workers had the chance to learn how things are done in different parts of the world as well as new techniques and methods they could adapt to their own circumstances. Furthermore, the exchange of research raised the participants' awareness of gender equality and women's issues in the different countries.

The partnership looks forward to new opportunities to work together and foster inter-regional cooperation at different levels.

EUROPE-AFRICA JOURNEY TO LEADERSHIP 2011: THE PROJECT

WAGGGS has been empowering girls and young women to become leaders in their local communities, on the international stage and in their professional and volunteer lives for 100 years.

Leadership is a key element of most youth associations and in particular of Girl Guiding and Girl Scouting. Educated and skilled leaders have the potential to drive association development toward excellence.

Leadership is at the core of the Girl Guiding and Girl Scouting Movement. It runs through everything WAGGGS does from succession planning for our Member Organizations' national boards to empowering girls and young women to stand up and speak out on issues affecting them to being a leader within one's self to making positive choices. Through Girl Guiding and Girl Scouting girls, young women and leaders are given the opportunity to realise their full potential and contribute to the development of their communities, nationally and globally.

Leadership in WAGGGS is a process by which knowledge, skills, values and attitudes are fostered, individuals empowered, and the learning spirit within the Organization promoted and upheld.

In particular, the WLDP contributes to fostering female leadership and partnerships and, through them, the role of young women in their associations and communities. Female leadership is recognised as being a major element of women's participation and was one of the main elements of this project.

EUROPE-AFRICA JOURNEY TO LEADERSHIP 2011: THE PROJECT

Young women that become role models in their associations have proven they can motivate others to get involved in associations and community projects.

Peers presenting ideas and results to peers can be the engine of youth involvement. Supporting female leaders and the development of leadership skills can improve gender equality as leaders, gain positions of responsibility at various levels of society. In support of this approach, it has been recognised that improving gender equality is key for the achievement of the Millennium Development Goals (MDGs). United Nations Women (UN Women) clearly recognise that all eight MDGs touch essential aspects of women's well-being and, in turn, women's empowerment is critical for achieving the goals .

> *Women are the ones that bear the greatest burden. We are also the ones who nurture societies*
>
> LEYMAH GBOWEE

Aims of the project:

- to provide existing youth leaders of national youth associations in Europe and Africa with opportunities to develop the international leadership skills and experiences that will support their personal development and help build the capacity of their associations at national, regional and world levels;
- promote the participation of young women in civil society;
- Ð foster intercultural understanding and partnerships by facilitating co-operation and the sharing of knowledge and experience.

Objectives:

- to support existing leaders in analysing leadership in their countries at personal and societal levels;
- to help existing leaders analyse their present skills and plan for their future personal development;
- to provide existing leaders with high-level training to meet their identified leadership development needs and build their capacity to multiply leadership in their associations and communities;
- to develop the advocacy skills of young leaders to enable them to make a commitment to change the world around them through advocacy and community projects;
- to raise awareness of the MDGs and how advocacy, female leadership and partnerships can have an impact on the achievement of the goals, specifically MDG3 and MDG8.

[2] www.unwomen.org

RESEARCH ON FEMALE LEADERSHIP:

YOUNG WOMEN ANALYSING THE REALITY IN THEIR ASSOCIATIONS AND COUNTRIES

Markéta, from the Czech Republic, states: "We've already done a lot and think that the situation of women in the Czech Republic is quite positive in many areas, but we can still do more."

Markéta interviewed several girls and young women in her country: "The most common reaction, when I asked about opportunities for women to gain leadership positions, was a good laugh. They told me that nobody trusts that women really can do it, really be leaders. And I think this is the biggest problem: when nobody trusts you, you cannot be self-confident and successful. On the other hand, they all are persuaded that Girl Scouting gives them a huge opportunity to learn how to be a leader and that they get the information and learn the skills that will help them in the future."

Silvia is Italian and her Girl Scouting association provides co-educational programmes for girls and boys. She spoke with her friends about the MDGs and discovered that most didn't know what the MDGs are or what their aim is.

