



THE *scout* ASSOCIATION
OF MALTA



...where are we now &
where do we want to go?





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The V-Team

- Caroline Borg – GSL Birkirkara
- David Darmanin – NSC
- Mario Ellul – NSC / GSL Cospicua
- Ryan Ellul – GSL Tarxien
- Adrian Farrugia – TC
- Sarah Galea – Registered Leader, Naxxar
- Emanuel Grech – GSL Mtarfa
- Anton Pisani – IC



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Vision2020 Aims

- A Vision 2020 Strategic Plan for the next three years (2017-2020) including
 - Strategic areas
 - Priorities, and
 - Aligned KPIs
- Execution of plan to start January 2017

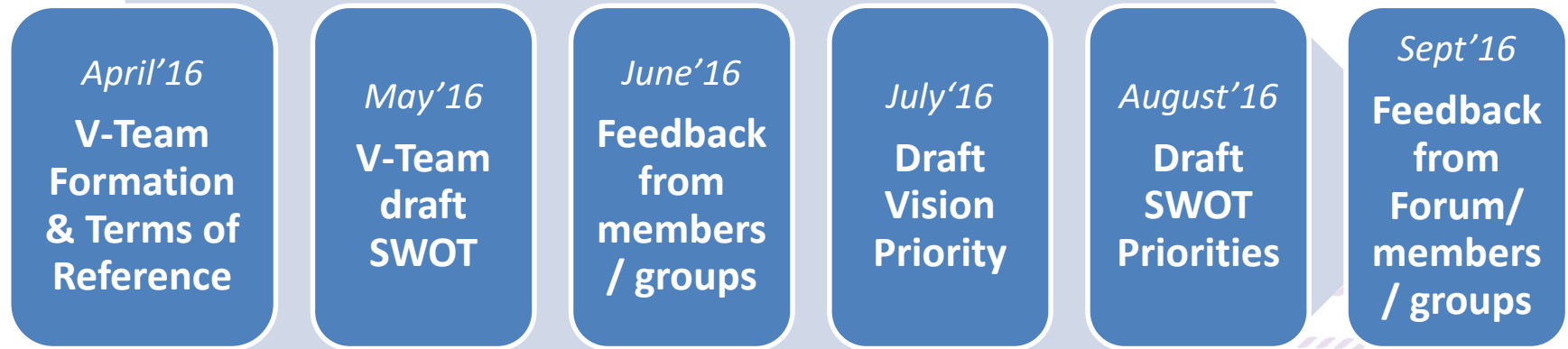


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Timeline to date...



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SWOT Analysis

- Drafted by V-Team and includes feedback given by NSC, EC, V-Team, Groups, Sections and individual leaders/ members.
- Strengths : 24
- Weaknesses : 44
- Opportunities : 17
- Threats : 12

