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Overview of candidates
nominated as voting members
of the World Scout Committee



**World Scout
Conference**
**42nd Conférence Mondiale
du Scoutisme**
2021



SCOUTS
Creating a Better World

Overview of candidates nominated as voting members of the World Scout Committee

This document provides an overview of the candidates nominated for election as a voting member of the World Scout Committee 2021-2024. Further information about the candidates, including their presentation of candidacy videos, can be viewed on scoutconference.org/candidates. All candidates are to abide by the [WOSM Code of Conduct for Elections](#) to ensure an ethical and fair election process that upholds the values of Scouting.

The personal information, motivational statements, interests in strategic priorities and declarations of potential conflicts of interest found in this document are based on the nomination packages submitted by the candidates. Please respect the personal data found within this document and use it only for the sole purpose of the World Scout Committee elections.

Please contact the candidates directly if you have any questions about their candidacy. For general inquiries or questions about the election procedure, you may contact candidates@scout.org.

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Languages

The official languages of the World Organization are English and French. The World Scout Bureau will make all Conference Documents available in both languages. When possible, it endeavours to make them available also in Arabic, Russian and Spanish - the three additional working languages of WOSM. In the event of a conflict arising out of the interpretation of this Conference Document or any other official document of the World Organization, the English text shall prevail.

Election procedure

Elections will be held at the 42nd World Scout Conference to **elect 12 voting members** to the World Scout Committee for a period of three years (2021-2024).

Voting shall be conducted in one single round and shall be done by electronic means. Each delegation must record a total of 72 votes and no more than six votes for any one candidate, otherwise the ballot is void.

While voting will be by secret ballot, the number of votes cast in favour of each candidate will be announced. The twelve candidates receiving the most votes will be declared elected for the 2021-2024 term of the World Scout Committee. In the case of a tie to fill the last position(s), the youngest candidate(s) will be declared elected.

Please refer to [Conference Document 2 - Rules of Procedure](#), section 7, Elections to the World Scout Committee.

List of candidates for voting members to the World Scout Committee

Mehdi **Ben Khelil** (Tunisia)
Edward Andrew "Andy" **Chapman** (United States of America)
Mori Chi-Kin **Cheng** (Hong Kong)
Wayne Adrian **Davis** (Ethiopia)
Jo **Deman** (Belgium)
Janaprith **Fernando** (Sri Lanka)
Nika **Gorovska** (Ukraine)
Pia Melin **Graasbøll** (Denmark)
Jose Antonio **Hernandez Gallegos** (Mexico)
Ilyas **Ismayilli** (Azerbaijan)
Sarah Rita **Kattan** (Lebanon)
Steve **Kent** (Canada)
Eun Gui **Kim** (Republic of Korea)
Rodgers Mfunwa **Lukhele** (Eswatini)
Muhigirwa Gilbert **Musumba** (Democratic Republic of the Congo)
Daiana **Neil** (Argentina)
Christine "Chrissy" **Pollithy** (Germany)
Sarfraz **Qamar** (Pakistan)
Khalil **Raihani** (Morocco)
Juan **Reig** (Spain)
Sherman Hsiao-Ming **Sheng** (Scouts of China)
Olusoga **Sofolahan** (Nigeria)
Clarke **Truscott** (New Zealand)
Sahali Marie Louise Charlotte **Ycossie** (Côte d'Ivoire)
Mohammad Atiquz **Zaman** (Bangladesh)

Mehdi BEN KHELIL (Tunisia)

Nominated by: Les Scouts Tunisiens

Age: 40

E-mail address: benkhelilmehdi@yahoo.fr

Educational background and qualifications: Medical Doctor, Associate Professor

Professional activities: Forensic Pathologist in a teaching hospital

Scouting experience:

- **National level:** Elected member, Higher Council of the Tunisian Scouts (2010-2019); Member, National Board in roles of International Commissioner, national strategy and governance and strategy implementation (2011-2017); Chairman, Steering Committee of the partnership between the Tunisian Scouts and the YMCA-Scouts of Denmark (2008-2017); Initiated the National Scout Youth Forums (2013 and 2016); Designed and coordinated the national strategy establishment process including a GSAT Audit (2014-2016)
- **Regional level:** Participated and facilitated sessions during the 27th, 28th and 29th Arab Regional Scout Conferences in Algeria, Oman and Egypt; Member, membership Regional Sub-committee (2013-2016)
- **World level:** Elected as Youth Advisor to the World Scout Committee (2005-2008); Member, World Scouting Operational Framework groups including Scouting and children with special needs, spiritual development, youth for change, and membership (2005-2017); Elected member, World Scout Committee (2017-2021), with main responsibilities as a strategic oversight to the communication and strategic partnerships workstream, the liaison to the 42nd World Scout Conference, and a member of the Board of the World Scout Shop as an observer; Supporting a series of World Events e.g. the 1st and 2nd World Scout Education Congress (2013 and 2017), the World Scout Jamboree (2019), the first Non-Formal Education Forum (2019); Overseeing the Arab Regional SDGs seminar, the Messengers of Peace heroes event and the Youth Representatives training (2019)

Languages spoken: English (fluent), French (fluent), Arabic (native speaker) and German (basic)

National Scout Organization's rationale for nomination:

The Tunisian Scouts are honoured to nominate Mr Mehdi Ben Khelil for re-election to the World Scout Committee. For the past four years, Mehdi has served as an active member of the World Scout Committee overseeing the Communication and Strategic Partnerships Workstream and acted as a Liaison to the 42nd World Scout Conference. He has also sat as a member of the World Scout Shop, representing the Committee and initiating this best practice. Mehdi has actively contributed alongside teammates in drafting the previous triennial plan, ensured the work of the Communication and Strategic Partnerships workstream is aligned with Vision 2023 and participated in the response to the early impact of Covid-19 pandemic. He was close to the previous host of the Conference and was in the frontline of adapting the change imposed by the pandemic, while building a strong partnership with his colleagues from the World Scout Bureau.

We believe that with the sets of skills, experience, and vision he already has, and those he sharpened and learned during his first mandate, he can offer an even more impactful contribution to the World Scout Committee for the next triennium.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

My first term as a World Scout Committee member was an exciting and challenging experience. I was honoured to serve the Scout Movement by providing strategic oversight to our Communication and Strategic Partnership Workstream, and to act as a Liaison to the 42nd World Scout Conference by supporting the hosting National Scout Organization in their preparations prior to the setting changes imposed by the COVID-19 pandemic. These responsibilities, among other roles and duties, were also



learning opportunities for me and my colleagues to sharpen our operational and leadership skills, and to form a high-performing team despite the remote new way of working.

A second term would be a great opportunity to build on what we have already acquired and to continue serving WOSM in its efforts of business development and strategic partnership in close collaboration with the World Scout Bureau. I am also eager to further support our National Scout Organizations/Associations in providing high-quality programs to young people and to work on their organisational development through fundraising and partnerships and be ready for a world full of opportunities post-pandemic.

What do you see as the most important issues and opportunities facing World Scouting?

In order to cope with the "new normal" imposed by the pandemic, and to reinforce our positioning as "the world's leading educational youth movement", I believe that three important challenges have to be addressed and prioritized within the upcoming triennium.

First, to support our National Scout Organizations/Associations (NSOs/NSAs) overcoming the COVID-19 impact while valorising the great contribution of Scouts to social efforts in fighting the pandemic globally. This would allow investing in the membership growth as well as the delivery of good quality Scout programme.

Second, to evolve the business development of WOSM and its Member Organizations by strengthening and exploring new approaches for strategic partnerships including prospecting, building, and downscaling to NSOs/NSAs.

Third, to ensure a Safe from Harm environment by levelling up WOSM and all NSOs/NSAs capacities, frameworks, and policies. This would require optimizing processes, providing training, and establishing compliance tracking then conceding and tailoring our support to Member Organizations.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

During my first term as a World Scout Committee member, I had the chance to refine my governance and networking skills through overseeing the Communication and Strategic Partnerships Workstream and being involved in planning, monitoring, and assessing deliverables among a team of talented volunteers and professionals.

Besides, my journey as an adult in Scouting within my National Scout Organization was rich in opportunities as I undertook several decision-making positions from Cub Scout leader to International Commissioner. It helped me gain deep knowledge of fundraising and partnerships from and between local and international organisations with a proven track record of sustainable results.

Moreover, as a medical doctor and a university board member, I am proficient when it comes to strategic thinking and conflict resolution. I believe that these two skills are key to succeed in setting realistic objectives and inspire people to be engaged to achieve their best.

How would you describe your leadership style?

My transformative and participatory leadership style has been confirmed during my tenure on the World Scout Committee. It allowed me to mutualise and to foster team members' motivation and their collective efforts at the service of common objectives, in the areas of my oversight.

Value-based leadership is also a preferred style I stand for. This guarantees a psychologically safe environment and builds trustful relationships and limits non-productive behaviours and tensions between team members.

I also defend intercultural and intergenerational dialogue, as well as ensuring strong partnership between volunteers from the World Scout Committee and its sub-structures, and World Scout Bureau professionals.

As I promised in my previous candidacy in 2017, integrity, rigor, pragmatism, commitment and transparency are still the values I am committed to and I stand for in the governance and leadership of the World Organization of the Scout Movement.

Edward Andrew "Andy" CHAPMAN (United States of America)

Nominated by: Boy Scouts of America

Age: 39

E-mail address: eachapman@gmail.com

Educational background and qualifications: Bachelor of Science in Accounting, Louisiana State University; LSU Chapter President, Beta Alpha Psi, National Accounting Fraternity; Member and Certified Member of the Institute (CMI designation), Institute for Professionals in Taxation



Professional activities: Senior Director, Alvarez & Marsal Taxand LLC; Treasurer and Member of the Board of Directors, Lake Arthur Reclamation Company

Scouting experience:

- **National level:** Head of Contingent, World Scout Moot, Iceland (2017); Head of Contingent, Republic of Georgia National Jamboree (2013); Boy Scouts of America International Committee (2016-2021)
- **Regional level:** Interamerican Regional Scout Conference Budget and Finance Lead, United States of America (2015-2016); Interamerican Region Treasury and Audit Team (2013-2017)
- **World level:** Vice-Chairperson and member of Steering Committee, World Scout Committee (2017-2021); Member, Finance Committee (2017-2021); Member, Growth and Strategy Coordination Group (2017-2021); Member, Membership Fees Group (2017-2021); World Scout Foundation Board of Directors (ex-officio member) and member of Grantmaking Oversight Subcommittee (2017-2021)

Languages spoken: English (native speaker)

National Scout Organization's rationale for nomination:

The Boy Scouts of America is pleased to nominate Andy Chapman as a candidate for the World Scout Committee. In Scouting Andy has served as a great volunteer for the Boy Scouts of America on the local, regional, and national levels. As a Senior Director of financial tax consulting for large corporations, his job is to help organisations achieve financial stability, train employees to be better corporate citizens, and ultimately help businesses become self-sufficient. Andy is well versed in creating budgeting tools, analysing financial reporting, and providing an example of servant-leadership to help teams achieve their goals. Additionally, he also understands how to achieve organisational operating efficiencies to better support and focus on customer service to stakeholders. These are critical leadership qualities for a member of the World Scout Committee.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

I am honoured to be a candidate for re-election to the World Scout Committee. Scouting has been one of the most impactful guiding forces in my life; and for this reason, I continuously strive to give back to a movement that has gifted me so many life skills and experiences. As I am a product of the Scouting programme, starting as a Cub Scout over 30 years ago, I know first-hand the impact Scouting has on individuals, families, and local communities.

The world needs Scouting today more than ever before! Scouting sets the example for the rest of the world to follow. It shows that peace and coexistence can occur anywhere, regardless of our backgrounds, education, or culture. In fact, Scouting proves that our differences are what makes us stronger. We must strive to make Scouting available to more young people around the world to help create a brighter future for our entire global society.

My volunteer and professional experience have prepared me well to provide strong leadership for WOSM, guiding the Scouting movement towards our common Vision 2023 and helping to make a better world for everyone.

What do you see as the most important issues and opportunities facing World Scouting?

The most important issue World Scouting faces is the significant impact of the pandemic worldwide. The most important opportunity facing World Scouting is supporting National Scout Organizations (NSOs) in achieving their goals and helping them succeed.

One of the greatest accomplishments for WOSM this past triennium was the successful launch of WOSM Services; where the global and regional teams streamlined our methods of support to NSOs. In the spirit of continuous improvement, we must be adaptive in our approaches and agile in our execution as we continue to provide customised support at all levels.

As we are entering uncertain times for global financial stability, WOSM will need exceptional transparent financial leadership to help navigate the Scout Movement in a strategic direction. I am particularly qualified to provide this leadership given my experience as a member of the WOSM Finance Committee and board member of the World Scout Foundation.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

For the past four years I served as Vice-Chairperson of the World Scout Committee, providing strategic leadership on the Steering Committee, chairing meetings of the World Scout Committee, and collaborating with fellow World Scout Committee members as we all worked as a cohesive board towards achieving Vision 2023.

I represented WOSM at all six Regional Scout Conferences where I had the opportunity to meet with National Scout Organization (NSO) leadership. Through formal bilateral meetings and informal gatherings with NSO's, I gained first-hand knowledge of the important issues and ambitions of NSOs.

This past triennium I also served as a member of the Growth and Strategy Coordination Group. Our responsibilities included the monitoring of overall implementation of and further planning towards the Strategy for Scouting across the organisation. We coordinated targeted initiatives to support membership growth across the World and Regional operational frameworks and made relevant recommendations frequently to the World Scout Committee.

How would you describe your leadership style?

A servant above self. I am a servant leader with passion and integrity. When assigned a leadership responsibility, I give as much of my time and energy as possible to ensure the team operates in an efficient, collaborative, and effective manner.

A consensus-builder. I seek to help diverse teams find commonalities to support building collaboration and consensus. Given my prior leadership roles professionally and in Scouting, I understand the importance of listening to my constituents (NSOs) and taking appropriate actions to ensure their voices are heard and their issues are brought to the table.

A fresh thinker. I bring a fresh perspective to discussions and evaluate alternative options to ensure adequate due diligence is performed prior to making decisions. As young people around the world are ever changing, we must be willing to analyse and evaluate information from different angles to keep the Scout Movement engaging, diverse, valuable, and relevant.

Mori Chi-Kin CHENG (Hong Kong)

Nominated by: Scout Association of Hong Kong

Age: 26

E-mail address: moricheng.scout@gmail.com

Educational background and qualifications: Bachelor of Laws, University of Hong Kong; Bachelor of Business Administration (Law & Accounting), University of Hong Kong; Postgraduate Certificate in Laws, University of Hong Kong

Professional activities: Trainee Solicitor at an international law firm

Scouting experience:

- **National level:** Headquarters Commissioner (International Liaison); Member of Strategic Monitoring Taskforce; Member of Programme Committee
- **Regional level:** Chairperson, Young Adult Members Group (2015-2017); Member, Asia-Pacific Regional Scout Committee (2015-2017); National Coordinator, Asia-Pacific Messengers of Peace Network (2019-2022); Resource speaker, 8th Asia-Pacific Regional Scout Youth Forum and 25th Asia-Pacific Regional Scout Conference
- **World level:** Youth Advisor to the World Scout Committee (2017-2021); Planning Team (Vice Chairperson), 14th World Scout Youth Forum (2021); Member, Growth and Strategy Coordination Group (2017-2021); Member, Environmental Sustainability Group (2017-2021); Resource speaker, Global Youth Summit (2021)

Languages spoken: English (fluent), Mandarin (fluent) and Cantonese (native speaker)

National Scout Organization's rationale for nomination:

The Scout Association of Hong Kong is pleased to nominate Mori Cheng as a candidate for the World Scout Committee. Mori is a young and passionate volunteer in Scouting, not only at the National level, but also at the Region and World level.

