

# ILT 6 Report

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## Introduction

This ILT 6 has been a success. Participants were able to receive a course full of quality content, shared in a greatly by the staff, they had great fun, and created amazing bonds that for sure will continue in time.

To really understand the success of this ILT 6, is necessary to see the bigger picture, and to understand everything that is happening around and because of this course.

On one side, the process of staff selection and development, has evolved this last years and the staff preparation for this ILT was really good, not only on the technical, but also on human aspects, being able to create a group of people that really enjoyed working together and taking care of each other.

Also, several changes were made on the schedule for the course to run smoothly and to be a better experience in general for participants.

Apart from this, is needed to take into consideration that since many participants of this ILT had already been to a Local Leadership Training; lots of content on this ILT was shared more in depth, also taking advantage of the staff presenter's abilities and passion for the course topics.

Overall, considering the work that has been done by all ILT staffers these years, youth and NSOs working on their Local Leadership Trainings, and a good diagnose of the possibilities on how making an even better capacity building training for our region's youth; its noticeable the success of this ILT 6 was not only result of the hard work done in those days, but also result from every single action that is related to it on each country of our region every day.

## Overview

The Sixth Interamerican Leadership Training was realized from December 26th, 2018 to January 3rd, 2019 at the "Campamento Nueva Vida" in Quito, Ecuador.

Alike to some years before was themed, mostly to give a framework that helps logistics and some aspects of program. This year theme was Vikings, through this theme the staff also tried to show the strength accomplished by unity.

There were a total of 114 assistants to the ILT whom were divided in three different modalities:

Staff: 34  
Participants: 75  
Guests: 5

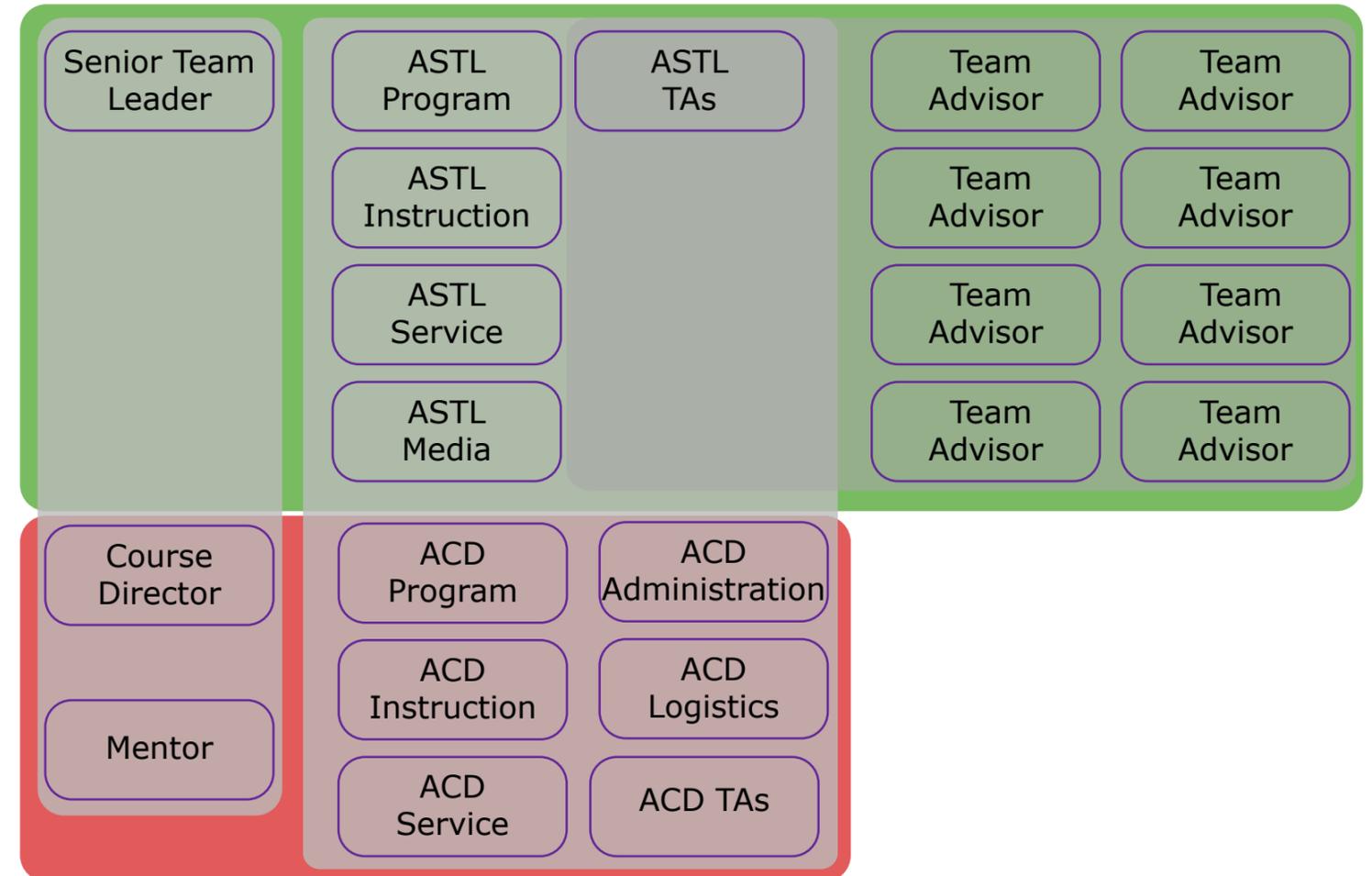
The participants represented 30 National Scout Organizations from the Interamerican Region, also there were representatives from Hong Kong, Iceland and Spain.