		HELPFUL to achieving objective	HARMFUL to achieving objective	
INTERNAL	STRENGTHS	S1 Active Groups	Communication	W1
		S2 Apolitical	Apathy leaders not to attend National activities	W2
		S3 Azzeq (Campsite, IHQ, Group HQs)	Competition between Groups	W3
		S4 Awareness of value in non formal education	Conflict between leaders	W4
		S5 Co-Ed Groups	Difference between Formal or Non Formal	W5
		S6 Creating a better world' - good belief	District too big / No District Commissioner	W6
		S7 Creating Leadership Experiences	Diversity and inclusion	W7
		S8 Established and Good Reputation	Drop out from one section to another	W8
		S9 Flexible Adult Training Programme	Fear of Change	W9
		S10 Fun!	Focus on Band net scouting	W10
		S11 Good Programmes (incl. Adventure / Outdoor activities)	Gender Equality and Acceptance	W11
		S12 Large Membership from across society	Groups left to their own devices	W12
		S13 Nationwide	Guidelines on Media (Template)	W13
		S14 Partnerships Network	Increase of legislation hinders leaders from continuing	W14
		S15 Perceived Discipline encourages parents to register child	Lack of Discipline and Enforcement	W15
		S16 Presence in Civil Society	Lack of growth in membership	W16
		S17 Sense of Belonging, Pride and Satisfaction	Lack of knowledge on Policies, Rules	W17
		S18 Strong Bands	Lack of Leaders	W18
		S19 Strong Governance Framework	Lack of national leader activities	W19
		S20 Strong Identity	Lack of professionalism and racial skills of leaders	W20
		S21 Strong Social Aspect/Friendship	Lack of Shared Vision	W21
		S22 Strong Training Department	Lack of sufficient funds	W22
		S23 Voice at Regional and World Scouting community	Lack of visit to groups	W23
		S24 Wide Parental Network	Lack of Volunteers at National Level	W24
		No pooling of equipment	W25	
		Not everyone in Co-Ed	W26	
		Not flexible Adult Training Programme	W27	
		Parochial / In-ruler / Sense of Belonging	W28	
		Patrol System not working	W29	
		Programme seen as more work / not fun	W30	
		Quality in Scouting is not embedded	W31	
		Reform Fatigue	W32	
		Relationship between IHQ and some Groups	W33	
		Sex education in youth/leader programme	W34	
		Small Executive Committee (3 persons)	W35	
		Some activities used for training	W36	
		Stagnated at 40 Groups	W37	
		Succession Planning	W38	
		Support to vulnerable members of society	W39	
		Too Bureaucratic / Rigid Structure	W40	
		Traditional mentality	W41	
		Uncertainty on uniform / issues	W42	
		Wrong public image / Priorities of our part	W43	
		Youth empowerment could be improved	W44	
EXTERNAL	OPPORTUNITIES	O1 EU / Local Funding	Baden Powell Scouts	T1
		O2 Advocacy and racial benefits to 'Create a better world'	Funding Restrictions due to rise	T2
		O3 Former Members / Older Members / Fellowship	Increased Legal Regulation	T3
		O4 High Standard of Training Programmes	Other Youth Organisations which copy our activities (ZAG)	T4
		O5 Impact on Civil Society	Financial Claims (ex-Scout Shop, PV Panels)	T5
		O6 Leaders' CV is enhanced through participation	Parental Interference	T6
		O7 LEAP Foundation	Perceived Decrease of Altruism in Society	T7
		O8 Learn Band Instrument	School Leaverties, HW clash with attendance	T8
		O9 Malta Qualifications Council	Time constraints of adults	T9
		O10 Multiple streams of revenue	Time of youth to participate (eg. video games, clash with a)	T10
		O11 National Market Share % of youth organisation	Improper use of social media	T11
		O12 Parent Capital	Lack of resources due to negligence or vandalism	T12



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Prioritising SWOT



- V-Team then took the finalised SWOT including feedback and Scored each aspect by Importance X Rating/Probability.
- This is the result listing only the high priorities...



PRIORITY



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SWOT Priorities - Internal

Priority STRENGTHS (11 out of 24)	Priority WEAKNESSES (11 out of 44)
Active Groups	Communication
Apolitical	District too big / No District Commissioner
Co-Ed Groups	Fear of Change
Creating a better world' - good belief	Groups left to their own devices
Flexible Adult Training Programme	Lack of knowledge on Policies and Rules
Fun!	Lack of Leaders
Good Programmes (incl. Adventure / Outdoor activities)	Lack of shared vision
Large Membership from across society	Lack of Volunteers at National Level
Sense of Belonging, Pride & Satisfaction	Parochial / Insular / Sense of Belonging
Strong Identity	Traditional Mentality
Strong Social Aspect / Friendship	Wrong public image / Prisoners of our past

Vision2020 **converts** Weaknesses into Strengths



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SWOT Priorities - External

Priority OPPORTUNITIES (7 out of 17)	Priority THREATS (8 out of 12)
Advocacy and social benefit to 'Create a better world'	Baden Powell Scouts
EU / Local Funding	Financial Claims
High Standards of Training Programmes	Improper use of social media
Impact on Civil Society	Increased Legal Regulation
Malta Qualifications Council	Other Youth Organisations which copy our activities
PR & Media Relations	School Logistics, HW clash with attendance
Relationship with Girl Guides and other NGOs/Local Orgs	Time constraints of adults
	Time of youth to participate (<i>eg. video games, clash with other orgs</i>)

Vision2020 **converts** Threats into Opportunities

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OK ... so what now?



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Vision2020 Priorities

*In line with WOSM Vision 2023 'Strategic Priorities'
and linked to TSAM Mission & Vision*

<i>Mission</i>	<i>Ref.</i>	<i>Vision2020 Priority</i>
Innovating Scouting	VP1	Youth Engagement
	VP2	Educational Methods
Reaching Out to All	VP3	Diversity & Inclusion
	VP4	Social Impact
Governance & Local Support	VP5	Governance
	VP6	Group Support
Strengthening Scouting's Profile	VP7	Internal & External Communications
	VP8	External Relations & Partnerships



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Next steps...



- V-Team will provide drafts of
 - Vision2020 Priorities
 - SWOT Prioritiesfor all groups/leaders/members feedback on SK.
Deadline for feedback is 15th October, 2016
- V-Team will draft Vision2020 Objectives & KPIs for ratification by EC and NSC by December, 2016
- More Information will be provided



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Thank you



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