Mori has been actively involved in Scouting for more than 15 years, contributing to areas including promotion of the Messengers of Peace initiatives, advancing youth engagement and the Sustainable Development Goals (SDGs) in Hong Kong and also in the Asia-Pacific Region. He is now serving as a Youth Advisor to the World Scout Committee.

These have allowed him to develop a comprehensive understanding of various global issues, challenges and connecting with different parts of the world.

Professionally, he is in the legal industry, in particular ensuring good corporate governance in companies. His experience as a lawyer, critical thinking abilities and management abilities, would be a valuable asset for a role in World Scouting.

Considering the above, we consider Mori as an exceptional candidate for the World Scout Committee, sharing key values of Scouting and to steer WOSM in achieving Vision 2023 and beyond.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

I have been involved in Scouting for the past 15 years and I truly believe it is a life-changing experience – from a scout to a young adult leader. I have also seen significant impact that Scouting is making on youth globally and I am grateful to be part of this educational movement.

As a Youth Advisor to the World Scout Committee for the past four years, I had the opportunity to take part in the decision-making processes and to witness the importance of collective decision-making, intergenerational and intercultural dialogue. These allowed us to create and implement policies that remain relevant and appealing to our next generation.



Being part of the Committee, I know there are lots to be achieved in three years and it is especially difficult when we are hindered by the pandemic. However, I am eager and motivated to collaborate with the Regions and National Scout Organizations. With my passion and experience, I hope I can be part of the team, to steer the Movement in the upcoming term. We will be able to recover from the pandemic, to deliver better youth programmes, to ensure better governance and to achieve Vision 2023 and beyond. Together, we create a better world.

What do you see as the most important issues and opportunities facing World Scouting?

Membership retention and leader support are definitely the key issues in the post pandemic world. The pandemic has adversely affected Scouting activities in many ways, and it is crucial for us to consider how the entire Movement can move forward despite the effect of the pandemic and to provide more focused and continual support to National Scout Organizations.

We will also need to evaluate the impact of Vision 2023 and beyond. Formulate the next Strategy of Scouting, including how we can ensure Scouting remains relevant to our youth members in this fast-changing society, how we can further pursue the sustainable development goals and how we can amplify social impact in the global community.

Digital engagement and partnerships are constant opportunities for World Scouting. We should seize these opportunities to further promote our successes, to be well recognised as the leading educational youth movement in the world.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

I believe it is crucial to value the diversity and unity of our Movement in achieving Vision 2023. Through my past experience in working with Scouts locally, regionally and globally in various task forces and events, I have gained different perspectives through exchanging of ideas and sharing of opinions with people from different cultures and generations.

My professional training as a lawyer and in finance have provided me with critical thinking and management abilities which I can contribute. Together with my exposures in governance related issues during my term as a Youth Advisor and as a Regional Scout Committee member, we can further improve the transparency and governance of the Movement.

In addition, my ability to relate to youth would be beneficial to ensuring policies and programmes are pertinent. I am prepared to offer my commitment, passion for Scouting, and experiences to the team, and to encourage constructive discussions.

How would you describe your leadership style?

The world is ever changing, and we must be prepared to adapt to new environments and situations. I value the importance of being open-minded, collaborative, culturally sensitive and respectful when working together in a team. When mutual trust and respect are created within the team, the team will be motivated to deliver effectively and efficiently.

Being relational and an active listener are of paramount importance. Especially in this diverse Scout Movement, we need to cherish different opinions and try to attain a common ground. When a decision is made within the team, every team member should respect the collective outcome. Lastly, I would always ask for feedback when working with a team and adopt a "Plan, Do, Review" methodology. I firmly believe continuous improvement and dedication are the keys to success.

Wayne Adrian DAVIS (Ethiopia)

Nominated by: Ethiopia Scout Association

Age: 47

E-mail address: davis@daviswayne.com

Educational background and qualifications: Post Graduate Degree (Ph.D.) in Psychology; Master's in Business Administration; over 25 years of experience in education, youth development work and business administration

Professional activities: Educator; Consultant; Certified training facilitator

Scouting experience:

- **National level:** District Commissioner; National Training Commissioner; International Commissioner; Chief Commissioner
- **Regional level:** Member, Messengers of Peace Regional Decision Committee; Chairman, Good Governance workstream; Member, Africa Region Scout Committee; Chairperson, Africa Region Scout Committee
- **World level:** GSAT Facilitator; Consultant; Chairperson, Fees and Voting Task Force; Member, RTS

Languages spoken: English (native speaker), Arabic (basic), Amharic (fluent) and Tigrinya (fluent)

National Scout Organization's rationale for nomination:

Dr Davis is one of the most dedicated members of the Ethiopia Scout Association that were instrumental to the re-establishment of the association. He has made unparalleled contributions to the restructuring and building of the association in order to best serve our Scouts. We believe his knowledge, passion and experience make him a treasure for Ethiopia Scouts and for Africa as a whole. He demonstrated this, to our great delight, when he successfully served as the Africa Region Scout Committee Chair as well as other world level workstreams and task forces. We believe that he has the capacity to contribute even more to benefit our youth in Ethiopia, Africa and the world if he were elected to this position. He would be able to help transform Scouting to a higher level if he were to serve at world level. For this reason, we are nominating him as a candidate to the World Scout Committee.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

I am a living testimony and witness to all that Scouting does for young people, transforming individuals and communities. Scouting's mission and vision coupled with the values set by the founder is more than enough motivation and honour for me to stand as a candidate to the World Scout Committee.

My journey in Scouting has shown me that Scouting can equip the youth with the knowledge, know-how, and experience to tackle this ever-versatile world.

Having worked in the education of the youth in both formal and non-formal settings in my 25-year career, I believe serving on the World Scout Committee will allow me to utilise my education, qualifications, and experience to share and contribute towards Scouting's vision and mission. I believe that it is my duty as a Scout to stand by the Scout Movement and contribute to creating a better world.

I firmly believe that my strong commitment to the grassroots of our Movement with my experience and exposure within our global organisation will help me give more of my time to support the World Scout Movement to reach more young people in expanding our leading movement.

What do you see as the most important issues and opportunities facing World Scouting?

The critical issues facing Scouting, in my opinion, are the ability to stay relevant to the youth from across the globe as the needs of young people are no longer uniform and metric. Scouting will need to adapt to each Scout group's environment and reality to make a real and lasting positive impact. By focusing on the Scout Method, which addresses the changes in the trends in education and the non-



formalisation of formal education, I believe that Scouting has a multitude of opportunities to reach more young people.

Scouting can gear to address the need for self-paced, blockchain-oriented education, as well as the importance of creating competencies beyond schools and educational institutions to empower the youth from low-income countries; generating alternatives to the conventional government sponsored solutions to the issues that affect young people such as employability, migration, and equity.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

As one of the team members who worked in the drafting of Vision 2023, I will bring my decades of experience in education, leadership, and organisational development skills in addition to the competences I got from the scores of training I got in Scouting.

I have expert-level skills in teamwork, resource mobilization, non-profit organisation leadership, project management, oversight, training facilitation, and communication.

I also have high-level skills in TQM, Agile, Lean, JIT, and Six Sigma management principles.

In conclusion, my first-hand experience of the needs of the youth at the grassroots level of our Movement, my service as Chairperson of the Regional Scout Committee, knowledge of current trends in both formal and non-formal education, my qualification, and experience of working with young people in schools, together with my decades long experience working with Scouting from unit leader to world leadership position will be valuable resources to the World Scout Committee.

How would you describe your leadership style?

Due to my wealth of experience and long years of service in leadership, I tend to mix a few leadership styles, largely depending on the situation and the task at hand.

I have a strong inclination to the affiliative style of leadership. To me, people come first! I love ensuring that my team has a shared vision that is understood by all. To ensure that no one in the team is left behind, I utilise the pacesetter and coaching leadership styles whenever I feel members of my team are somehow struggling with the task at hand. Overall, I am oriented on collaboration and teamwork, and strongly believe in servant and stoic leadership. I am an optimist, and I like seeing the solution above the problem.

Jo DEMAN (Belgium)

Nominated by: Guidisme et Scoutisme en Belgique

Age: 38

E-mail address: jo.deman@scouts.be

Educational background and qualifications: B.A in Social and Political Sciences with further studies in International Political & Governance Sciences; Certified Trainer for Trainers



Professional activities: Senior Manager innovating participatory decision-making for the umbrella of NGOs working on global development, human rights, sustainable development (SDG's) and fostering international solidarity (2020-2021); Independent Consultant for strategic management, good governance and leadership development (2017-2021); Organisational Development Officer and International Youth Policy development officer at European Youth Forum (2011-2017)

Scouting experience:

- **National level:** Training Commissioner (2005-2010); International Commissioner and Board Member, Scouts and Gidsen Vlaanderen (2011-2017); President, Federation of Guiding and Scouting Belgium (2013-2015)
- **Regional level:** Chairperson, Organisational Development, GSAT and Growth Core Committee (2013-2017); Involvement in inter-regional initiatives - European Region Partnership Event Planning Team (2017), Eurasia-Europe Partnership event (2016), Arab-Europe Partnership event (2018); Involvement in Regional Scout Conferences – Africa (2018), Asia-Pacific (2015, 2018), Arab (2016, 2019), Eurasia (2016, 2019), European (2010, 2013, 2016, 2019), Interamerican (2016, 2018), Asia-Pacific Scout Leaders Summit (2017, 2020)
- **World level:** Member, World Scout Committee (2017-2021); Chairperson, Growth and Strategy Coordination Group and Strategic Oversight, WOSM Operational Framework and Project board (2017-2021); Member, Strengthening WOSM's Institutional Decision-Making (2016-2017); Trainer and Facilitator at WOSM International Training of Trainers, France (2016); WOSM Strategy Monitoring Group (2014-2017); World Scout Conferences (2014, 2017)

Languages spoken: English (fluent), French (fluent), Spanish (basic), Dutch (native speaker) and German (basic)

National Scout Organization's rationale for nomination:

Scouting and Guiding Belgium is delighted to nominate Jo Deman as a candidate for a second mandate to the World Scout Committee. We believe Jo has the proven track record and the necessary competences, experience, vision, and values to continue contributing to leading our Movement.

Since 2017, Jo has served as an active member of the World Scout Committee, including as Chairperson of the Growth and Strategy Coordination Group: Leading WOSM's strategic work overseeing Vision 2023, while also developing and championing the Global Growth Agenda, WOSM's strategy for growth. Throughout this triennium, we have witnessed his dedication to the team and never-relenting commitment to support National Scout Organizations, empower young people and grow the Movement.

His professional background, extensive knowledge of Scouting and strong relations with National Scout Organizations and his ability to build bridges across Regions, ensure he will serve in the best interest of the whole Movement.

The encouragement we have received from many National Scout Organizations for Jo to stand as candidate for re-election is the best proof of the appreciation of his work. Knowing that Jo shares our Scout values and our passion for youth engagement, diversity, and transparency we are convinced he will serve with integrity, resilience, and dedication.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

I have experienced first-hand the potential of Scouting to change lives and empower young people. As witnessed by the values I've gained, the skills I've learned and the friendships I've built. I wish to continue serving the World Scout Committee to ensure we are able to provide that same incredible, empowering experience to more young people everywhere.

The creativity and resilience of young Scouts and National Scout Organizations (NSOs) across the world, who stepped up to support their communities and continued to provide Scouting during this global pandemic, has only strengthened my belief in that unbridled potential of our Movement. Your work keeps inspiring me to continuously live up to that promise to provide every young person with the opportunity to join the adventure that we call Scouting.

I am keen to work hard to increase our support to NSOs, strengthen our organisational resilience to meet the challenges ahead, recover the lost membership and continue our journey to growth. Vision 2023 has brought us far as a Movement and I remain committed to implementing it fully. As we look towards building our next Strategy for Scouting, the best foundation for our united future is achieving our current targets and meeting our shared goals.

What do you see as the most important issues and opportunities facing World Scouting?

In all my years being involved in our Movement, Scouting has never been more challenged and yet Scouting has never been more needed. The global pandemic will continue to impact our Movement in the coming years. We need to significantly increase our support to NSOs in their post-pandemic recovery, focusing on membership and volunteer recovery, financial resilience, innovating our programme, well-being of youth, and diversity and inclusion, ensuring no one gets left behind.

However, we've also seen a growing enthusiasm for Scouting from young people tired after a year of lockdowns, eager for new adventures. We must use this opportunity to reach out to new communities to help grow and diversify the Movement. Supporting the NSOs is key to overcoming the impact of the pandemic and to achieving Vision 2023. More than ever, young people need Scouting, so I invite you all to provide hope after this year of anxiety.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

Through my Scouting and professional experiences, I have gained in-depth knowledge and competences in global youth issues, governance, change management, and strategic leadership. I have the experience to bring people together across cultures, to create a shared vision and the capacity to translate that vision into a strategy and reality.

Since 2017, I've had the honour to serve as Chairperson of the Growth and Strategy Coordination Group: Leading WOSM's strategic work on Vision 2023, overseeing the implementation of the 2017-2020 Plan and coordinating the development of the 2021-2024 Plan.

I've worked with multiple teams to develop and implement our Global Growth Agenda, support our NSOs and significantly advance our growth as a Movement. These experiences have provided me a deep understanding of the organisation's needs and the strategic challenges and opportunities before us. I offer these skills to further grow and unite our Movement and continue our journey towards Vision 2023.

How would you describe your leadership style?

Throughout my Scouting journey I've had the privilege of encountering empowering leaders and I try to always bring that same approach. I enjoy bringing people together to create a strong team, building bridges and facilitate finding common ground across ideas, cultures, and regions. The critical attribute of a leader is to listen: to understand others and value their concerns, strengths, and aspirations.

By creating an inclusive and enabling environment, I believe we can support and empower others to bring out the best in them. Valuing the richness of opinion and experience of the team to ensure the best possible decision-making and shared ownership.

My leadership is grounded in our Scouting values and driven by our Mission and the Promise to ensure the greatest possible support for our NSOs and for young people. Challenging myself and the team to be innovative and forward-thinking, so that together we can achieve more.