Silvia thinks that "Since there hasn't been any advertising on national television or radio, the MDG message hasn't been sufficiently promoted to the people. To promote gender empowerment and achieve MDG3 we should create an enabling environment that promotes the participation of women in decision-making processes, and women in higher positions should take the initiative and act as role models to others. Also, the state should take action to implement the rights of women detailed in the constitution, and we women should fight for these rights because they are our rights."

Heather and Wendy are leaders in the Australia Girl Guides Association. They state: "Diversity and equality underpin Guiding. We encourage all girls and young women to be their best and reach their potential, whatever their ability or background. As we reach out to new communities, we will welcome girls and young women from a variety of backgrounds and a range of cultures."

Heather and Wendy have conducted a female leadership survey among members of Girl Guides Australia and representatives of other international and civil society organizations and institutions.

Ann, from Denmark, discovered that Denmark has a very high Gender Development Index (The country is ranked fourth in the Human Development Report 2009). She says, "the most effective way to get more women in top positions is to let them know that it is okay to believe in themselves. If they learn that they are good enough and are taken seriously, I think more women will take the jobs. I picture a woman looking at job advertisements, making a checklist of what she should be able to do and ticking off her competences. Instead, I would like to picture a woman making the list and ticking off what her competences are and, also, what she wants them to be. If we stop seeing limitations and see opportunities instead, there might be a whole different look to the number of men and women holding leading positions in Denmark."

Jule, from Germany, looked at current female role models in her country. One is Angela Merkel, chancellor

Maryam is a leader in the Association of Nigeria Girl Guides. She discovered that Nigeria has made significant progress in promoting gender equality over the last few years. However, the pace of change in women's quest for equality is particularly slow. A critical examination of the status of women in Nigeria shows that despite the strides made by some women, Nigerian women remain on a lower rung of the ladder in all spheres of society.

of the federal government. Another, Family Minister Kristina Schroeder, is the first minister to have a child while in office (and her husband, Ole Schröder, is Parliamentary State Secretary at the Ministry for the Interior) The story of baby Schröder has received much coverage in the media and, for most part, the message had been positive. For example, the weekly newspaper "Die Zeit" writes: "How they handle it could be influential in German politics. The minister may prove there can indeed be a balance between work and family, even in a leadership position."

Jule gathered testimonials from several young women in her association. Barbara Mestel, from Fürth, in Bavaria, said:

"In my Guide and Scout association we make a point of equal gender representation when filling functions and I think it's good to keep an eye on this aspect. However, as a woman I don't want to be elected or appointed "just" because I am female. I want to be elected or appointed because the majority thinks I can do the job due to my knowledge and competence. I don't think I would accept an honorary office in a leadership position while planning on having a baby. Personally, I'm not sure I could do my best for my family and my honorary office at the same time. But, hey, men do it all the time, so why shouldn't I be able to do it too? Nevertheless, I'm unsure and when many women of my age and situation are unsure we could be losing too many competent people for leadership positions..."

Carine is from Rwanda. Her association, the Association des Guides du Rwanda, provides opportunities for young Rwandan women to develop their fullest potential.

Through her research Carine discovered that the Rwandan constitution prohibits gender-based discrimination, yet gender promotion faces many challenges and a lot of women in her country still endure social inequalities. For example, many women, especially those from rural areas, still live under the control of their husbands, and the cultural belief persists that a woman cannot contribute to building society.

Carine collected testimonials from several young women in her association:

> My name is Denise. I'm 26 years old and didn't get a chance to study as others did. When I was 15 years old my father told me that I would never do anything good and that I would always be dependent on my husband. I never had self-confidence until I joined the Rwanda Association of Girl Guides. They made me feel special and helped me take responsibility for my life and never wait for someone's help. Today I have my own business - I make purses - and have been elected as the person in charge of good governance in my sector. Today I have more self-confidence and I know that I'm a good leader.

Myrthe, from the Netherlands, is a leader in Scouting Nederland. She states:

"I live in a country where women fought for their rights a long time ago. At the moment there are more female students than male students and I can get any job I want. Nobody tells me that I am less than a man. I live in a country where woman work, where nobody stays at home just because she has to take care of the children. But I also live in a country where there has never been a woman prime minister, where women are often paid less than men for doing the same job, where there are more men at the top levels of business than there are women."