The ILT carries out the Mission and Vision advocate by WOSM in a particular way. This training stands out for its dynamism and collective manner to teach leadership. Based on different subjects like communication, problem solving, project planning among others, the training was developed for all of these issues to be learnt applying them to real situations that occur while they are coursing it.





### Staff organization chart



## Instruction

This year's ILT instruction team, based their job on how to deliver the course effectively, adjusting the whole course schedules and course hours per day, in order for participants to be able to enjoy and take more advantage of the experience as a whole.

About presentations and its preparation, one of the biggest aims of this ILT was making presenters feel truly comfortable about what they were presenting, based on the premise that if a presenter doesn't feel pleased with what he/she is saying, the presentation can't be good.

Apart from this, there was a great encouragement on innovation on how presentations were shared and some content that presenters would like to add personally (always reviewed by the instruction team). This was taken not only as a tool for creating a better course and for presenter to feel more empowered, but also because the syllabus the staff is following, at times it may appear to basic for the level of the participants and the capacities of the staff to perform the whole course.

All in all, instruction team did a great job on evaluating how to deliver the programme in a better way, and how to create a better experience in general for participants.





## Programme

The purpose of the program team is highly important, this team evaluates the best way to deliver all the content that the instruction team decided needs to be taught. In simple words they decide what's going to happen when. This year the ILT ran smoothly all throughout the week, there weren't any major schedule problems. The programme team made sure the participants enjoyed all the content of the event, but also to have enough time for their meals, with their team and just personal time.

A significant task of the programme team is to assure a successful "Local Day" which is the day that the participants leave the venue to do some activities for getting know a little more of the host country. Unlike other years the Local Day was at the very beginning of the event, the second day, this allowed the teams to bond and to consolidate better, in a more social and relaxed setting. Overall, the local day was a success.

One piece of program that was completely new this year, was the "Interfaith and Spirituality" segment that was added to the daily ceremony every morning. In which the participants experienced exposure to different aspects of faith, understanding, self awareness and gratitude. This segment was very well received by the participants and is safe to say that this will be an addition likely to continue on the upcoming ILTs.

## Staff development

Staff development process this year was slightly different to previous. There was a staff development meeting in Ecuador at the beginning of November gathering all senior staff (adults, STL and ASTLS), and a second instance in which the full staff participated, held in Ecuador two days before the course started.

A clear advantage was that most of the staff came with great backgrounds so they were able to perform sufficiently with no need of a really extensive staff development. This year the combination of; implementing as good as possible the staff development scheme achieved, and the backgrounds all of the staffers came from, had a great outcome, since the course performed successfully.





## Media

The media team main goal is telling the ILT story to the world, besides that, they play a really important role in how ILT builds the connections among its participants. This is why the team used different means of communication to share the message.

This year the media team started to build the connections before the course started, by creating a Whatsapp group, which is the most used texting application by the youth attending the course, this way the participants were getting to know each other a little, before meeting in person. During the event the media team was capturing all the moments of ILT and sharing them through social media, with the people outside the event. Likewise, the team was also in charge, next to the service team, to facilitate logistics for some of the presentations or sessions. Afterwards the team also shared many resources with the participants, like the digital form of the presentations given during the event.

Although there is a specific media team as part of the staff of the ILT, the mission of sharing the ILT story is not only a job for this team, but for everyone that attends the event, the easy access to social media allowed many participants to share their daily experiences on ILT through the different media channels and platforms.