Janaprith FERNANDO (Sri Lanka)

Nominated by: Sri Lanka Scout Association

Age: 53

E-mail address: janaprit@yahoo.com

Educational background and qualifications: Attorney at Law; Notary Public; Registered Company Secretary; Commissioner for Oaths

Professional activities: Founder/Senior Counsel of Capital Law Chambers; Founder/President, Centre for Leadership and Talent Development; General Counsel to Government, Corporate and INGOs; Legal Advisor to Corporations and Associations; Law Practitioner in the Courts of Sri Lanka for 30 years



Scouting experience:

- **National level:** Member, Executive Committee, Sri Lanka Scout Council (1995-2005); District Commissioner, Colombo (2005-2010); International Commissioner (2011-2016); Organising Commissioner, Colombo Centenary International Jamboree (2014); Deputy Chief Commissioner (2016-present)
- **Regional level:** Chairperson, Management Sub-Committee (2009-2012); Chairperson, Organising Committee, 8th Asia-Pacific Regional Top Leader's Summit; Member, Regional Scout Committee (2012-2017)
- **World level:** Member, Human Rights Task Force (2011-2014); Chairperson, Global Support Team (2014-2017); Member, World Scout Committee (2017-2021); Chairperson, World Scout Committee Size and Effectiveness Task Force (2017-2020)

Languages spoken: English (native speaker), Sinhalese (native speaker) and Tamil (basic)

National Scout Organization's rationale for nomination:

Janaprith has been an active Scout for 42 years and has displayed ample leadership qualities at all levels of Scouting. He has won the highest awards at Scout level and the Wood Badge as a Scout Leader. He has organised and conducted many unique programmes including Colombo Camporee, International Jamboree, conferences, workshops, seminars, training programmes at National and Regional level. He has been instrumental in raising funds for the activities of the Sri Lanka Scout Association almost single-handedly. Being a lawyer by profession, his oratory skills and training of others has made Scouting more popular in Sri Lanka and the management and administration skills he has acquired by serving in the boards of directors of large state corporations banks will definitely be of added value to WOSM. His integrity, passion to serve, experience and commitment to Scouting will be an asset to the World Scout Committee. He has been recognised for his services by the President of Sri Lanka and many heads of state including Taiwan, Philippines and Malaysia, and also won the Asia-Pacific Regional Chairman's award. We are convinced that he will be an invaluable asset to the World Scout Committee as he has already served one term.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

As a serving member of the World Scout Committee, I am geared with the tools to be a part of the team to "Create a Better World". Being a Scout for over four decades and the experience gained at all levels of Scouting, I am convinced that I can continue to contribute with my Scouting knowledge, legal knowledge and administrative experience. By serving as the Chairperson of the Management Sub-committee for Asia-Pacific Region and the Global Support Team of WOSM implementing GSAT, I have good understanding regarding the position of Member Organizations across the world and am confident I can continue to contribute.

I am even more committed in serving as a member due to the current pandemic situation faced by the world and the uncertain challenges ahead for the World Scout Movement. Having taken many initiatives

during crisis situations and assisting many communities, I am able to share my knowledge and experience.

As a Scout, Leader, Commissioner, and member of the World Governance Team, I have learnt discipline, values and positive approaches which I am ready to continue to impart and share with the youth of the world which will encourage the younger generation to act with humility, brotherhood, tolerance and equality.

What do you see as the most important issues and opportunities facing World Scouting?

The most important issues are overcoming the COVID-19 pandemic which directly affects outdoor activities, camping and physical Scouting. The necessary health and safety guidelines must be adhered to whilst continuing the motto on enjoyment, fun, creativity, and friendship across the globe.

We need to take this opportunity, though physical distance has to be maintained how we can keep the Scouting spirit alive through virtual camps, programmes and other activities using social and other virtual platforms. This is a great opportunity for the world to come together as one in new ways of social integration to keep the youth engaged in the Scout Movement.

Due to the pandemic, the membership in some Member Organizations has reduced, resulting in a reduction of membership fees which would have a direct impact on WOSM and therefore new strategies need to be introduced to increase membership, reduce cost of Member Organizations and create new income opportunities.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

My knowledge and experience over the years will help to support and steer towards achieving the objectives of Vision 2023. As Chairperson of the Management Sub-committee of the Asia-Pacific Region between 2009-2012, the subject of membership growth was within the purview of the committee and we were able to achieve over 90% of the growth targets in majority of Member Organizations and the Region.

Being a former President of Leo Club International and Colombo Law Society and other organisations, I have received exposure and training in leadership, public speaking, and disaster management, which will be useful in training young people to be active citizens and to create positive change. Having organised the 47th ARTDO International World Conference (2019) and several Leadership and Law conferences for both adults and youth, I possess the tools necessary to achieve the positive change of youth in their communities and the world based on shared values.

How would you describe your leadership style?

Good communication skills, ability to build bridges of friendship across diverse borders, an avid listener, can gather facts, find solutions, and keep everyone connected appreciating that listening to others is as equally important as speaking.

Being a team player is essential to share knowledge, ideas, and other resources collectively, which are basic ingredients of a strong team. Accept both defeat and victory in the same stride.

In today's context resilience is a skill. With uncertain issues and challenges ahead, crisis management and an agile approach is of paramount importance. To be able to produce good results and be prepared to face any challenges under unforeseen obstacles.

I am confident that I possess all above skills of leadership and have displayed same through my work and experiences in the past at every level of Scouting, in the profession, in the community and the corporate sector in various capacities.

Nika GOROVSKA (Ukraine)

Nominated by: National Organization of Scouts of Ukraine

Age: 28

E-mail address: nika.gorovska@gmail.com

Educational background and qualifications: M.A. in linguistics, English, French, and foreign literature; Master of Education, Kyiv National University (2015)



Professional activities: Teacher of English and French; Freelance specialist in digital marketing and social media in the area of education

Scouting experience:

- **National level:** International Commissioner and National Board member (2016-present); Chairperson, National Youth Forum (2017); International Secretary (2014-2016)
- **Regional level:** Staff support, Regional Scout Youth Forum and Regional Scout Conference (2019); Coordination lead, KAICIID Dialogue for Peace Training (2019); Head of Delegation, Regional Scout Youth Forum and Regional Scout Conference (2019, 2016)
- **World level:** Volunteer Co-Lead, Profiling Scouting Externally Project (2020-2021); Lead Volunteer, Global Scouting Communications Network (2018-present); Communications Workstream (2017-2020); Task Force on the Evolution of the World Scout Youth Forum and the World Scout Conference (2017-2020); Head of Contingent, World Scout Jamboree (2019); Head of Delegation, World Scout Youth Forum and World Scout Conference (2017)

Languages spoken: English (fluent), French (good), Spanish (basic), Russian (native speaker) and Ukrainian (native speaker)

National Scout Organization's rationale for nomination:

Nika has been an active member of Scouts of Ukraine since 2007. She has shown herself as an effective manager, organiser, coordinator, and someone who is constantly motivating others.

As International Commissioner and Board Member, Nika has overseen many projects involving donors and partners, as well as creating and implementing the Youth Programme. She systematically accomplishes the strategic tasks and seeks to improve our international image.

Nika has shared her expertise and passion through her work as a regional volunteer, involved in the organisation of Regional Conferences, training sessions, and the first-ever Wood Badge course. As a volunteer of the Dialogue for Peace programme, she received the Messengers of Peace Hero Award 2019 for her work.

At the global level Nika was simultaneously involved in two areas, allowing her to deepen her knowledge of National Scout Organizations in different Regions.

Nika possesses the knowledge, competencies and experience that will make her a significant asset to the World Scout Committee. Her language skills contribute to her cultural sensitivity and support global diversity. Nika is organised, responsible, systematic but most importantly, passionate about the Scout Movement and we are confident that she will make a difference to the work of the World Scout Committee.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

We are going to have both exciting and challenging times ahead: recovering from the pandemic, building a financially, socially, and environmentally sustainable organisation, improving our youth engagement, and developing a new Strategy for Scouting.

I strongly believe that WOSM needs dedicated, competent, and open-minded leadership that is committed to supporting National Scout Organizations and responding to their needs. As Scouting continues to evolve and appeal to a new generation of young people in our ever-changing society, I am willing to help create an environment that encourages personal development of young people and makes them become drivers of change.

I know from my personal experience how Scouting can shape one's life. That is why I am able to bring passion, knowledge, expertise, and time to further develop Scouting so that more young people can benefit from its transformational power.

Coming from the Eurasia region, I bring a perspective from a part of the world where young people, and especially women, are stepping up to leadership positions; I know what it takes. By running for election, I also want to inspire future candidates to continue this trend and to embrace Scouting's modern values, by choosing a diverse team to represent the World Scout Committee.

What do you see as the most important issues and opportunities facing World Scouting?

In such difficult times, the differences in the National Scout Organizations' (NSOs) state of affairs will only grow, and we need to ensure that no one is left behind. Increased use of technology, financial instability, and lack of engagement are only some of the post-pandemic issues, as each NSO requires individualised support.

There is a need to strengthen our solidarity and unity and to focus on quality growth to cement our position as the world's leading educational youth movement.

Additionally, we need young people equipped with values and skills to take the lead in responding to today's biggest challenges. Lead by example youth engagement is only possible if young people have access to quality training, are empowered in their environments, and have support structures.

At the same time, we must not forget about ever-critical environmental issues and the need to implement clear actions to strengthen WOSM's sustainability practices and minimize our environmental impact.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

I am familiar with the work undertaken by WOSM and the current challenges on the way to Vision 2023, through my work as International Commissioner and a Board Member of my NSO as well as my involvement in two working structures in the last triennium and co-leading a project during the one-year plan.

A lot of progress has been made over the past four years, but we still have plenty of work ahead. I have the vision to come up with solutions to NSOs' challenges and to deliver on the goals we set to fulfil our Vision.

I consider myself a hardworking and motivated team player, committed to ensuring that the ongoing work continues in the coming triennium and decisions made are well executed, which can only happen when investing time and resources. I am ready to give a positive contribution towards work that awaits over the next three years.

How would you describe your leadership style?

I would describe myself as a participative pacesetter. I enjoy leading by example, encouraging people to share in my positive attitude, to be initiative and to step out of their comfort zones.

However, I am also a good listener and collaborator and I know when to sit back and lead from the back in group discussion to ensure that everyone has their say. I believe that my passion and my working capacity inspire the people around me.

I am able to quickly adapt to requirements and circumstances and have the ability to follow up and ensure that the tasks are well executed.

Pia Melin GRAASBØLL (Denmark)

Nominated by: Fællesrådet for Danmarks Drengevejledere

Age: 33

E-mail address: piamelin@kfumspejderne.dk

Educational background and qualifications: MSc. in Strategy, Organisation and Leadership from Copenhagen Business School

Professional activities: Manager for Digital Enablement at Netcompany in Change Management, IT implementations and transition processes; previous Senior Manager, IQVIA Technology Solutions on global technical implementations and programmes; previous Senior Change Management Consultant at proacteur working with organisational change management, project management and process facilitation in the pharmaceutical industry



Scouting experience:

- **National level:** Member, National Board, KFUM-Spejderne i Danmark (2012-2018) including Deputy International Commissioner (2014-2017)
- **Regional level:** Arab Region Scout Conference, Egypt (2019); Eurasia Region Scout Conference, Ukraine (2019); Interamerican Region Scout Conference, Panama (2018); Asia-Pacific Region Scout Conference, Philippines (2018); Africa Scout Day, Tanzania (2017) and virtual (2021); European Region Scout Conference, Germany (2013), Norway (2016), Croatia (2019)
- **World level:** Chairperson of planning team, 1st World Non-Formal Education Forum, Brazil (2019); World Scout Conference, Slovenia (2014), Azerbaijan (2017); World Scout Education Congress, Hong Kong (2013), Kandersteg International Scout Centre (2017); SCENES Seminar, Kandersteg International Scout Centre (2008, 2010), Costa Rica (2013), Czech Republic (2016), Virtual (2020); World Scout Jamboree, United Kingdom (2007), Sweden (2011), Japan (2015), North America (2019)

Languages spoken: English (fluent) and Danish (native speaker)

National Scout Organization's rationale for nomination:

Denmark is proud to put Pia forward as a re-running candidate to the World Scout Committee. We firmly believe that Pia contributes actively and meaningfully in her work as a current World Scout Committee member, and we know that Pia, if given the opportunity, has more to offer to the Scout Movement. With her expertise in strategic development, governance, and programme she has shown commitment and dedication to ensure the best possible development for both WOSM and National Scout Organizations. Pia is not afraid to take on responsibility and works continuously to ensure initiatives are properly implemented to create the best possible impact.

Furthermore, Pia is a dedicated and hardworking team player, which is essential when striving for results in a volunteer movement as ours. She understands that to work as a committee, you need to be patient, consistent and adaptable. This can clearly be seen in the commitment Pia has shown in her work at World level, Regional level, in the Danish Scout Council, as well as within the Danish Scout Associations.

We believe that Pia's strong and diverse experience will benefit the World Scout Committee and that she will be an essential asset for the work in the coming triennium.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

I strongly believe that every young person deserves the opportunity to become a Scout, be a part of a meaningful community, create strong relations, and experience relevant programme. A combination which will develop the capacity and character to make positive changes in their life and society. For that reason, I am proud to see Scouting reach young people all over the world.

The past four years have shown me the resilience of our Movement. Even during a global pandemic, Scouting doesn't stop, and I am motivated by seeing the many initiatives and innovations being done to continuously deliver Scouting and support local communities. We need to learn from that and ensure Scouting remains strong and united in the coming time. A task that I am excited to be part of.

In the next triennium, I am dedicated to continuing my work as part of a strong team. I offer my passion, expertise, and determination to work tirelessly to achieve Vision 2023, lay the foundation to follow and ensure that more young people have the opportunity to grow and develop through Scouting.

What do you see as the most important issues and opportunities facing World Scouting?

Stability and National Scout Organization (NSO) support: We need to focus on the implementation of the great initiatives that have been developed in recent years in order to ensure the best possible support for our NSOs. Many of these initiatives will strengthen the capacity of both NSOs and our Movement in general.

The final chapter of Vision 2023: A major task in the coming triennium will be delivering and wrapping up Vision 2023. At the same time, we have to build a new vision and ensure a strong foundation for World Scouting going forward.

The world's leading educational youth movement: With the World Non-Formal Education Forum, WOSM made a strong push to ensure that the world understands the importance of non-formal education. Going forward we need to be innovative in designing our Youth Programme to ensure Scouting's relevance and ability to respond to the key needs and rights of young people.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

I find that my ability to think strategically, but never losing sight of operations, has brought good perspectives to the World Scout Committee table. One of my core strengths is finding new ways and proposing solutions. Understanding and identifying organisational needs are key in my voluntary and professional life, and I find it important to ensure that organisational structures are flexible to secure support and involvement.

I have worked with Adults in Scouting, training, and programme for many years at national, regional, and world level. This has provided me with valuable experience and relevant knowledge, which is essential when it comes to further strengthening educational methods and delivering on Strategy for Scouting.

With my strong knowledge and skills in strategy, leadership, and volunteer management from Scouting, my professional and educational background, I believe I can contribute actively to the benefit of the Scout Movement.

How would you describe your leadership style?

When working in a patrol, I find that you need to be both patient, consistent and adaptable. I enjoy how you can sometimes take the lead of the patrol and other times serve as a dedicated member. When taking the lead, I strive to step up by setting a good example and being as inclusive as possible. I am committed to my work and focus on creating results in all my responsibilities.

I always take on work with integrity and my passion for Scouting leads to many new initiatives and projects. But most importantly I also have the ability to follow up and ensure that they are well executed, which can only happen when investing the necessary time and resources. I consider myself a dedicated and hardworking team player with vision, determination, and an ability to deliver without losing sight of the people involved.