Nadia is a leader in the Association of Girl Guides of Togo. She started Girl Guiding when she was four years old and through scouting has gained the skills, competences and self-esteem that have helped her when looking for a job. She is now employed at an NGO that works with young women who are victims of violence. It was because of the confidence she gained in Girl Guiding that she applied for the post.

Through self-assessment and research, Nadia has been able to identify the impact that the leadership development training done by her association has had on her life, community and society.

SELF ASSESSMENT AND TRAINING MODULES:

WORKING ON A TRAINING EVENT THAT ADDRESS INDIVIDUAL NEEDS

In early April 2011 participants in the project were asked to assess their leadership skills and competences and to draft a leadership development plan.

The purpose of this activity was to construct profiles of the participants and understand their expectations of the training event. To facilitate this activity, the programme team prepared guidelines that participants could use while doing their self-assessment. Then, when it received the completed self-assessment forms, the team designed the event programme and training modules.

As the participants came from a range of social and cultural backgrounds and had followed different paths within their organizations, their leadership skills and development needs varied, as did their definition of those skills and needs.

As it happened, the self-assessment forms and the team's work enabled the facilitators to prepare a programme that met the women's needs and gave them opportunities to exchange best practice and experiences.

To ensure that everyone got the most out of the event, the team also set up a coaching space where participants could consult with facilitators and analyse learning outcomes as the training proceeded.

PRE EVENT TASK

IDENTIFY YOUR LEADERSHIP NEEDS – GUIDELINES FOR PARTICIPANTS

WHO ARE YOU?

In view of exchanging information with the organizers of the project and the other participants, we would like to think about your self as a leader. Who are you? What are your skills and competences? What are your needs?

Think of your path until today and describe:

1. The leadership skills and competences you already have
2. The attitude you have (is it the leader attitude?)
3. The challenges you face as leader
4. The impact you would like to have in your association and community
5. Your hopes and expectation for the future in terms of leadership

Next, think of what you lack to become the leader you want to be and list:

1. Your leadership needs: what would you like the WLDP training event to address? What are the subjects you would like to learn about during the project?
2. The leadership needs of your association: what can you learn in Burundi that you can bring back to your association and peers?

This information will help us design a programme that will match your needs and positively impact your leadership development.

THE WLDP TRAINING EVENT:

DEVELOPING LEADERSHIP IN AN INTERCULTURAL SETTING

Twenty eight young women participated in the 2011 WLDP training event in Bujumbura, Burundi.

Unfortunately two of them could not travel because of personal and health issues.

They spent the evening of their arrival setting expectations and getting to know each other.

The first day was dedicated to personal leadership and focused on individual development. Participants discussed their similarities, explored their differences and analysed their various leadership styles. They could also attend elective workshops developed to meet the learning needs expressed in the self-assessment forms.

On the second day the women worked on leading others and managing teams, with a focus on internal and external communication. The day included a session on creativity and strategic thinking.

On the third day the participants learned about project management and how to set up and implement partnerships. During the day they had the opportunity to visit a key grassroots project on women empowerment run by the Burundian Girl Guides. The visit gave them the chance to witness the reality of a rural community where the local leaders (female village leaders who had grown up through Girl Guiding educational experiences) shared their challenges and successes in empowering the female population of the area and in providing girls and young women with opportunities for self-development and financial independence.

On the fourth day the participants examined the results of their research and learned more about each other's countries and associations. In the afternoon they discussed how to use research to identify the needs of girls and young women and to develop projects and activities that could support female leadership in their associations and countries.

On the fifth day they studied advocacy skills and started planning their post-event projects. The women divided themselves into groups according to their research and their positions in their home organizations. Similarities in the groups ensured that participants could help each other designing and planning the post-event project. During this work several participants realised that in order to promote MDG3, MDG8 and female leadership they needed to work with other leaders in their associations.

On the final day participants continued working on their plans and attended an evaluation session.

The setting of the event definitely added value to the learning experience. It gave the participants the chance to experience a distinct social reality and, by witnessing the impact Girl Guiding/Girl Scouting has had on community development in Burundi, helped them realise the importance of local environment when setting up a project and developing a partnership.