## Service

Scouts of Ecuador were an amazing host. The people that they chose for this labour were amazing. Not only because of how everything worked, but also for the attitude the Ecuadorians had towards the course and everybody who was "visiting" them. On top of all this, there was also the advantage that this was the second ILT they were hosting, so lots of the experience from ILT 5 and the communications between ILT staff and the NSO had improved by this year, making this experience even better than the one of last year's. The organization they implemented was just great, from the meals system, to the materials the staff asked for their presentations, and local day logistics (done by Ecuador and program team), everything was amazing. There are lots of things to learn from this two years of ILT in Ecuador, and as always, others to still trying to improve.





## Surveys

During the course the participants filled two surveys, one at the very beginning to collect data on their exposure to leadership competencies and experiences inside and outside scouting, and the other was taken at the end of the course to see how satisfied and proficient the participants felt on these competencies after it.

How it was created:

Information was collected on participant's NSO, and whether they had attended a leadership training within their respective NSO before. 27 leadership competencies were listed, with participants able to mark if they had exposure to listed competencies inside scouting and/or outside scouting, or if they had no exposure.

How it was collected:

Surveys were collected via paper copy or online google form.

How it was analyzed:

Using excel, the team compiled the data and analyzed it to identify topics where ILT participants lacked exposure inside of scouting and overall.

## Pre-survey results

Top 10 leadership competencies scouts lacked exposure to inside scouting:

- Negotiation
- Making & delivering presentations
- Resilience
- Ethical decision making
- Vision
- Feedback
- Running meetings
- Bias / Influence
- Emotional intelligence
- Sustainable Development Goals

Top 5 leadership competencies participants lacked overall:

- Change management / Facilitating change
- Servant leadership
- Followership
- Virtual leadership
- Multiplier/Diminisher Effect

Participants exposure to other related events:

- NSO-level Leadership Training 60%
- Regional Youth Forum 23%
- Regional Conference 15%





## Post-survey results

The post-survey was answered by 55 participants.

When asked "How satisfied were you with your ILT experience?"

78 % responded Very Satisfied (highest rating)

22% responded with Satisfied (2nd highest rating)

Besides the satisfaction of the participants with the overall experience of the ILT the post survey also showed a definite increase in exposure and knowledge of the competencies that were lacking before the course, as well as an increase on the acknowledgment of different resources.

## Reflections

For the design of this report, some members of ILT 6 staff were asked to answer two questions:

### What do you think are the biggest strengths of ILT?

“The biggest strengths of ILT are that ILT has been able to train hundreds of young adults Scout leaders in various leadership skills and they have, in turn, taken what they learned back to their respective NSOs and have taught others what they learned during ILT. Thus, ILT has had a positive, exponential impact on the Interamerican Region.”

*Armando Aguirre, Course Mentor.*

“The biggest strengths of ILT include the networking and the capacity building opportunities one gets throughout the course. The best way for us to continue improving as a region is by working together. Together as countries and also together between generations. ILT is a great opportunity for us to start early on on working together between countries and capacitating our youth in order for them to be prepared when opportunities come within their NSO and also prepare them to become better leaders within their communities.”

*Brandon Koots, ASTL Instruction.*

“The benefits are many for the ILT Program, and one of its greatest strengths is the open platform environment that is provided for youth to youth communication. Over the years a lot of work has been done to improve this so as to truly make the program reflective of being youth led. The participants respond well to learning from their peers and the results are proven by the respect and camaraderie shown by participants and staff alike.”

*Kesilyn Lizama, Course Director.*





"ILT's biggest strength is providing an experience that not only facilitates learning leadership skills and knowledge but motivates participants to develop a passion for being a leader and bringing positive change to their countries. The ILT environment gives a feeling of family and excellence that drives participants to always keep doing more."

*Siddeeq Shakoor, STL.*

"The biggest strength of ILT is the participants and staff. It is not the group that is the strength but much rather the individual from different NSOs and Countries."(...) "ILT's model brings diversity to everybody including the NSOs." (...) "Participants and staff are able to interact with each other and as such are also to develop and grow in a different manner than a traditional training session." (...) "The strength of having an International Training session is that it brings new and revised ideas to the region and to each NSO."(...)

"ILT gives a chance to make the region united on the International Standard for specific programs. It also allows for key messages to be brought back to the NSO after ILT has ended. Such messages would include the Messengers of Peace Program, the Better World Framework, Regional initiatives and even sub-regional initiatives."

*Nathan Yiu, Team Advisor.*



**Taking in account the process ILT has made throughout these 6 years, and the reality of our region, how do you think ILT could continue contributing to our region's growth?**

"There will always be new, emerging young Scout leaders that can benefit from the skills taught at ILT. The experience of attending a course like ILT will also broaden their Scouting experience and help them become better prepared to be productive citizens of the world who have a positive impact on their communities as well have a positive impact on their lives. ILT can continue to contribute to our Region by continuing to train the emerging leaders in the skills that will help them become more effective Scout leaders, more effective community leaders, and more effective citizens of their respective communities."