Jose Antonio HERNANDEZ GALLEGOS (Mexico)

Nominated by: Asociación de Scouts de México

Age: 67

E-mail address: jahernandezgallegos@yahoo.com.mx

Educational background and qualifications: Elementary, Middle and High School (Q=8/10); Degree in Public Accountant with Honourable Mention (Q=10/10); MBA in Finance (Q=9/10)

Professional activities: Financial Planning Manager; Chief Finance Officer; Controller for Latin America; Corporate Finance Director



Scouting experience:

- **National level:** Section member at Group level (1969-1974); Scouter of section at Group level (1975-1981); Leader at District and Province level (1977-1981); Member, National Board (1981-1984, 1987-1990, 1992-1995, 1997-2000 and 2013-2019); Member, National Training Team (1977-1991); President, National Board (1992-1995); Member, National Vigilance Commission (1990-1992 and 2001-2013)
- **Regional level:** Member and President (2012-2017), Board of Trustees of the Interamerican Scout Foundation (2005-2017); Member, Interamerican Region Decision Committee on Messengers of Peace projects (2012-present); Delegate of Scouts of Mexico to attend the Interamerican Region Scouts Conferences, Colombia, Mexico, Plurinational State of Bolivia, El Salvador, Ecuador, Argentina, United States of America
- **World level:** Delegate of Scouts of Mexico, to attend the World Scout Conferences, Thailand, Norway, South Africa, Greece, Tunisia, Republic of Korea, Slovenia, Azerbaijan

Languages spoken: English (fluent) and Spanish (native speaker)

National Scout Organization's rationale for nomination:

We have the honour to recommend José, for his great career in favour of Scouting.

He has always performed with impeccable honour, efficiency and altruism in favour of our young people, leaving his mark in each position. As President, he reached 67 thousand Scouts, the highest number in our history. His vast experience is demonstrated in his attendance of 16 World and Interamerican Region Scout Conferences. In his efforts, has led and monitored the processes of our organisation to be financially healthy and strong, which has allowed us to face this pandemic with solvency and order.

Their work has always had a positive and forceful impact in favour of the Scouts, due to their large experience, knowledge and professional capacity in the financial area, above all, due to their values and human qualities of honesty, empathy, teamwork, without stop mentioning the great vision of excellence with which he lives and which he transmits to all of us who have the opportunity to work alongside him.

José has taught and lived the values of Scouting with great greatness, which makes him an exemplary leader and capable of contributing effectively, to build a solid path in achieving the world vision of Scouting.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

My personal motivation is to be elected member of the World Scout Committee, to present the proposal that six members of this body collaborate closely and personally with each of the Regional Committees to define the strategy and plan to identify the necessary resources, and the way to obtain them, to do everything possible to achieve the goals of "Vision 2023" (100 million Scouts worldwide), as well as those established in the 2021-2024 Triennial Plan, by the 2021 World Scout Conference.

The way to carry out this action by the World Scout Committee, is: that the six designated members have an affinity with the Regional Scout Committee that corresponds to them so that the possible

means of communication and surrender of reports, as well as their periodicity.

The coordination of this project would be in charge of the 1st Vice-president, who would have direct communication with the six designated members, to resolve doubts or actions and define the decisions that the Committee must take at its next meeting.

A periodic report on the progress of this project will allow the World Scout Committee to be informed in a timely manner.

What do you see as the most important issues and opportunities facing World Scouting?

In these moments of uncertainty, from my point of view, the most important issues facing the World Scout Committee are:

Know, through the Regional Scout Committees, the problems that the National Scout Organizations are going through due to the pandemic, and establish a strategy that allows, as far as possible, to try to solve the problem of low membership as well as the weakening of the financial situation at all levels.

Another important issue is to know how the issue of vaccination against the COVID-19 virus is, especially in adult leaders and if it is the case, of the children and young Scouts. I think that WOSM can have a good level of relationship with world health institutions that they can help in some way. Finally, objectively and thoroughly review the viability of the Vision 2023 goal and if it is the case, rethink it.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

When I was fortunate enough to be President of Scouts of Mexico, my National Scout Chief and I designed a program called "National Recognition of Merit" which consisted of communicating with each Province President so that together we could establish the goals that would allow us to increase membership. In two years, we achieved the largest historical membership at the national level, of our Association (more than 67,000 Scouts).

The provinces that achieved a fulfilment of at least 90% of the goals, receive a special recognition at the meeting of the National Assembly.

Although global conditions may be totally different, the "Guiding Principle" of the strategy may be the same; that is, an adequate communication among all the decision levels involved, the establishment of negotiated and not imposed goals, and above all, teamwork.

How would you describe your leadership style?

My personal leadership style is totally PARTICIPATORY, based on the fact that all team members have clear and always present the guidelines, objectives, goals and actions contained in the approved Strategic Plan.

The periodic and joint review of the progress of the Plan is essential since thanks to said review, the necessary measures can be taken in a timely manner to strengthen the actions or even, if that were the case, adjust or modify the course and for this. It is very important to listen to the opinion of those team members who are on the "battlefield"; "The people who do things are generally the ones who have good ideas to do better."

Ilyas ISMAYILLI (Azerbaijan)

Nominated by: Azerbaijan Skautlar Assosiasiyasi

Age: 32

E-mail address: ilyas.ismayilli@scout.az

Educational background and qualifications: Bachelor of Law;
Master of Commercial Law (LLM)

Professional activities: Village Operations Manager, Dubai Expo 2020; Head of Training Department, COVID-19 Modul Hospital; Head of Village Management, European Youth Olympic; Festival/General Manager, 4th Islamic Solidarity Games; Deloitte & Touche, Legal Consultant



Scouting experience:

- **National level:** Chairman, Association of Scouts of Azerbaijan (2012-2017); International Commissioner, Association of Scouts of Azerbaijan (2009-2012)
- **Regional level:** -
- **World level:** Member, World Scout Committee (2017-2021); Contact person, 16th World Scout Moot; Member, Good Governance workstream; Member, Establishing an Ethics Committee task force; Member, Membership Management Unit; Member of Operations team, 24th World Scout Jamboree, North America (2019)

Languages spoken: English (fluent), Russian (native speaker), Azerbaijani (native speaker) and Turkish (fluent)

National Scout Organization's rationale for nomination:

We believe that Ilyas Ismayilli has an experience and expertise, as well as knowledge and skills, to duly execute the duties of member of the World Scout Committee. Ilyas Ismayilli was a committed member of the National Scout Organization as well as passionate advocate for WOSM throughout the development of the Scouting in Azerbaijan, and execution of roles as member of the World Scout Committee respectively, therefore we see him as valuable candidate and a member of the World Scout Committee. His abilities of strategic thinking and long-term planning will contribute to the implementation and creation of policies and strategies for WOSM. Moreover, he has an experience of organisation of numerous large-scale sport, youth, and other events, which will contribute to improvement of the World Scout Events. His strong analytical expertise and legal background will facilitate the creation of different institutional documentation. He is open minded and responsible leader and volunteer and has been involved in many projects voluntarily and professionally.

Considering the above mentioned, we see Ilyas Ismayilli as an excellent candidate for the World Scout Committee, sharing the values of Scouting and being useful for implementing WOSM's strategy and plan as well as capable to contribute to the goals of Movement.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

Since I was involved in international Scouting, I was always passionate in doing my best for making Scout Movement prosper and deliver the best service to young people across all countries. During last four years World Scout Committee (WSC) had a very efficient team working on the goals of our vision and I am honoured to be part of this team. Being involved in many different areas of work, such as governance, institutional matters, world events, fundraising, services to NSOs and others gave me a chance to understand work of WSC better.

I believe that my professional, volunteering and cultural background along with having motivation, commitment, skills, expertise and gained experience in combination with passion will continue contributing to the Movement in the best way. The great motivational factor was successful delivery of many services to the Movement throughout an exceptional and challenging circumstances our

Movement had to face. I believe that diversity of profiles of WSC members is essential component of successful achievement of goals set by the WOSM's Strategy and Vision2023. At last, there is nothing more motivating than serving to Scout Movement in team of committed people sharing the same values for an ultimate goal of creating a better world.

What do you see as the most important issues and opportunities facing World Scouting?

Issues:

- Retention during pandemic. We must recover fast.
- Lack of empowerment of youth on National and Regional levels;
- Lack of fundraising via businesses;
- We must work more on social impact aspect, supporting SDGs in the field through our members;
- Expansion of the Scout Movement to all countries must be fulfilled.

Opportunities:

- Biggest opportunity is in reaching out to the grass root Scouting, assisting with recovering of the Movement on the National levels after pandemic. We as WOSM must implement all the best practices for the sustainable development of the Movement in the countries.
- Educational approach, exceptional methods, inclusivity and diversity;
- Networking and global approach, we can achieve to the set goals in a short period of time.
- Continuous improvement and strong, committed, professional staff and volunteers in leadership.

All above mentioned opportunities make World Scouting very resilient and sustainable Movement with a great potential, which we must keep reaching for.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

I would bring my legal background and expertise in governance, constitutional and institutional matters, continuous improvement of policies; due implementation of resolutions and recommendations of the Conference. Being passionate about growth, especially in the countries, where Scouting is not present and knowledge of cultures and history, common background will facilitate in understanding of needs of youth in these countries. While involved in different business initiatives helped me in building business mindset, which is a great tool for improvement of external relations with businesses and creating new fundraising opportunities. I know the challenges which young people are facing in the process of empowerment, as I became a chairman of National Scout Organization when I was 23 years old. This knowledge will support the implementation of youth empowerment. I was involved professionally in operational and strategic preparation and organisation of number of large scale events, therefore my expertise can be used in World Events.

How would you describe your leadership style?

Having an experience of managing large teams, I can describe my leadership style with confidence as motivating, inspiring, very logical, and strategical management. I do delegate the responsibilities and tasks between members of the team and trying to make them feel the ownership of the idea or goal of the mission. My leadership style is also analytical and forward looking, I prefer a friendly horizontal attitude to the strict vertical attitude. I always do my best to motivate team members for being creative and initiative, share their ideas and make their point if needed with following the ethics and Scout values. Whatever we do, we must obey the Scout principles and values.

Sarah Rita KATTAN (Lebanon)

Nominated by: Lebanese Scouting Federation

Age: 34

E-mail address: sarahrita.kattan@yahoo.com

Educational background and qualifications: Master of Science in Architecture, Politecnico di Milano, Italy (2017); Bachelor's in Architecture, American University of Beirut, Lebanon (2009)

Professional activities: Architect and Executive Director in an NGO specialised in community-oriented projects; Instructor and Design Advisor in the architecture department at academic universities



Scouting experience:

- **National level:** Member, National Board of Fédération du Scoutisme Libanais (2017-2021); International team, National Scout Association Les Scouts du Liban (SDL) (2015-2018); Rover Commissioner, involved in the review of the application of the Scout Method in the Rover section in SDL (2007-2014)
- **Regional level:** Participation and facilitation of various sessions in Interamerican, Asia-Pacific, European, Arab Regional Conferences, Arab Educational Forums and regional trainings and webinars (2011-2021); Safe from Harm facilitator, 6th Edition WOSM Consultants training; Member, planning team of the European Route in Roverway (2017)
- **World level:** Member, World Scout Committee and Strategic Oversight, Educational Methods Workstream (2017-2021); Member, Continuous Improvement Unit engaged in the performance management of the World Scout Committee and the operational framework (2017-2021); World Scout Committee liaison to the 14th World Scout Youth Forum, member of the Steering Committee of the 42nd World Scout Conference and 14th World Scout Youth Forum (2017-2021); Oversight, programme development and delivery at the 24th World Scout Jamboree and review of the Essential Characteristics of Scouting (2018-2019); Member, review of the Scout Method and Safe from Harm unit, task force Vision 2023, 23rd Better World Tent and 2nd World Scout Education Congress planning team (2014-2017); Youth Advisor to the World Scout Committee, member of the Youth for Change workgroup, World Scout Youth Programme Policy and World Scout Youth Involvement Policy and 1st World Scout Education Congress planning team (2011-2014)

Languages spoken: English (fluent), French (native speaker), Arabic (native speaker) and Italian (basic)

National Scout Organization's rationale for nomination:

Since 2017, Sarah Rita Kattan has been actively involved as the World Scout Committee (WSC) Strategic Oversight of Educational Methods, the WSC liaison to the 14th World Scout Youth Forum and in the Continuous Improvement unit. Her engagement and passion inspired and supported the Fédération du Scoutisme Libanais (FSL) and NSOs all over the world in aligning programs and policies with Vision 2023. Being from a country where multiple faiths coexist, interreligious and intercultural dialogue are at the core of Lebanese Scouting. Sarah Rita's cultural background empowers her as a qualified young woman to act as a bridge between different generations, actively advocating the relevance of Scouting in our societies, education, youth engagement, gender balance and Safe from Harm. Sarah Rita has tremendous expertise in Scouting and in the professional field in mentoring and supporting younger people in reaching their full potential. Building on her journey that started in 2011 as a Youth Advisor to the WSC, we believe that Sarah Rita should be given the chance to pursue her commitment to WOSM in guiding our efforts as NSOs and supporting us to achieve Vision 2023. The FSL nominates Sarah Rita Kattan for a second term as a candidate to the WSC.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

I have served as a World Scout Committee (WSC) member for the past four years and would like to continue my journey in World Scouting for another term. In 2011, I was elected as a Youth Advisor and was involved since then in various decision-making processes instrumental in bringing intergenerational dialogue and diversity to the forefront of our movement. Building on my engagement in the development and implementation of Vision 2023, I am keen on supporting NSOs to achieve the goals of the Strategy for Scouting in this triennium. Following closely four strategic priorities as a strategic oversight of educational methods, the WSC liaison to the World Scout Youth Forum, and the humanitarian action Scouting provided in times in crisis in Lebanon as well as in different parts of the world, I strive to create more opportunities and partnerships for the recognition of Scouting externally within other educational and institutional entities, while consolidating internally our structures, support systems, governance and communication and delivering quality youth programmes to young people within a safe environment. Our role in our communities is driven by our Scout values that we develop through non-formal education as exemplified in Scouting, which I would like to pursue till 2024.

What do you see as the most important issues and opportunities facing World Scouting?

COVID-19 brought about big changes in communications, people's interactivity, youth movements, non-formal education, and outdoor activities. The issue facing us today is to achieve a new normalcy whilst incorporating what we learned during these difficult times, whether in processes, thoughts, or actions. In tandem with developing a new Strategy for Scouting, we need to support National Scout Organizations efficiently by remote means to reach Vision 2023 through WOSM Services and trained Consultants; implement the Safe From Harm policy, from a governance, communication and educational level, ensuring cultural change while developing compliance mechanisms; recognise externally Scouting as a movement of non-formal education centered around values that promote intercultural and gender diversity, and has a positive impact on communities, whilst consolidating our educational methods internally in this digital age; reinforce the pivotal role of youth engagement and intergenerational dialogue in the governance structures of the Scout Movement; hence ensuring sustainable growth.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

Being a member of the World Scout Committee, volunteer and Youth Advisor has contributed greatly to my decision-making and management abilities. As an active contributor to Vision 2023, in charge of strategic oversight of Educational Methods, proponent of Continuous Improvement and Safe from Harm units as well as WSC liaison for the World Scout Youth Forum, I am convinced of Scouting's impact on future generations in leading positive change in communities. Since 2011, my personal experience allowed me to follow the progress of the implementation of Vision 2023, recognising its constraints and opportunities. I was involved in managing a crisis in Lebanon through the mobilization of scouting for humanitarian action. My skillset in advocating for youth engagement and gender balance in the Arab Region through the Arab Jamboree and other events is acquired by the multi-confessional society I live in where interreligious and intercultural dialogue is at the core of Scouting in Lebanon.

How would you describe your leadership style?