It also showed them how Girl Guides and Girl Scouts can contribute to the empowerment of girls and young women in local communities around the world. The diversity of the Burundian reality highlighted the similarities and differences in the countries represented and reinforced the participants' awareness of the tools that can be used to achieve the MDGs.

Opening of the WLDP training event – Message from the Minister of Youth, Sports and Culture of the Republic of Burundi

Dear participants and facilitators

On behalf of the government of Burundi, which I am honoured to represent, and on my own behalf, please allow me first to wish all participants and facilitators from Europe, Africa and Australia a warm welcome and a nice stay in Bujumbura.

I take this opportunity to recognise the different nations you represent in this forum.

That a training forum of this kind has been organized in Burundi is probably not a coincidence. Indeed, the Girl Guides Association of Burundi has always worked for the well-being and empowerment of youth in general and young girls in particular.

Over the past six years the ministry in charge of youth has always appreciated the activities implemented by the Burundi Girl Guides Association, which educate young people in both urban and rural areas. We have come to appreciate the Association through community development activities, promotion of healthy environment activities, youth capacity building activities, advocacy for women leadership and gender equality, and fighting AIDS and supporting people infected or affected by HIV/AIDS.

The achievements of this Association, which has been running in Burundi for more than 45 years and which today celebrates its global centenary, are more than commendable, and we are witnesses. My pride became a reality when I personally attended the 33rd World Conference of the Girl Guides and Girl Scouts in South Africa in July 2008, where the Burundi Girl Guides Association was granted full membership. I happen to understand the vision, mission and objectives of Guiding, which are aimed at supporting missions around the world, promoting youth in general and girls and women in particular, and contributing to the achievement of the Millennium Development Goals through the Global Action Themes, of which Burundi is a Champion.

The government of Burundi has always valued the role of youth, especially those affiliated with youth organizations like yours. That is why I would not miss joining you for the opening ceremony of a forum aimed at capacity building in leadership. As I believe and always say, if a country's youth is not conscious of its citizenship today, there will be no good leaders tomorrow.

The theme of this forum, "Journey to Leadership", coincides well with the expectations of the world in general and Burundi in particular to have young people taking the lead in guiding others towards equitable and participatory development.

During the five days that the 35 participants from Europe, Australia and Africa will spend in Burundi, they will explore concepts related to leadership, personal development, teamwork, communication and the respect for diversity. I congratulate the organisers for the quality of the facilitators, who came

from different backgrounds.

At my level, the Ministry of Youth, Sports and Culture will make every effort to support the Burundi Girl Guides Association in its noble mission to promote youth development in general and that of young girls in particular.

The current project for the social integration and self-empowerment of 100 street girls and women in Bujumbura and Gitega, launched last year at the opening of the three-year celebration of the Guiding Centenary, will be a true model of good collaboration.

I wish every success to the work of this forum and I hereby declare open the activities of Europe-Africa Journey to Leadership.

Long live the youth, the leaders of today and tomorrow.

Thank you!!

EMPOWERING GIRLS AND YOUNG WOMEN AFTER THE WLDP TRAINING EVENT

During the WLDP training event participants designed advocacy and leadership development projects they could use in their home associations and communities.

The projects had to take into consideration the research participants had done prior to the event and address female leadership development, MDG3 or MDG8. Some participants worked on advocacy projects to raise awareness of MDG3 while others worked on projects aimed at empowering leaders and young women to become advocates themselves.

At the time of writing, some participants have not yet finalised their projects.

The programme team will follow the development of the projects and post information and updates on the WAGGGS website.

Roseline – The Republic of Congo – Associations des Guides et Scouts du Congo

Roseline planned and implemented a community development project focusing on empowering women. Its purpose was to equip girls and young women with the tools to strengthen their financial independence.

The objectives of the project were:

- to strengthen young Congolese women's leadership skills
- to contribute to the emancipation and empowerment of women in the Republic of Congo
- to promote an individual's capacity to develop the means to sustain herself.

The project addressed the needs of girls and young women in rural areas and was developed in two phases, with the first phase providing leadership training and the second centred on the development of a henhouse managed by the young women of Djoumouna, a village 22 kilometres from Brazzaville.

