



EUROPEAN SCOUT COMMITTEE TEAM CHARTER 2022-2025

PURPOSE

- We serve the interest of the Region by implementing the Regional Scout Plan and resolutions
- We help connect MOs to the Region and each other, supporting their needs
- We provide leadership to all Volunteers and Staff
- We are a visible example of how to work together as a team
- We own and lead the implementation of the Vision and Mission of WOSM in the Region
- We contribute to a stronger Global Movement by being frontrunners and trendsetters and sharing experiences and resources (within and beyond WOSM)
- We ensure a safe, positive environment for Scouting at a Regional level
- We apply the Scout Method in our Work
- We dare to be visionaries

ACCOUNTABILITY

- We take part in as many ESC activities as possible
- We are present, inspiring, and provide strategic oversight
- We establish a good working relationship with our staff and continuously provide and accept constructive feedback
- We are a reliable partner for our partners
- We consistently report and engage with MOs in a transparent and efficient way
- We stay focused on the RSP and the needs of MOs
- We stay within budget for healthy finances
- We are accountable in what we can commit to as individuals, avoid over-committing and under-delivering
- We manage expectations proactively
- We are okay to make mistakes. In case we make mistakes, we approach them as a team in a transparent and solution-oriented manner



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TEAM CULTURE

- We trust each other
- We are honest and raise any issues that we have
- We support and back each other up when needed
- We do our best and are kind to each other
- We give space for informal talks and fun
- We give space for the team and its members to voice their opinions or ideas, or innovations
- We are open-minded and demonstrate mutual respect
- We develop a shared team vision on goals for the triennium
- We allow for flexibility to reflect the volunteering nature of our roles
- We look after and care for individual needs to create an atmosphere where everyone feels comfortable expressing themselves openly
- We mandate portfolio holders to act, discuss / consult /engage on behalf of the entire team
- We try to implement "deep democracy" principles by making sure everyone can contribute and taking decisions together

COMMUNICATION

- We are transparent, proactive, open, honest, non-violent, respectful, active, and regular
- We consider the different levels of knowledge of team members
- We use English as a language in group settings and have a common language of expression
- We define what goes in what channel (Slack, WhatsApp, E-Mail) and be consistent in the choice
- We try to limit the number of different tools and ensure quality of messages in general
- We have a clear expected response or answering time
- We use a clear and efficient style of communication
- We have a positive attitude, break the ice occasionally
- We celebrate success