I believe in empowering people to take their own decisions, particularly young people, through self-progressive education and mentoring. It is crucial to understand as a leader when to be a supporter, a facilitator, and a decision maker. Nurturing a healthy and safe environment for expressing opinions and views can be achieved through collaboration and empathic listening. The richness of our Movement is in its diversity, intergenerational and intercultural exchanges. I base my leadership on active listening as it is key to understanding the needs and the interests of a group of diverse cultures. It can help in reaching decisions by consensus where we need to live by our Scout values as our compass when deciding matters that would impact our Movement, align on the goals and then discuss which method to use, keeping in mind that decisions taken at World level will impact local actions in Scouting.

Steve KENT (Canada)

Nominated by: Scouts Canada

Age: 43

E-mail address: skent@scouts.ca

Educational background and qualifications: Directors Education Program, Institute of Corporate Directors; Master of Management, McGill University; Bachelor of Business Administration, Memorial University; Certificate in Economic Development, University of Waterloo; Certificate in Public Administration, Memorial University; Asset Management Professional Certificate, Northern Lakes College



Professional activities: Manager of Corporate and Government Relations, Pardy's Waste Management and Industrial Services; President and CEO, FOCUS Group Consulting Inc.; Co-owner and Vice-President, FOCUS Driver Training Incorporated and Maritime Driving School Incorporated, YOUNG DRIVERS of Canada; Former Deputy Premier and Minister of Health and Community Services, Government of Newfoundland and Labrador; Former Executive Director, Big Brothers Big Sisters of Eastern Newfoundland and United Way of Newfoundland and Labrador

Scouting experience:

- **National level:** Founding Chairperson, National Youth Committee, Scouts Canada (1995-1998); Member (former Past Chairperson and current Vice-Chairperson Strategic), Board of Governors, Scouts Canada (2005-present); Chief Commissioner and Chairperson, Board of Governors, Scouts Canada (2008-2012)
- **Regional level:** Member and 1st Vice-Chairperson, Interamerican Region Scout Committee (2010-2016); Chairperson, Interamerican Regional Communications Network (2013-2016); Chairperson, Resolutions Committee, 27th Interamerican Scout Conference (2018); Trustee, 2nd Vice-President, and 1st Vice-President, Interamerican Scout Foundation (2016-present)
- **World level:** Canadian Head of Contingent, 23rd World Scout Jamboree (2012-2015); Vice-Chairperson of the Board, 14th World Scout Moot (2011-2013); Canadian Head of Contingent, 24th World Scout Jamboree (2016-2019); Executive Committee Member and Honorary Consultant, World Scout Parliamentary Union (2016-present); Co-Lead, WOSM Fundraising Project Working Group (2020-2021)

Languages spoken: English (native speaker) and French (basic)

National Scout Organization's rationale for nomination:

Since emerging as a young leader in the 1990s, Steve Kent has been a driving force in revolutionising and growing Canadian Scouting. As a young person, Steve championed youth involvement at the National level of Scouts Canada and went on to represent Canada at Regional and World Youth Forums. As Chief Commissioner and Chairperson of our Board of Governors, Steve led numerous initiatives that have modernised our organisation. Currently, Steve is helping lead our COVID-19 recovery efforts, returning to our Board to drive strategy.

We believe that Steve can help WOSM achieve its Vision 2023. Steve is an experienced and respected volunteer at the regional and global levels of our Movement. Steve loves World Scouting and is motivated to serve. He cares about the 2030 UN Sustainable Development Goals and is also passionate about the sustainability of our Movement. Steve's expertise in resource mobilization and external relations would be valuable to WOSM and fellow National Scout Organizations.

We wholeheartedly endorse Steve Kent's candidacy. He would be an energetic and talented addition to the World Scout Committee at a critical time in our history. Steve's leadership and strategic skills make him an ideal candidate, and one that we are very proud to nominate.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

I am passionate about the growth and sustainability of Scouting. I am a global citizen. I love our Movement, and I want to help National Scout Organizations develop greater capacity to secure more resources needed to fulfil their Missions. While serving as Chief Commissioner, we transformed Scouts Canada's program that led to much greater youth engagement – I have been a champion of youth involvement throughout my Scouting life. My previous Scouting experiences have prepared me well to now serve the global Movement in a new way. I believe in the excellent work that has been happening at the World level in recent years, and I would like to contribute to our continued success.

What do you see as the most important issues and opportunities facing World Scouting?

Recovery and redevelopment after COVID – Let's recover in the best ways possible – National Scout Organizations need support to secure needed resources and to become more sustainable.

Youth engagement – In many countries, schools have been temporarily closed, mental health issues among youth are rising, and social interaction has been dramatically impacted by the pandemic – how do we get young people meaningfully involved in the global recovery? How can Scouting help support young people during these challenging times?

Commitment to the 2030 SDGs – Scouting's continued leadership in achieving the United Nations Sustainable Development Goals remains important for the next triennium and beyond.

Youth need skills to work – As the world recovers, our societies need Scouting more than ever. We can play a vital role in supporting the skills development of young people in critical areas such as leadership, project management, communications, relationship building, etc.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

I have devoted much of my life to public service. As a result, I have gained considerable experience in government relations, fund development, and partnership building. Recently, I helped with the execution of WOSM's Growing Stronger Together plan, co-leading a fundraising project working group. I serve as 1st Vice-President of the Interamerican Scout Foundation and as the Honourary Consultant to the Executive of World Scout Parliamentary Union. In my professional life, I have led public, private and non-profit organisations, and I am currently working as an entrepreneur, campaign organiser, and government relations and business development strategist. In my volunteer life, I have chaired the national boards of two of Canada's largest youth organisations. Colleagues would describe me as visionary, energetic, and collaborative. I am a strong communicator and team builder. I love people. And I enjoy being part of high performing teams and driving positive change.

How would you describe your leadership style?

I am a servant leader. I am passionate about supporting others in reaching their full potential. I build strong teams by recruiting talented people and empowering them to achieve remarkable results. I strive to always leave things better than I found them. I am action oriented, and results driven. My style is collaborative, engaging, and supportive. I value developing strong, meaningful relationships with the people I work with and volunteer with.

Through Scouting, I have learned a lot about situational leadership. We must be prepared to adjust our approaches depending on the circumstances. I believe in being flexible and responsive.

I would not have had the opportunities to play the leadership roles I have had in my career and in my life if it were not for Scouting. For that I am extremely grateful.

Eun Gui KIM (Republic of Korea)

Nominated by: Korea Scout Association

Age: 64

E-mail address: egkim1@gmail.com

Educational background and qualifications: Seoul National University (Ph.D. Law); Catholic University of Leuven, Belgium (LL.M); Seoul National University (LL.M); Hangeuk University of Foreign Studies (LL.B)



Professional activities: Professor of Korea Soongsil Cyber University (Faculty of Law); Board Member of Daewon Educational Foundation; President of Korea Digital Property Academy; E-Learning Consultant (Bangladesh, Viet Nam, Cambodia, Laos, Myanmar, Kazakhstan, Kyrgyzstan); Bill Drafter and Legal Consultant in Korea National Assembly

Scouting experience:

- **National level:** Deputy Camp Chief, 25th World Scout Jamboree; Leader Trainer and Leader, troop 2805 Seoul; Board Member, Korea Scout Association (Treasurer 2 times, Board Member 2 times, International Commissioner 2 times); National Scout Jamborees (8 times); Contribution in leader training courses (10 times)
- **Regional level:** Member, Asia-Pacific Region Sub-Committees (Membership Growth 2010-2012, Good Governance 2018-2021); Asia-Pacific Regional Scout Workshops (Event Management, Membership Growth, Fundraising, Good Governance); Asia-Pacific Regional Scout Top Leaders Summits (2010 Bangalore, 2021 Virtual); Regional Scout Jamborees (24th Asia-Pacific Region Scout Jamboree, 27th Asia-Pacific Region Scout Jamboree, Interamerican Jam-Cam 2016); Regional Scout Conferences - Asia-Pacific Region Scout Conference, Japan (2007), Malaysia (2010), Philippines (2018), Interamerican Region Scout Conference, United States of America (2016)
- **World level:** World Scout Jamborees, Sweden (2011), North America (2019); World Scout Conferences, Tunisia (2005), Republic of Korea (2011), Brazil (2011)

Languages spoken: English (fluent), French (basic), Spanish (good), Korean (native speaker) and German (basic)

National Scout Organization's rationale for nomination:

Dr Eugene Eun Gui Kim has competencies, passion to inspire masses, motivate and communicate of the global level being a member of World Scout Committee as a qualified e-learning and legal expert. He has contributed to the establishment of good governance in the Korea Scout Association over 20 years and as a bill drafter in Korean National Assembly he drafted laws related to youth in Korea, including Basic Youth Act for the development youth policy. Furthermore, as an e-learning specialist he has been providing e-learning consultancy in various countries for more than 10 years, so we are sure he can help a lot of National Scout Organizations in building a learning management system that enables each National Scout Organization to carry out e-learning projects. Convinced of his abilities and dedication towards scouting, through his service as Deputy Camp Chief of 25th World Scout Jamboree and International Commissioner, we hereby nominate Dr Kim as a candidate for World Scout Committee.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

Scouting is our hope, even in China mainland and North Korea.

I have used my expertise and experience to serve as a Scout leader for over 20 years. I am troop leader, Deputy Camp Chief of 25th WSJ and a professor of law in a virtual university, and I have been consulting in over 10 developing countries to plan and setup e-learning system. Scouting has always been a fun activity for my family.

I would like to explore the future Scouting by grafting future technologies to Scouting. I stand for the election to World Scout Committee to add my knowledge and skill needed for the future society to the traditional activities of Scouting. I will help National Scout Organizations setup e-learning system necessary to carry out various projects, and actively support the Scouts to prepare for the future society and to become great leaders.

In addition, I will help WOSM and the Scout Association of Hong Kong be officially active in China mainland to achieve 100 million Scout membership and to reach out to youths thereof. Combining the new e-learning training skills and traditional Scouting will draw attention from countries that do not yet have a Scout organisation.

Scouting is my family.

What do you see as the most important issues and opportunities facing World Scouting?

1. Overcoming factors that hinder Scouting development
COVID-19 and soft game addiction that trap young people in their rooms are greatly slowing down Scouting in communities and schools. But youth can learn and communicate with each other more widely by adding e-learning or various SNS through new technologies to outdoor Scouting. Digital Scouting through game can be another opportunity for Scouting.
2. Protecting Scouts
It is very important to keep all Scouts Safe from Harm. Outdoor activities sometimes put young people in risky situation. So, it is necessary to be prepared for challenges and to cover risks through technical, medical, legal, and other professional support methods in every National Scout Organizations.
3. Membership Growth
It is necessary to introduce digital activities such as virtual jamboree and many such events to Scouting programme. Also Scout reaching out to young people of China mainland is necessary for membership growth.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

1. Educational Methods
As an e-learning expert and consultant, I can incorporate new pedagogical methods into traditional Scouting methods and give Scouts a direction for future technological development. Furthermore, I can actively assist in the development of WOSM's Scouting programme that is suitable for the future society. And it will be my great pleasure to help National Scout Organizations setup easily e-learning system necessary to carry out various projects from government and international organisations.
2. Constitutional and institutional matters
As a legal specialist I have served as a member of Constitution Revision Committee in Korea Scout Association over 15 years and as a member of Asia-Pacific Region Governance Sub-committee. I drafted the bill of 2023 World Scout Jamboree Support Act and other youth related laws in Korea. My experience will bring me to help WOSM to solve constitutional and institutional matters and to achieve better governance in WOSM.

How would you describe your leadership style?

'Prepared For Life and The Future' demonstrates a lasting legacy of great leadership taught through the values of the Scout Oath and Scout Law. In Scouting, I figure learning by doing is a key component of outdoor education and adventure and teaches young people to be prepared for life and the future by facing challenges.

Based on the Scout's patrol system, I have a leadership that faithfully fulfills the mission given to me, respects teamwork, and always cooperates to get everyone to the best. My leadership style is a style that gives the members of the team the optimal mission, makes my efforts helpful to others, listens to and respects others' opinions, and encourages others' efforts for problem solving in this rapidly changing society.

Rodgers Mfunwa LUKHELE (Eswatini)

Nominated by: Eswatini Scout Association

Age: 56

E-mail address: lukhelerodgers@gmail.com

Educational background and qualifications: GCE O'level; Certificate in Analysis and Planning of Development Project; Diploma Business Management; Diploma in Human Resource Management & Development; BA in Business Management; MBA



Professional activities: Member of the Southern Africa Institute of Management Science

Scouting experience:

- **National level:** International Commissioner; Adult Resource Commissioner; Deputy Chief Commissioner (2020)
- **Regional level:** Member, Africa Region Scout Committee; Attended Africa Region Scout Conference, Uganda (2016); Attended Africa Region Scout Conference, Zimbabwe (2019)
- **World level:** Attended World Scout Conference, Brazil (2011); Attended World Scout Jamboree, Japan (2015); Attended World Scout Conference, Azerbaijan (2017)

Languages spoken: English (good), French (basic), Siswati (native speaker) and Zulu (fluent)

National Scout Organization's rationale for nomination:

Mr Rodgers has a passion for Scouting. The Eswatini Scout Association has seen it fit for him to pass on the contribution he has done in Eswatini and Africa Scout Region to the rest of the world through the World Scout Committee. Based on our observation as an association we believed that he can play an important role in the development of Scouting in the World. We believed that he will be able in helping address and improve the critical challenges that Scouting faced today. Rodgers has served Scouting in Eswatini as a Headquarters Commissioner in various leadership roles. Academic he holds a Master's in Business Administration with majors in Business Management and with all the expertise and experience as an association, we had no doubt to nominate him as a candidate for 2021-2024 World Scout Committee.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

Throughout my life, I have tried my utmost to follow Baden-Powell's vision "leave the world a little better". I am eager to give back to Scouting what it has given me and I am ready to put my knowledge and experience at the service of World Scouting through the World Scout Committee where I will honestly believe that I can make a positive contribution. Based on my observations I believe that I could play a key role on the World Scout Committee in helping address and improve critical challenges, especially as it is seen from the regional and national perspectives. I would be able to further engage and support member countries as they strive to provide opportunities for their young people. Scouting is one of the world best youth programme that support young people in becoming active citizens and leaders nationally and globally. Young people in every corner of the world deserve the opportunity to benefit from the Scout Promise.

What do you see as the most important issues and opportunities facing World Scouting?

The most important issue facing World Scouting today is the issue of social impact. Scouting can increase social impact by increasing the quality of service project by supporting National Scout Organizations in addressing the needs of their local and national societies. This can be done by establishing strategic engagement with humanitarian service organisations.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

I come from a small country where Scouting has a valued place in the society. I bring to the World Scout Committee my experience as a Business Administrator and Human Resource Consultant with skills

development in private and public sector; my experience in delivering radical and management of business-related issues.

How would you describe your leadership style?

My leadership style is that encourages decision-making from different perspectives, this is emphasised through the organisation. This can be done by consultation before a decision is taken. My leadership can also be persuasive when I took decision and seek to persuade others that my decision I have taken was correct.