Markéta – Czech Republic – Association of Scouts and Guides of the Czech Republic

While in Burundi, Markéta assessed the condition of her association and decided she needed to promote opportunities for international exchanges and partnerships among the association's young people.

She became a member of her association's international committee and created opportunities to promote WAGGGS and international activities.

She is currently preparing educational material for a seminar in March and will share her experience in Burundi at the event.

Markéta has also created leaflets and written newspaper articles promoting international activities and the MDGs in her country.

EMPOWERING GIRLS AND YOUNG WOMEN AFTER THE WLDP TRAINING EVENT

Jule – Germany – Association of Christian Girl Guides and Boy Scouts

The goal of Jule's project is to empower and motivate the leaders of her county. She is planning a meeting of the leaders in February and her preparations have already begun using participatory and active methods. To motivate the leaders in her team she has involved them in project planning and implementation.

Jule learned a lot through this project, especially in terms of team management and motivation. At the leadership event in February she wants to provide young people with new learning methods and create an environment where everyone can inspire each other and realise their personal leadership potential.

One result of the project is that Jule has been motivated to put herself forward as a candidate in the upcoming elections of the national board of her Girl Scouting association.

Richel – Ghana –The Ghana Girl Guides Association

Richel ran a project focusing on empowering young women in her country and on the importance of gender-oriented education. She organized training activities to pass on the lessons she learned through the project and at the training event in Burundi. She also started a new Girl Guiding unit for the community school in her area, which included involving and motivating the female teachers at the school.

Richel received support for the project from the head of her association and international commissioners.

Marie – Ireland – Catholic Guides of Ireland

After returning from the WLDP training event, Marie and her association outlined the steps of their project. Her objective was to raise awareness of the MDGs within her association and young women's groups in the northern area of Dublin. Marie planned an art competition, workshop and exhibition to raise awareness of the MDGs and spread information about them through the association's newspaper and social media (i.e. Facebook, Twitter). She also contacted local group leaders and offered to hold workshops on the MDGs for their groups.

Maria set up the project with information from the WAGGGS website and the assistance of Irish Aid.

Thato – Lesotho – Lesotho Girl Guides Association

Although she could not attend the event in Burundi, Thato used her research and the help of a team of trainers to carry out her project. She organized a training event in a rural area of Lesotho with the theme "Guiding empowers girls and young women to change the world through Global Partnership". Participants were young women from nine rural schools and communities, and training activities focused on development of leadership skills, awareness of the MDGs, models and approaches to setting up strong partnerships, and women empowerment.

Thato's project also helped raise the profile of her association because of the publicity it generated and through contacts with the Ministry of Gender and Youth, certain UN agencies and the national media.

Shanna – Malta – The Malta Girl Guides

Shanna's project included training for the young women in her association and motivational activities for its leaders. Its aim was to help the women assess their motivation and leadership skills in order to find innovative ways of acting in their communities. The training event involved 50 young women and included individual and group activities.

The project was a real eye-opener for the participants and gave the Malta Girl Guides the opportunity to provide training to leaders and members using visual aids, including materials used during the event in Burundi.

All materials developed for Shanna's training event were shared with the participants for use at their unit meetings.

EMPOWERING GIRLS AND YOUNG WOMEN AFTER THE WLDP TRAINING EVENT

Bonne Année – The Democratic Republic of Congo – Associations des Guides du Congo

The project implemented by Bonne Année focused on the empowerment of young women and leaders in rural areas of her country. It focused on the needs of the young women in Nguma, a village 92 km from Kinshasa.

Bonne Année realised that training on leadership skills and empowerment would not in itself be enough to strengthen the self-esteem and capacities of the young women in the focus area. Therefore, after the training, participants set up a small production of food which it hopes will eventually contribute to the financial independence of the young women in the village.

Bonne Année was fully supported by her association on this project and shared its results at the event in Burundi. Her project has become a role model for the association and has inspired several of its leaders.

Jerica – Slovenia – The Slovene Catholic Girl Guides and Boy Scouts Association

While in Burundi, Jerica assessed the needs of her association and decided to focus on strengthening the skills of the leaders in her local group and reinforce their motivation and commitment to the values of Girl Guiding and Girl Scouting. The training activities she organised focused on time management, skills she felt needed improving in her association and her country. The training will be supported by activities to sustain its long-term impact.