*Armando Aguirre, Course Mentor.*

"It's important for ILT to keep on innovating. Most of the things we teach at ILT, are being taught somewhere else. The world has realized that these are the skills our future community needs. Which is why they are teaching them at universities and also at local LTs. Keeping this in mind, for ILT to keep on making an impact and being relevant, we have to keep on improving and teaching more varied skills and also change HOW they are being taught. That's how ILT can continue contributing to our region; by being innovative."

*Brandon Koots, ASTL Instruction.*





"The ILT has not only been a source for fun, active learning and bonding but it has been proven to be a great medium through which Scouts can learn to express themselves and gain new information to function in changing Scouting & local communities. Our participants though knowledgeable of many topics, have voice having left the ILT more informed than when they came. They learn beyond the syllabus. The continued molding of Scouts into more active roles is not only beneficial to the movement but also to our world communities who so desperately need agents of change."

*Kesilyn Lizama, Course Director.*

"Apart from having ILT being a continuous camp every year, I think a core leadership training team can be established that can travel to various countries and support trainings held locally. I think this would provide the support to the ILT Alumni that is definitely needed."

*Siddeeq Shakoor, STL.*

"ILT is a very beneficial program. However, it could be improved through a better understanding of what the region needs. Within the region, different NSOs have different standards and different resources to give to the youth that they serve."(...)

"Some NSOs may have a lower standard or may not have the knowledge that others do. Some may have a different training system that may need to be improved or updated. Others need young participants to be trained so they can train other youth within the NSO."(...)"... some NSOs have some sort of National Youth Leadership, while others have only group-level training. ILT can be the bridge for another six years in developing a system that provides training that participants can take back to their home countries and develop or improve a youth leadership program that can positively affect others within their community and NSOs."

*Nathan Yiu, Team Advisor.*



## ILT Impact

As said before... in order to be able to “measure” the impact ILT had on our region and its youth, we need to see the bigger picture. Not only taking in account the impact that each young Scout trained had in their communities back home, but also how the Local Leadership Trainings performed in their countries and contributed to the education of even more young leaders. Moreover, ILT has not only been able to train leaders at a regional level, but also at a local level, in their communities, since it has not only created ways of moving participants to the course, but also, moving the course to lots of countries of our region.

Apart from this, we need to recognize that the ILT impact is not only about leadership and skills learned. One good example is the enormous network that ILT creates, as seen on the last two Interamerican Youth Forums, several of the participants have been through ILT experience and makes a real difference at the time of communicating and getting the job done.





## Feedback

Nowadays the youth of the Interamerican Region is ready for a more ambitious ILT content.

In order for ILT to keep on growing and developing its content, the syllabus should be updated to what participants can develop throughout the course and the staffers abilities to deliver it.

Related to the presentations and their preparation: Would have been good to practice more presentations before the course, that also relates on staff development 's timing.

About staff development: In this case, starting to work with the staff earlier would have been a clear advantage, not only for the participants by the time of the course but also for the staff and their lives organization. More and better virtual planning and work would have been a good and simple solution to put up everything sooner, easier and better for everyone. Even though the staff development made in Ecuador in November couldn 't gather the whole staff, there are other ways of preparing the team and each individual for ILT that could have made a difference if well implemented.

Concerning communications among the participants and their respectives NSOs, it is imperative that they deliver and present why is ILT beneficial for the youth and why NSOs should support then in developing National Leadership Trainings. Once they are back at their countries, this message should be shared not only to their fellow scouts, but also to the national boards. Therefore, a workshop/session could be implemented showing them different and efficient ways to convey this message.

## Conclusion

The Sixth Interamerican Leadership Training was a fruitful and outstanding experience for everyone who attended. The participants left the ILT with more knowledge, skills and resources, but most important they left ILT with new true friendships, the ones that scouting is capable to create, those in which distance won't matter. It is safe to say that participants will contribute in a positive way to their communities while practicing active citizenship. ILT6 has successfully contributed with the mission of scouting and the vision of WOSM and for sure it accomplished the ILT vision of "Strengthen Scouting in the Interamerican Region (IAR) and its National Scout Organizations (NSO)".

**Acknowledgements:** Armando Aguirre, David Beraha, Rachel Eddowes, Diana Garzón, Brandon Koots, Kesilyn Lizama, Ricardo Melendez, Kelsey Mclealand, Larissa Oliveira, Siddeeq Shakoor, Gerry Soucer, Nathan Yiu.





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