Muhigirwa Gilbert MUSSUMBA (Democratic Republic of the Congo)

Nominated by: Fédération des Scouts de la République Démocratique du Congo

Age: 65

E-mail address: gmussumba@yahoo.fr

Educational background and qualifications: Bachelor's Degree in Administration and Business Management



Professional activities: Director of Education for Peace Programme in the African Great Lakes Region; Administrator for the Blood Donation Association of Goma; Assistant International Commissioner for the Scout Federation of the Democratic Republic of Congo; Teacher in a secondary school in Goma

Scouting experience:

- **National level:** General Commissioner of Scout Federation of the Democratic Republic of Congo (2015-2021); Deputy General Commissioner (2009-2011); National Commissioner for Communications and Growth (2006-2009)
- **Regional level:** President of the African Scout Committee (2012-2014); WOSM Consultant (2017-present); GSAT Assessor (2015 - present); Executive Secretary for the African Great Lakes Region Scout Forum (1999-2005)
- **World level:** NSO Focus Group (24 - 26 June 2016); Working Group for WOSM's Triennial Operational Plan 2015-2017 (February 2015); Working Group for Vision 2023 (2014); Non-voting member of the World Scout Committee (2012-2014); Coordinator of the Peace section of the Global Development Village at the World Scout Jamboree, Thailand (2002)

Languages spoken: English (basic), French (fluent) and Swahili (native language)

National Scout Organization's rationale for nomination:

We hope that Gilbert Mussumba Mujigirwa, in addition to the other members who will be elected, will add his rich experience of governance and leadership to further improve the development of Scouting around the world.

Under his impetus, our National Scout Organisation has changed a lot, culminating in our ambition of welcoming African Region events in 2022. The opportunities from which he has benefited at an international level have allowed him to understand how Scouting has developed in at least 5 Scouting Regions. We believe that this will be the foundation for a good partnership with the other members of the committee, who will be elected alongside him to work for the unity of the Scout Movement.

For more than 15 years, the candidate, Gilbert Mussumba, has contributed as a paid employee in the Great Lakes sub-region. With his professional experience, and that as a volunteer at a national and international level, we welcome his interest in serving Scouting at a world level, and we are convinced that he has a solid understanding of the challenges facing our Scout Movement.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

Supporting young people in their educational journey has always been my focus. For 14 years, I was active in formal education. I have also been involved in philanthropic endeavours with young people from different backgrounds, notably through my work with the Volunteer Blood Donors.

I have served the Scout Movement as a volunteer and/or employee at a national, regional, and international level. This has given me a range of experience in the development and management of the Scout governance system and the Scout Method.

Building on this experience, I would like to re-join the World Scout Committee to continue to serve the Scout Movement that has made me a responsible citizen. I have previously been part of the committee as a non-voting member when I was President of the Regional Committee. I am enthusiastic about working in a team to create strategies for high quality Scouting, supporting young people and driving social impact around the world.

What do you see as the most important issues and opportunities facing World Scouting?

In my opinion, the most important issues for World Scouting include:

- The ability of Scouting to adapt to a rapidly changing world, in the face of current challenges for young people.
- The balance of which services to offer at a World Level and in the different regions.
- The reinforcement of the "Safe from Harm" policy, implemented at a world level, and the new Wood Badge.

The greatest opportunities for World Scouting include:

- The educational goals, as demonstrated by the essential characteristics of the Scout Method.
- Recognition of the involvement of young Scouts in their communities, by national and international institutions.
- The participation of thousands of volunteers in the development of Scouting.
- WOSM's different policies and tools.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

- Revisiting the 2023 Strategic Plan (Operational) to evaluate what has not yet been implemented. Ensuring that the Operational Plan recognises the current situation internationally, notably the impact of COVID-19 and different natural disasters.
- The new Wood Badge, the "Safe from Harm" policy to create a safe environment, where adults are well-trained to provide Scouting. It is also necessary to equip young people with the tools to take on a rapidly changing world. To produce a series of tools relating to the "Safe from Harm" policy and to offer recognition to NSOs for stand-out performance.
- To develop the Scouts of the World programme with its three pillars "Peace- Environment - Development" to create modern adult leaders, and to reflect Scouting values, in order to increase the visibility of shared Scouting values.

How would you describe your leadership style?

As well as being part of a team, in my life I have led many groups of both professionals and volunteers. In both cases, I prize empathy and group relationships. When there are conflicts, I stop in order to resolve them together, with everyone. I like to put aside my own interests for the sake of the group, and for those of my colleagues.

In terms of carrying out activities and tasks, I am comfortable with communicating and understanding the goal and vision from the outset. For shared tasks, I encourage autonomy in completing work, but I support those who are experiencing difficulties. If the person experiencing difficulties is me, I seek ideas and the support of others. I act in a more decisively directive manner if I observe negligence. I carry out the task or delegate it elsewhere. I speak to the person involved to get them back on track.

Daiana NEIL (Argentina)

Nominated by: Scouts de Argentina

Age: 29

E-mail address: daiana.neil@gmail.com

Educational background and qualifications: Master's Degree in Management of Projects with Social Impact, Certified by the Inter-American Development Bank – IADB (current); Postgraduate studies in Administration and Management of Social Organizations, University of San Andrés – Argentina; Graduate in Educational Sciences, University of Buenos Aires – Argentina



Professional activities: Consultant on Education and Institutional Development of State Entities and Civil Society Organizations that work with children and youth

Scouting experience:

- **National level:** National Director, institutional strengthening and development (2019-2021); International Commissioner (2018-2021); Coordinator, national programme “La Urdimbre” that works for the development and strengthening of the Scout Movement in contexts of social vulnerability (2018-2021)
- **Regional level:** Workshop Leader, 1st Regional Congress of Non-Formal Education, Brazil (2017); President, Interamerican Region Youth Forum, Argentina (2013)
- **World level:** Member, World Youth Programme team (2020-2021); Leader, global team reviewing the RAP and MACPRO Youth Program Development tools (development of the GPS tool) (2017-2020); Member, World Youth Programme team (2017-2020); Member of the planning team and workshop leader, 2nd World Education Congress, Kandersteg International Scout Centre (2017); Leader, Youth Engagement team (2014-2017); Member, global innovating Scouting team (educational methods) (2014-2017); Youth Advisor to the World Scout Committee (2014-2017)

Languages spoken: English (fluent), Spanish (native speaker) and Portuguese (basic)

National Scout Organization's rationale for nomination:

Scouts de Argentina is pleased to nominate Daiana Neil to the World Scout Committee because over the years, Daiana has shown her commitment to the Scout Movement through hard work, service, and a strong and inspiring leadership. Daiana is an empowered woman who empowers any team she is a part of, with her ideas and enthusiasm to create a better world.

Daiana has brought to Scouts de Argentina an agenda never worked before with her idea on taking and strengthening the Scout Movement in our country to people who are in most need. Through the national programme “La Urdimbre” she has empowered vulnerable communities and Scout groups located in poor neighbourhoods. Through the National Scout Volunteering Plan, she has led more than 9,000 volunteers that served more than half a million of food plates and bags to people in need during COVID-19. As an International Commissioner, she has created strong bonds with National Scout Organizations and Scouts de Argentina, where we could work together and learn good practices between each other.

We nominate her because we believe her passion for creating a better world including everyone, will be a valuable asset to the World Organization of the Scout Movement.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

I understand that as a World Scout Committee member, you have a great responsibility for creating the channels, the opportunities, and the spaces for all voices to be heard and taken into account. We are a global movement, but it is our duty to make it truly plural and inclusive. Now, I am ready to put all my experiences and my educational and social vision at the service of this organisation. I feel myself prepared, enthusiastic and willing to take on this big challenge. Thanks to my experience as a Youth Advisor to the World Scout Committee 2014-2017, I know the potential of this decision-making body and

how much its members can achieve when working together. My commitment today is to give as much energy as in 2014, understanding that I can bring more experience and knowledge from my personal and Scouting life, with a more critical and constructive view on the aims we are setting as a Movement. We have an enormous challenge ahead of us, recovering from this world crisis is not going to be easy, but count on me to be part of the team that is strategically thinking how to move forward.

What do you see as the most important issues and opportunities facing World Scouting?

I believe that the scenario we are going through worldwide means that as an organisation we have to rethink the focus of our strategic priorities, joining forces and projecting a Scouting willing to rise to the circumstances that have destabilised us as a society and as a Movement. There are many issues we need to take into account at World Scouting. The National Scouts Organizations need strong and effective support to recover their membership and to give a real and flexible answer to their societies through the educational and social proposal the Scout Movement offers. In this sense we need to focus on the opportunities this context gives us: make the strategic alliance stronger, grow and position the Scout Movement as the largest educational and social organisation in the world.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

In the past years I had the opportunity to lead numerous and diverse projects related to education, social impact and organisation management. My unwavering commitment to inclusion and social transformation demonstrate the competencies I built and which I put at the service for worldwide Scouting development and strengthening.

I am decisive, focused, honest and open-minded which allows me to team up with diverse partners and motivate positive impacts. I have learnt how to take action in a crisis context, where everything is unstable, but we still need to move forward. My background in education and social impact and the abilities I gained through the experience empowered me to make sound decisions when there is no answer.

In order to achieve Vision 2023, we need to think strategically, working together and with a mindset of shared success and collaboration. I'm prepared to do so.

How would you describe your leadership style?

I consider myself as a proactive and enthusiastic leader, constantly involving my teammates to gain ownership and achieve both personal and team objectives. Leaving an opinion aside has never been an option because I believe diverse and unexpected ideas enrich us and might even be the right solution we were seeking. My kind of leadership provides a secure place for people to feel comfortable and able to contribute.

I have the courage to change things and the ability to bring all the people along for the journey. Summing up, my style can be described as a person that leads with excellence, confidence, and humility.

Christine "Chrissy" POLLITHY (Germany)

Nominated by: Ring deutscher Pfadfinderverbände

Age: 29

E-mail address: chrissy@scouting-in-germany.de

Educational background and qualifications: Innovation Management and Entrepreneurship; M.Sc. Media and Communication Management; B.A.

Professional activities: Consulting Director at a large European agency, specialised in organisational development and digitalisation for marketing and communication



Scouting experience:

- **National level:** Chair of multiple National Assemblies (2019-present); Delegate to multiple European Conferences (2013, 2016, 2019) and World Scout Youth Forums and Conferences (2014, 2017); Member, European Youth Forum's working group on Diversity and Inclusion on behalf of Scouting in Germany (2016-2019); International Commissioner and Member, National Board (2016-2018); Lead, International Team (2013-2016)
- **Regional level:** WOSM Lead Volunteer, European Scout Jamboree 2020 (2017-2021); Vice-Chairperson, Extraordinary Meeting of the Eurasia Scout Conference, Ukraine (2020); Co-Chairperson, European Regional Scout Conference, Croatia (2019)
- **World level:** Lead Volunteer, global workstream on Communication and Strategic Partnership projects in the Express Plan; Lead Volunteer, global workstream on Communication and Strategic Partnerships in the Triennial Plan (2017-2020); Lead Volunteer, World Scout Academy as part of the "100-day COVID-19 Emergency Response Plan" (2020); WOSM Lead Volunteer, Communications, Partnerships and the Global Development Village, World Scout Jamboree, North America (2019)

Languages spoken: English (fluent), French (basic), Spanish (basic) and German (native speaker)

National Scout Organization's rationale for nomination:

Dear friends in Scouting, the German Guide and Scout Federation is proud and honoured to nominate Chrissy as a candidate for the World Scout Committee.

Chrissy has served in a variety of roles for Scouting in Germany and WOSM. At the national level, she served as an International Commissioner in Germany and a member of the National Board in her association. During this time, she anchored international topics, WOSM trainings, and resources in German Scouting, and focused on empowering the next generation of young leadership.

In the current WOSM Plan 2020-2021 and the triennium 2017-2020, she took the role of lead volunteer for WOSM's work on global communications and strategic partnerships. Many forward-thinking initiatives have emerged under her leadership and guidance in these teams. She also led the work on the first-ever World Scout Academy in 2020 to help National Scout Organizations cope with the pandemic.

We know her as a dedicated and passionate Scout, a strategic thinker with creative ideas, a skilled communicator, and team player. We are convinced that her competencies and experience will benefit the World Scout Committee 2021-2024 to steer the world's leading educational youth movement towards a bright future!

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

Dear friends in Scouting, I am pleased to stand for election for the World Scout Committee. I have been a Scout since my childhood. Scouting has provided me with the aspiration to understand the world for what it is and to carry a vision for what it could be.

The world around us is changing fast and so are the realities of young people: just to mention the consequences of the COVID-19 pandemic or the challenges to sustainable living. Young people deserve a Scouting programme which, deeply rooted in our values, evolves to meet the challenges of a new generation.

My motivation to serve the world's leading educational youth movement on the World Scout Committee is simple: I want to ensure that Scouting remains a relevant space for young people to become fulfilled active citizens who contribute to positive change in themselves, their communities, and the world.

Having served in many national, regional and global Scouting roles, I have developed a good understanding of the challenges Regions and National Scout Organizations are facing in bringing better Scouting to more young people. I am ready to serve the movement towards Vision 2023 and beyond.

What do you see as the most important issues and opportunities facing World Scouting?

In the short term, we must support National Scout Organizations to bounce back from the COVID-19 pandemic. For many, the lockdowns have resulted in membership losses among youth and adults, financial hardships, and challenges in educational programmes, communications or good governance. And with our collective global resources, we can now do more than going back to how it was before: we can build Scouting back better, all so we can serve a generation of young people whose childhood and teenage years have been disrupted.

In the long term, we need to focus on shaping an ambitious vision beyond 2023 to future-proof our movement: let's evolve our educational core so Scouting remains a relevant space for youth, strengthen our good governance practices, focus on quality growth, and sharpen Scouting's image as a force for good. Global trends like increased digital connectivity, urbanisation, and sustainability provide excellent opportunities for us to innovate.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

In my professional life, I am a consulting director for organisational development and communication. In this role, I have successfully helped large organisations grow and become future-proof. Navigating meaningful transformation by amplifying good work and accelerating change is a skill I hope to bring into the committee, too. Through my roles in Scouting, I have also both proven and refined my abilities to empower teams and guide them towards a common goal.

When it comes to content, I am offering expertise in marketing, partnerships, advocacy, and systemic coaching. My previous roles and experiences have also sharpened the way I approach challenges and facilitate processes: strategically, pragmatically, service-oriented - and always with a fun and creative edge to get things done in a Scout way.

How would you describe your leadership style?

Teams make better decisions with a variety of perspectives around the table. With this core belief, I've sought to contribute as a servant leader, building consensus and including less represented voices. It is heartening that many teams have trusted and encouraged my leadership abilities.

My leadership style encompasses three pillars:

- Leading by example - The best motivation is to embody the spirit and principles you want to see in others yourself. This ranges from living by Scout values to prioritising good governance to smart and effective uses of our resources.
- Leading by direction - It's an essential quality to provide orientation and direction through making well-considered choices and taking responsibility for them.
- Leading by empowerment - Teamwork makes the dream work, so it is key to find even more great people, enable them with the space, tools, and support they need - and then get out of the way.

Sarfraz QAMAR (Pakistan)

Nominated by: Pakistan Boy Scouts Association

Age: 46

E-mail address: chiefcommisioner@pakscouts.org

Educational background and qualifications: M.Sc Development Studies; B.Sc Electrical Engineering

Professional activities: Chief Commissioner, Pakistan Boys Scouts Association; Provincial Commissioner, Pakistan Boys Scouts Association; District Scout Commissioner, Pakistan Boys Scouts Association



Scouting experience:

- **National level:** Chief Commissioner (2019-present); Member National Council (2016-present); Provincial Commissioner (2015-2017); District Scout Commissioner (2003-2015); Member Service Rules Committee, Pakistan Boy Scouts Association
- **Regional level:** Chairman, South Asian Associations of National Scout Organizations (SAANSO)
- **World level:** Executive Member, International Union of Muslim Scouts (IUMS)

Languages spoken: English (fluent), Arabic (basic) and Urdu (fluent)

National Scout Organization's rationale for nomination:

Mr Sarfraz Qamar Daha is the youngest Chief Commissioner of Pakistan Boy Scouts Association. He is very active in implementing the programmes defined for youth internationally, like Messengers of Peace, SWA, World Scout Environment Programme, Scouts for SDGs, development and education, etc. He encourages and empowers the young generation to develop life-skills which will indoctrinate a strong sense of activism. In this way, youth can become active members of the society.