Jerica also worked with other young leaders in her association to encourage and motivate them to set up individual projects that will increase their self-esteem and awareness of the impact they can make on their communities.

Tshegofatso – South Africa – The Girl Guides Association of South Africa

The project implemented by Tshego aimed at ensuring that the Guiding experience was accessible to all South African young women regardless of their socio-economic background. Her goal was to empower young girls through partnerships.

Tshegofatso involved the youth committee of her association to get the support she needed and to help spread the word of the outcomes of her activities.

Using the skills and knowledge she gained at the event in Burundi, Tshego also organised swimming lessons and water safety training for the girls and young women of several Girl Guides units in South Africa.

Nadia – Togo – Association des Guides du Togo

Nadia's project, "Female leadership and revenue-generating activities as tools for the MDG3", was a training and advocacy project. It consisted of a training event for young women under 30 and aimed at developing female leadership and young women empowerment within the Association of Togolese Girl Guides and other community associations in Amadahomé, a rural neighbourhood of the capital Lomé with more than 10 youth associations.

Nadia discovered that those youth associations had very few female members on their management teams. The aim of the project was to motivate and equip young women to take on leadership positions within those associations.

THE FUTURE:

PLANS TO CONTINUE WORKING ON MDG 3 WITH WAGGGS

WORLD THINKING DAY 2011

In 2011, World Thinking Day focused on MDG3: ***"girls worldwide say empowering girls will change our world"***. Through WTD 2011 we raised awareness of the situation of many girls and young women around the world and empowered them to take a stand against inequality.

Gender equality and empowering women is the third of eight goals set by 189 world leaders at the United Nations Millennium Summit in 2000. It is part of the WAGGGS Global Action Theme (GAT), which encourages girls and young women to make a personal commitment to change the world around them by linking to an important global agenda: the United Nations Millennium Development Goals (MDGs).

An activity pack to help you learn that "empowering girls will change our world" and to give you some ideas on what you can do to make a difference and involve your friends can be downloaded from the WAGGGS World Thinking Day website at

http://www.worldthinkingday.org/en/grab/20868/1/WTDActivityPack2011.pdf

You can find out more about World Thinking Day online at

http://www.worldthinkingday.org

In 2015, World Thinking Day will focus on MDG8, ***"Develop a Global Partnership for Development"***. WAGGGS key message for this MDG is ***"we can create peace through partnerships".***

THE HISTORY OF WORLD THINKING DAY

Each year on 22 February, Girl Guides and Girl Scouts all over the world celebrate World Thinking Day. World Thinking Day was created in 1926 at the 4th Girl Guide/Girl Scout International Conference, held at Girl Scouts of the USA's Camp Edith Macy (now the Edith Macy Conference Center). Attendees decided that there should be a special day when Girl Scouts and Girl Guides all around the world think of each other and give thanks and appreciation to their "sister" Girl Guides and Girl Scouts.

The delegates chose 22 February for World Thinking Day because it was the birthday of both Lord Baden-Powell, founder of the Boy Scout Movement, and his wife Olave, who served as World Chief Guide.

In 1932, at the 7th World Conference, held in Poland, a Belgian delegate suggested that since birthdays usually involve presents, girls could show their appreciation and friendship on World Thinking Day not only by extending warm wishes to each other but also by offering a voluntary contribution to the World Association. After this idea was adopted, Olave wrote to all Girl Guides and Girl Scouts asking them to help support the Movement by donating just a penny.

You can read Olave's first letter by visiting the World Thinking Day website.

'STOP THE VIOLENCE – SPEAK OUT FOR GIRLS' RIGHTS' CAMPAIGN

Girls in every country across the world are subjected to many forms of violence. This is wrong and must stop!

Girls have the right to live free from violence and the fear of violence. They need to be aware of their rights and find the voice to create a global movement and actions to end violence.

Building from a whisper to a shout, we need to talk, join together and inspire action around the world.

Violence against girls and women is one of the most widespread violations of human rights around the world. As a leading advocate for girls and young women, WAGGGS will add your voice to the global outcry to end this violence.