He has served on various executive positions, which required youth engagement and training, so he better understand the needs and desires of young people and wants to contribute to their goals as well as incite them to bring positive behavioural changes for a better world.

Upon election, priorities will be:

- To meet Vision 2023 for positive empowering environment for youth
- To contribute towards youth programme for better world
- To evolve education core
- To work on youth empowerment
- Shaping Scouting power for good deeds
- Furthering the Scouts for SDGs platform for a better and sustainable future

He is also holding a high government office as Director Electrical in Pakistan Railways, and therefore possesses a unique mix of leadership skills which will prove to be of value for the World Scout Committee.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

An active Scout since childhood, I have served in multiple positions at different levels within the government and Pakistan Boy Scouts Association. I acquired significant developmental information about difficulties faced by Scouting. This joined with my expert vocation, had empowered me to start the national building activities for planning, organising strategy to further advancement in Scouting.

I will put my expertise and capabilities as a member of the World Scout Committee to accomplish Vision 2023 for a successful Scouting platform. It's important to engage Scouts to positively impact our social orders. My abilities to furtherance the Scouting agenda and empower our youth, that will prove a great asset to the World Scout Committee, adding to the diversified knowledge amongst the worldwide board.

I'm committed to our common agenda of Scouting activities playing a role in improving our world and society. I come from an area where positive engagement via Scouting is crucial to inculcate positive life-skills and experiences for youth. We have formed strong partnerships with various institutions and agencies. I would like to extend these very same ideas all over the world to foster strong partnerships between Scouts and other organisations working towards positive community impacts, to make this world better.

What do you see as the most important issues and opportunities facing World Scouting?

We ought to reinforce the solidarity of our Movement and guarantee great management world-wide. Exploring needs to enable and develop a Scout's social profile for the uplifting of youth through Messengers of Peace, Earth Tribe and youth development activities. A Scout should have the option to develop and experience a full quality life, maintaining old abilities and learning new ones.

There are more options for offering worldwide instructive projects for the present youth. First, supporting our profile by estimating the social effect of Scouting through esteeming the quantity of volunteered hours and their effect on immediate and indirect recipients. Next, a viable and worldwide investment in accomplishing the UN practical improvement objectives and to work for climate change. Thirdly, advancing our correspondence methodology and making the best utilisation of our outer relations. These actions can help our promotion endeavours to situate World Scouting as 'the world's driving instructive youth development'.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

I have held a wide range of decision-making positions in my National Scout Organization, especially as it pertains to management. I have a deep knowledge of how Scouting works from the local to world level. This diverse and rich experience has given me the opportunity to lead several working areas, where I acquired skills via moderate face-to-face and virtual meetings involving attendees from various ages and socio-cultural backgrounds. Also worked on the strategic and institutional development for effective running of Scouting activities. I paid great attention too, and actively took part in, the revision of youth and training policies in Pakistan, align with the World Scout triennium.

How would you describe your leadership style?

I'm supportive of ground-breaking and participatory administration. This initiative style supports the enhancing of attainable human abilities and assets to serve a positive community impact and support the versatile requirements of the challenges facing us today. Inspiration from colleagues and the reasonable circulation of responsibilities can significantly improve aggregate execution and proficiency to consequently accomplish set goals.

Group union and camaraderie, regardless of backgrounds, and intergenerational and intercultural exchange establish solid resources that the World Scout Committee can draw from. Complementing similarities among volunteers and the World Scout Bureau experts despite their varying backgrounds will prove to be a favourable atmosphere for working together to arrive at our Vision 2023.

At last, honesty, thoroughness, practicality, responsibility, straightforwardness, and compassion are values that I plan to firmly safeguard in the administration and to excel the Scouting to work for the World Scout Committee.

Khalil RAIHANI (Morocco)

Nominated by: Fédération Nationale du Scoutisme Marocaine

Age: 46

E-mail address: khalilraihani@yahoo.fr

Educational background and qualifications: Doctorate in Mediation and Leadership Techniques, Tunis University (2019); Diplomatic Higher Education Programme (CEDS), Paris (2004); Masters Degree in Strategy and Small and Medium Enterprise Management, IAE Strasbourg (2002)



Professional activities: Youth researcher and consultant, SmartFR (2019-present); Pedagogical Educational advisor, Antigone Cooperative; Advisor for Youth Affairs, Ministry for Youth and Sport (2015-2017); Trainer and Youth Expert, Youth Department of the Council of Europe

Scouting experience:

- **National level:** Consultant and member of the national branch of the Moroccan Scouts; Former member of the national team "Scouting for All" of the Scouts et Guides de France
- **Regional level:** Regional Scout plan 2013-2016, chosen by the European Scout Committee as head of a priority project on inclusion and diversity
- **World level:** Interreligious World Scout Congress WOSM-KAICIID, Vienna (2015); Member of international team of trainers on the STIF NAKBOROO course organised by Éclaireuse et Éclaireurs de France and the Moroccan Scout Organisation, Maamoura (2019)

Languages spoken: English (fluent), French (fluent) and Arabic (native language)

National Scout Organization's rationale for nomination:

Supporting creativity and innovation in education, we support the candidacy of Khalil Raihani, who is a Scout leader, and researcher in youth policy.

Khalil Raihani has completed a thesis on young people and international dialogue and his field of research is actors within the youth sector, and techniques of leadership and mediation.

Khalil has international experience in Scouting, and with multiple organisations and associations working on non-formal education.

In addition, he has worked as an adviser in the Ministry of Culture and Sport in Doha. He has international experience in the creation and implementation of youth policy, and in the empowerment and participation of young people.

His role as a trainer and youth expert with regional organisations like the Council of Europe and the Arab League is also of note.

It is for all of these reasons that we propose the candidacy of Khalil Raihani, who could be a real driving force in support of the initiatives and workings of the World Scout Committee.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

In relation to the call for candidates for the World Scout Committee, I am hugely interested in this role, for which I am both qualified and willing.

More than 25 years of national and international Scouting experience has shaped my personality and my professional career.

I am ready to be part of the World Scout Committee to share the international experience I have built up in the youth sector, and in the different educational approaches of the youth sectors of the Council of Europe and the Arab League.

My European experience in the implementation of the regional plan from 2013-2016 and my professional experience as an Advisor for youth affairs in the Ministry for Youth and Sport guarantee that I would represent the interests of the Movement and the National Scout Organizations with integrity.

I have the required interpersonal and managerial skills to assume the roles, responsibilities and constitutional obligations of the World Scout Committee.

Having a doctorate in youth studies and intercultural dialogue, leadership studies, strategy, and international business management will allow me to assume a governance role, acting to ensure the transparency and accountability of decisions taken in World Scout Committee meetings.

What do you see as the most important issues and opportunities facing World Scouting?

Among the biggest issues for World Scouting is being proactive and remaining a valuable interlocutor in co-constructing youth policies and supporting National Scout Organizations to be key actors in relation to this. Above all, a challenge is to provide educational and leadership responses that are flexible and adapted to each Region, including in the face of and that respond to the consequences of the pandemic, globalisation, digitalisation, inequalities and youth mobility caused by climate change or conflict.

As for opportunities, Scouting has a real chance to engage in collective intelligence to prepare active, responsible, critical and caring citizens.

Scouting provides personal opportunities for practicing decision-making and governance, and which prepares for participation within society and to create a better world, and caring, responsible citizens.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

Having been a member of the network of youth consultants and trainers of the Council of Europe, given my experience in the youth department of the Arab League, and my experience at a European level with the Regional Scout Plan 2013-2016, I hope to support the efforts of the Movement, building on my skills and my research to act and put into practice WOSM's guidelines, recommendations and policies in order to engage young people, promote inclusion, and diversity, and educational innovation. I have already supported youth actors, ministers and youth structures to create youth policies, pedagogical toolkits, benchmarks and models, including putting young people in the management of youth structures. I want to facilitate and support National Scout Organizations and Regions in implementing the policies and decisions of the Conference.

How would you describe your leadership style?

My leadership style is based on collaborative learning: including young people in decision-making, responsibilities and tasks, and learning by doing in collaboration with others.

For me, it is about taking action together, with a spirit of solidarity.

Finally, this is about acting within a welcoming environment, which is based on the needs, understanding and tendencies of young people.

This is synonymous with collective leadership.

Juan REIG (Spain)

Nominated by: Federaci3n de Escultismo en Espa1a

Age: 40

E-mail address: juanreig@scoutsfee.org

Educational background and qualifications: Studies in Business Management and Marketing; Specialisation course in management of Non-Profit Organisations

Professional activities: CEO in a Consultancy and Market Research company



Scouting experience:

- **National level:** President and Vice-President, National Scout Organization, and Treasurer and International Commissioner, National Scout Association (2012-2017); Member, Growth National Team (2008-2010); Scout Leaders Trainer (2010-2021); Scout Leader, local Scout group (2000-2013 and external support ever since)
- **Regional level:** Coordinator, European Scout Region External Relations and Funding Core Group (2014-2016); Participant in different European Region Scout Conferences, Symposiums and other Regional events (some of them as part of the organising team, mainly focused on communication)
- **World level:** Member, World Scout Committee (2017-2021); Member, WOSM Voting Rights and Fees Task Force (2015-2018), continuing as part of WSC Contact Group for the new fee model (2018-2021); Chairperson, WOSM Languages Task Force (2017-2020); World Scout Committee Liaison with the Consultative Status Organizations, including participation in some of their world assemblies, world committee meetings, and the Interreligious Forum (2017-2021); Member, WOSM Communications Unit (2017-2021); Participating and attending to national and international Scout events and Conferences in all the six Regions

Languages spoken: English (fluent), French (basic), Spanish (native speaker) and Portuguese (basic)

National Scout Organization's rationale for nomination:

The Federation of Scouting in Spain (FEE) considers that Juan Reig has the necessary personal skills, proven experience, and strategical vision to continue making a positive contribution to the work of the World Scout Committee in the coming triennium.

Juan has held Scout adult volunteer roles at grassroots level, as well as key governance, leadership, and management positions at national level. He also fostered many FEE joint projects, and proved an outstanding capacity as International Commissioner and Treasurer.

Juan has an extensive knowledge and deep understanding of the international dimension of Scouting, as well as the challenges National Scout Organizations currently face. He has attended events in all Scout Regions and coordinated different teams at European and World level. Since 2017 he has served at the World Scout Committee, acting as Chairperson of the Languages Task Force, as the liaison person with WOSM Consultative Status Organizations, and as member of both the World Scout Committee contact group for the new fee model, and the Communications unit.

In the complex times ahead, we are convinced that Juan's commitment will be a valuable asset to help our Movement to achieve its Vision 2023 and lead our strategy even further.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

I'm deeply committed to ensuring that WOSM becomes an even stronger and united movement, capable of overcoming the current global challenges. By supporting all our NSOs to keep improving in all aspects, we will not only grow stronger, but we'll also keep providing children and young people the best experience of Scouting in the XXI century.

Scouting has taught me to be of service wherever I would be more useful, whether it be at local, national, or international level. Considering the challenges that our world and Movement will have to face in the coming years, I'm convinced that now more than ever, this coming election for the World Scout Committee (WSC) will be crucial to provide guidance to lead the way. The experience I have gained in the last three years as WSC member, together with my knowledge both within the Movement and in my professional background, make me believe that it is time to once again step forward, and to humbly offer my service to keep contributing to our Movement as an experienced, committed, capable and passionate WSC member for the next triennium. This is my motivation: to keep the Promise I made to do my best to create a better world.

What do you see as the most important issues and opportunities facing World Scouting?

This is a key moment in time because we are working towards achieving Vision 2023 and getting ready to shape the next one. Scouting is going to be more necessary than ever in order to face the effects of this worldwide global crisis, and we have to be prepared to properly answer this challenge and to seize the new opportunities the future will bring. We need to stick together as an organisation and as a movement, to ensure that no one is left behind. The future is now, but we have to build it hand in hand, not knowing yet what the ultimate impact of COVID will be in our organisations and communities. In order to succeed, we need to be hardworking, creative, innovative, resilient, and above all, committed Scouts with our values as the core of all our decisions.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

I am an analytic person, used to understanding the rationale behind any situation, and able to think "out of the box" to work out new solutions. Professionally, being the CEO of a successful company, I have first-hand experience in management and finances, key areas which are now needed to bring greater stability to WOSM in the current context of uncertainty. My expertise in market research can positively contribute to understand, to measure and to enhance the impact of Scouting. I have also been a Scout leader at grass-root level for many years, which strengthens my comprehension of the Scout Method, and the real needs of the Movement, not just of the organisation supporting it. I am convinced that all these aspects, combined with my previous service at the World Scout Committee, may be a great contribution to achieving our Vision 2023 and paving the way to the next one.

How would you describe your leadership style?

Inspiration is the essence of leadership. It is all about being trustworthy, and about making people feel inspired, appreciated, and supported to try their best. Leading by example is necessary for people to feel your personal commitment, as well as believing in everything you do. Being a leader means trusting your team and having them trust you. To do this, you need to get to know the people who work with you and encourage them to develop their full potential by providing opportunities for their personal growth.

At World Scouting, leadership entails a great level of shared strategic thinking and having a worldwide vision which finds unity in diversity, empathy and complete trust in the work done by volunteers and staff. Leadership is a key empowering tool to help us all develop our joint WOSM operational work and educational mission.

Sherman Hsiao-Ming SHENG (Scouts of China)

Nominated by: The General Association of the Scouts of China

Age: 35

E-mail address: sherman.hm.sheng@gmail.com

Educational background and qualifications: MBA in Health Care Management

Professional activities: Project Manager and Special Assistant to CEO at a social enterprise in IT construction and AI industry



Scouting experience:

- **National level:** Representative to National Assembly (2019-2022); GSAT Task Force (2018); Member, International Relations and Public Relations Committee (2016-2022); National Coordinator, Messengers of Peace (2016-2022)
- **Regional level:** Member, Asia-Pacific Region Programme Sub-committee (2015-2022); Asia-Pacific Regional Workshop on Good Governance, Taiwan (2019); Resource Person, Asia-Pacific Region Scout Education Forum, Bangladesh (2018); European Scout Partnerships Event, Belgium (2017)
- **World level:** Pilot Project Management Training (2021); Intern, World Scout Bureau Global Support Centre, Kuala Lumpur (2016); WOSM Team, Media Centre, 23rd World Scout Jamboree (2015); 39th World Scout Conference and 11th World Scout Youth Forum (2001)

Languages spoken: English (fluent), Mandarin (native speaker) and Japanese (basic)

National Scout Organization's rationale for nomination:

The General Association of the Scouts of China (TGASC), Taiwan is pleased to nominate Mr. Sherman Hsiao Ming SHENG as a candidate for the World Scout Committee. Over the past ten years, Sherman has shown he is a committed, trustworthy, and dedicated Scout.

Sherman first demonstrated his leadership skills when he was a Rover, and later as a member of the National Rover and Youth Committee. His experience in leading steering committees at National Rover Conferences, along with innovative thinking and accountability, remains a treasure for the TGASC.