The World Association of Girl Guides and Girl Scouts is running a campaign to stop the violence. We're building a global movement of people who believe that violence against girls is an injustice we've remained silent about for too long. We're going to speak out for girls' rights and we're asking you to join the conversation.

WAGGGS' 'Stop the Violence – Speak out for girls' rights' campaign will reach out to our 10 million members in 145 countries: to their communities, to our partners, to decision-makers in governments and internationally; and to influencers such as the media.

At its heart, the campaign is about empowering girls and young women to understand their rights and have the skills and confidence to claim these rights and the rights of others. It will ensure that girls and young women are the instigators of the change they want to see in the world.

STOP THE VIOLENCE

Speak out for girls' rights

The campaign was launched in July 2011 at the WAGGGS World Conference and asks members to get involved in a variety of ways: by running workshops and peer education programmes, signing online petitions, taking part in action days and lobbying decision-makers on laws and policies that affect girls and young women. To learn more and join the campaign, visit www.stoptheviolencecampaign.com.

YOUNG WOMEN LEADING FOR A GREENER FUTURE

Having taken into consideration the success of the Europe-Africa Journey to Leadership 2011 project, the success of the previous Pathways to Leadership 2010 project and the positive feedback received by the project partners, the Europe Region decided to design and implement another leadership development project in cooperation with the Asia Pacific Region.

The project starts in December 2011 and will involve 46 young women from 42 countries across Europe, Africa, Asia and the Western Hemisphere. To implement this new project the Europe Region WAGGGS received a grant from the European Commission under the Youth in Action Programme.

CONCLUSIONS

As the Journey to Leadership project comes to an end, WAGGGS has started designing and planning future activities related to leadership development and MDG3.

By doing so, we look forward to helping other Girl Guides and Girl Scouts around the world to become agents of change in their associations and communities.

The projects participants started after the training event will ensure that other girls, young women and female leaders in partner countries benefit from this project and its results.

Through the Europe-Africa Journey to Leadership project WAGGGS has:

- Trained 26 existing leaders and fostered their national capacity in the field of youth empowerment and international leadership development
- Exchanged best practice and shared information on leadership in different countries and regions of the world and analysed female leadership from a youth perspective in a national context and in the context of "North-South" partnerships
- Conducted 26 research projects on leadership from a gender or partnerships perspective in the different countries
- Developed 26 advocacy community actions aimed at developing awareness and taking action to achieve the MDGs, in particular MDG3 and MDG8
- Developed 10 training modules on female leadership and partnerships that will be disseminated within WAGGGS, in the participating countries and other international youth organizations
- Applied WAGGGS leadership development principles in different member organizations and assessed how international non-formal leadership programmes can be improved and multiplied
- Fostered Euro–African cooperation in the field of youth leadership development and promoted intercultural dialogue and discussions on MDG3 and MDG8
- Provided a networking opportunity for existing leaders in different countries and regions to make contacts and explore opportunities to further develop cooperation in the field of youth, thereby increasing opportunities for young people in their associations.

The training modules are available upon request from the Europe Office WAGGGS.

THANK YOU!

PROJECT PARTNERS

Africa Region WAGGGS

Association de Guides du Rwanda

Association des Guides du Burundi

Association des Guides du Togo

Association des Scouts et Guides du Congo

Catholic Guides of Ireland

Danske Baptisters Spejderkorps

Europe Region WAGGGS

Federazione Italiana dello Scautismo

Ghana Girl Guides Association

Girl Guides Association of South Africa

Girl Guides Association of Zambia

Girlguiding UK

Irish Girl Guides

Junak - Association of Scouts and Guides of the Czech Republic

Kenya Association of Scouts and Guides

Les Guides de La République Démocratique du Congo

Malta Girl Guides

Mauritius Girl Guides Association

Mpanazava Eto Madagasikara

Nigerian Girl Guides Association

Scouting Nederland

Scouting Slovakia

Slovenian Girl Guides and Boy Scouts Association

The Girl Guides of Australia

The Greek Guiding Association

Verband Christlicher Pfadfinderinnen und Pfadfinder

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of Girl Guides
and Girl Scouts

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