He was actively involved at the WOSM Regional level, such as the Messengers of Peace and Asia-Pacific Region Programme Sub-committee (2015 to 2021). Sherman also served with impressive achievements during his time with the World Scout Bureau, Global Support Centre – Kuala Lumpur. He served with distinction on the Communications Team and later as an esteem member in the Office of the Secretary General.

We are certain he will be highly successful in all his future endeavours. His vast experience and unwavering dedication will result in a positive contribution to World Scouting. It is indeed a pleasure for us to nominate Sherman for election to the World Scout Committee.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

When I was a young Scout, I saw many dedicated leaders serve in various Scout Camps. I knew then that I wanted to be a leader who would devote himself to help others in the future. That time has now arrived, and I want to serve with a humble spirit.

Scouting helps young people to see the world differently: learning skills, collaboration, and leadership through "learning by doing." I grew up in this environment and I aspire to contribute what I have learned with others. I have learned (through working closely with young people in my NSO, Regional and World assignments) that we can also learn from them... which is the substantial value that motivates me to become more involved.

Through establishing the Messengers of Peace programme in my NSO, I witnessed the decisive influence it had on local communities; again, it motivates me to do more.

Our movement must continue to bring innovative ideas to young people through exciting and educational activities. I am well prepared with the confidence and skills to serve, and I am ready to dedicate myself to the World Scout Committee with a strong commitment, hard work and enthusiasm to make more world-changers and create a better world.

What do you see as the most important issues and opportunities facing World Scouting?

To develop a vision-aligned, structured, and impactful world programme of activities to engage and grow with more people.

Building partnerships with regional and world organisations to ensure that Scouting continues to influence different levels.

In an era of rapid technological change, strengthening the development of digital power and enhancing its application is critical to the sustainable growth of organisations.

In the past one and a half years, global health and well-being have reduced the trust and connection between people. However, human interaction is not limited by distance, and more cross-area communication is promoted because of technology tools. Therefore, this is the best timing for Scouting to connect through technology approaches.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

My professional work experience at social enterprise has developed a strong mindset whereby I can clearly and systematically consider facing complex world issues.

Participating in different levels of events and projects with cross-cultural and diverse teams has allowed me to understand and collaborate with National Scout Organizations and Regional committees effectively. Different levels of decision-making and system approaches that I have experienced will enable me to be ready to respond to challenging situations.

The experiences gained from serving at various National Scout Organization and Regional level activities provided me with programme planning, organisational development, and strategic thinking to better understand and listen to different National Scout Organizations' needs and find the best solution. In addition, the practical training at World Scout Bureau Global Support Center – Kuala Lumpur provided me with the vertical and horizontal interlaced thinking I needed to face various world challenges.

How would you describe your leadership style?

I have very high standards for myself, and I am also a positive team member who actively listens and respects team members and selflessly finds appropriate ways to build consensus.

In times of information explosion, I am committed to data-driven strategic analysis, synthesising various internal and external factors and exploring issues from a macro perspective. I use raw data, information, and experience and give it meaning to make assumptions and set goals to pursue, and by thinking outside the box, I am equipped to form sharper decisions and plans.

In the largest youth organisation in the world, I am ready to adapt my leadership skills to my position, partners and goals, and incorporate my professional learning to do our best to help our member countries solve your problems and achieve our vision.

Olusoga SOFOLAHAN (Nigeria)

Nominated by: The Scout Association of Nigeria

Age: 52

E-mail address: madeworite@yahoo.com

Educational background and qualifications: Doctor of Philosophy in Economics (in-view); Master's of Science in Economics; Master's of Science in Business Administration; Bachelor of Science in Economics

Professional activities: Fellow Chartered Institute of Economists of Nigeria (FCE-1166); Senior Contracts Manager, Upstream Project Procurement, Exxonmobil Nigeria; Immediate past President, Exxonmobil Multipurpose Staff Cooperative Society of Nigeria; Researcher, Department of Economics, Lagos State University; Board Member, Marijosh Global Ltd



Scouting experience:

- **National level:** Chief Commissioner, the Scouts Association of Nigeria (2013-2017); Facilitated the payment of \$18,000 annual dues debts owed by the Scout Association of Nigeria to WOSM (2013-2017); Led efforts and initiatives towards bringing Scouting in Nigeria to contemporary standards through the mandatory upgrade of adult and youth involvement strategies tied to the global strategic priorities; conducted membership census that led to WOSM's 750,000 membership for the Nigeria National Scout Organization
- **Regional level:** Vice President, Africa Scout Foundation (2015-present); Stewarded the implementation of GSAT workshop in Nigeria in partnership with the World Scout Bureau – Africa Support Centre; Delegated representatives to the youth for change and "The Strategic Change" Workshop in Uganda and contributed remarkable ideas to the 16th all African Conference in Kampala, Uganda; Participated and delivered strategic presentation at the 15th All African Conference in Angola (2012)
- **World level:** Head of Contingent (39 National Scout Organization delegates), 23rd World Scout Jamboree, Japan (2015); Head of Delegation, 40th World Scout Conference and 12th World Scout Youth Forum, Slovenia (2014); Served as Teller, 40th World Scout Conference, Slovenia (2014); Head of Delegation (mostly comprised of youth members), 41st World Scout Conference and 13th World Scout Youth Forum, Azerbaijan (2017)

Languages spoken: English (good)

National Scout Organization's rationale for nomination:

The Scout Association of Nigeria presents the nominee with great pleasure to the World Scout Conference for favourable consideration. His long-standing commitment and inspiring accounts of remarkable contribution to Scouting development, through many decades of volunteerism, which has led to major milestones in the history of Scouting in Africa and Nigeria, convinced us of his ability to support the global vision of Scouting. Mr Olusoga Sofolahan has had responsibility serving through the leadership pyramid in Nigeria Scouting with over 33 adult leadership assignments and 16 international Scouting engagements mostly self-funded with positive attendant effects. We are certain that Mr Olusoga Sofolahan would bring his vast Scouting development ideas to the global scene if considered. He is intuitive, dedicated and focused in his pursuits. Mr Olusoga is a stand-out Scout Leader who will bring positive energy to any team he is drafted to serve. May we sincerely request on behalf of the Scouts of Nigeria, every necessary support for the nominee to participate in the election process.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

Joining Scouting from childhood, I have been fascinated by the constantly changing world and evolutions of Scouting dynamics, wanting to explore the causes and effects of current developmental stages in Scouting with a view of promoting ideas that support future human interactions and organisational development. I have always taken keen interest over the last ten years participating in global Scouting discussions at both conferences and educational events. My desire to contribute to the advancement of the World Scout Vision using my international development experience informed my decision to vie for

the position of the World Scout Committee membership, bearing in mind that the works of those serving the Committee today and throughout history was enough to attain new advancements in emerging global community.

What do you see as the most important issues and opportunities facing World Scouting?

Recent global Adult in Scouting assessment outcomes generate serious concerns. The movement lost more adult volunteers during peak of the Pandemic. The loss is showing acute pattern as the pandemic disrupted Scouting activities, causing a slump in membership. While some local troops continued with virtual meetings over Zoom and organised remote camps; the vast rural Scouts were however disconnected from active Scouting throughout the pandemic. The resultant effects were more visible in adults who had to adjust to new ways of life and make ends meet. There is a need to develop new recruitment drive and improve on better ways of planning for future pandemics. Partnership opportunities are available for Scouting to explore on our to join global response to the mental and socio economic consequences of new pandemics on membership base. New adult recruitment strategies and workable retention and recognition scheme would be required.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

- a. Communication and branding
- b. Regular local, national, regional and international events
- c. Digital Scouting
- d. Simplified membership management system
- e. Referral program
- f. Government involvement
- g. Alongside the existing WOSM's strategic priorities targeted at attaining Vision 2023

How would you describe your leadership style?

I so much believe in affiliative and democratic leadership styles. I believe in getting things done by coming close to the grassroots and paying attention to support team members to achieve the best result by encouraging harmony and building collaborative relationships with the team. I am also good at reassuring team members by finding relief points during stress times. I enjoy when team members participate in decision-making process by exchanging ideas freely. Team members should be inspired to contribute in order to boost the team's morale and increase productivity.

Clarke TRUSCOTT (New Zealand)

Nominated by: Scouts New Zealand

Age: 31

E-mail address: clarke.truscott@scouts.nz

Educational background and qualifications: Bachelor of Commerce (Economics), The University of Auckland; Bachelor of Arts (Geography), The University of Auckland; Chartered Member of the New Zealand Institute of Directors (Professional Governance Institute)



Professional activities: Senior Manager in Corporate Sustainability and Strategy

Scouting experience:

- **National level:** Chief Commissioner (2015-present); National Board Member (2011-present); Audit and Risk Sub-committee (2012-2015); Scout Leader (2008-2018)
- **Regional level:** Asia-Pacific Region Leadership Summit (2021); Asia-Pacific Region Scout Conference (2018); Council of South Pacific Scout Associations (2018)
- **World level:** World Non-Formal Education Forum (2019); World Scout Conferences (2014, 2017); World Scout Youth Forum (2014); Deputy Head of Contingent, World Scout Jamboree (2015); World Scout Moot (2013)

Languages spoken: English (native speaker)

National Scout Organization's rationale for nomination:

Scouts Aotearoa/New Zealand is pleased to nominate Clarke Truscott as our first ever candidate for the World Scout Committee. Clarke has proven to be a highly impactful local and national volunteer. He believes passionately in the positive impact of Scouting. We are confident his contribution will be valuable.

Clarke offers strong Scouting and career experience in good governance, organisational strategy, and sustainability. He has worked tirelessly to improve the inclusiveness of decision-making for all members and inter-generational partnership. Clarke successfully championed our 10-year strategy, aligned with Vision 2023, as a key enabler of our long-term growth. Clarke has the right skills to support the completion of Vision 2023 and contribute to the next strategic plan for WOSM.

Clarke's strength is in balancing the long-term drivers of growth and success for an organisation with the short-term activities of a high performing organisation that supports members. We believe this will be critical for WOSM during the unprecedented disruption caused by COVID-19.

Clarke's values-based leadership is founded on serving others and seeking consensus. He has experience working across multiple cultures, intergenerational teams and backgrounds that suits him well to working collaboratively in a global organisation.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

My motivations are service and impact.

I believe passionately in the impact that Scouting can make in the lives of young people and the wellbeing of their communities, countries, and our entire world. My motivation to stand for the World Scout Committee is to ensure every young person has access to quality Scouting that equips and empowers them to make a difference. I believe if we do this, we will grow our membership, impact, and help create a better world.

Through my experience as Chief Commissioner, I have seen the significant difference our global long-term strategy, Vision 2023, has made for our Movement. I believe our world Movement is becoming

stronger, more united and increasing our social impact by focusing on continuing to develop youth programme and educational methods, building good governance, and having a clear strategy. I offer my service and skills to continue to build on our success.

Looking forward, I am committed to serving members with practical support to help us all recover from COVID-19. I am also excited about the opportunity to deepen our social impact by embracing sustainability principles and working with members and partner organisations to build a better, more sustainable, world for everyone.

What do you see as the most important issues and opportunities facing World Scouting?

Many National Scout Organizations (NSOs) are facing membership and financial challenges due to COVID-19. Supporting NSOs to recover and thrive in a post-COVID-19 environment is the most important priority. This requires targeted and sustained support for members and fostering greater connection and collaboration between NSOs, Regions, and the World Level.

We must also continue to build for the future. I am personally aligned to Vision 2023 and believe the strategic priority facing World Scouting is continuing to position Scouting as the world's leading non-formal educational youth movement. This requires us to strengthen diversity and inclusion, support members to keep all those involved in Scouting Safe from Harm and improve our measurement of social impact, as a means to measure success and identify areas for further focus. Sustaining a high-performance culture in WOSM that delivers valuable service and support while being responsive to each Member Organization's needs is critical to our ongoing success.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

My strengths are good governance, organisational strategy, sustainability, and complex stakeholder management. Complemented by proven experience in professional governance, finance, strategic risk management, child protection, and 21 years as a Scout in multiple National Scout Organizations.

I enjoy working in teams with a wide diversity of perspectives and experiences, and empowering team members to explore issues, think critically, and develop robust solutions. I set clear expectations, then support teams to explore widely before being held accountable for delivery. I am committed to ensuring strong succession planning and always look to develop new talent to ensure the ongoing success of the Movement.

I am fortunate enough to have career and Scouting experience working in global teams and project teams across Australia and New Zealand, as well as South East Asia, the Pacific Islands, Europe and East Africa. These opportunities have helped me develop cross-cultural ways of working and communicating that values different perspectives.

How would you describe your leadership style?

Leadership is about serving and empowering people. This starts with active listening, then seeking consensus before agreeing on shared actions. It is important to me that all voices and perspectives are heard, and I believe empowering everyone to contribute will always lead to better decision-making.

I have been encouraged to stand for election to the World Scout Committee by a number of National Scout Organizations that have recognised my strong record of transformational leadership of Scouts Aotearoa/New Zealand. I believe that when we are united by a clear vision for the future, and focused on serving the needs of our members, we will be successful.

I believe strongly that the purpose of the World Scout Committee is to serve and support National Scout Organization's and support the unity of our Movement. I am committed to achieving this through a positive and collaborative working environment and an effective partnership with the World Scout Bureau.

Sahali Marie Louise Charlotte YCOSSIE (Côte d'Ivoire)

Nominated by: Fédération Ivoirienne du Scoutisme

Age: 34

E-mail address: mlycossie@gmail.com; charlieysmlc@yahoo.fr

Educational background and qualifications:

Masters Degree in Public Law, University of Alassane OUATTARA de Bouaké; Degree in Communication, l'École Française des Attachés de presse; MOOC Community Manager Certificate



Professional activities: Business Development Manager, RIM Information Management SARL; Founder and General Secretary, Hope by Sport Foundation

Scouting experience:

- **National level:** Deputy International Commissioner in charge of relationships (ASCCI); Federal Assistant Commissioner responsible of Messengers of Peace and the Better World Framework
- **Regional level:** Member of technical team (Africa Region Core Team Messengers of Peace) to support the training of national coordinators and to implement Better World Framework programmes within Africa Region National Scout Organizations and West Africa; Consultant (Communication and Partnerships) African Region; Support to Africa Region Better World Framework consultants; Member of Communication and External Relations working group for the Africa Region; Head of Project and Member of organisation committee for the African Jamboree in 2016, Côte d'Ivoire; Volunteer at Africa Scout Days, Ghana, United Republic of Tanzania, Niger (2016, 2017, 2019); Volunteer at the Africa Regional Youth Forum and Conference, Uganda (2015)
- **World level:** Member of Better World Framework & World Scouting's contribution to SDGs/Educational Methods Workstream (2021)

Languages spoken: English (Good), French (native language) and Spanish (basic)

National Scout Organization's rationale for nomination:

The Ivorian Scout Federation would like to support Marie Louise's candidacy to the World Scout Committee as a result of her ongoing commitment in the service of Scouting. As a member of the national team of the National Scout Organization, she is always willing to share her skills to train young people, and for community projects.

She has brilliantly represented our National Scout Organization at a Regional level many times.

She has successfully implemented the Messengers of Peace programme and other World Scouting programmes within our National Scout Organization and in the Africa Scout Region.

Notable for her dynamism, we hope that she will be able to continue to serve our World Organisation of the Scout Movement on the committee in order to share her experience, and gain new experiences through supporting National Scout Organizations and achieving Vision 2023.

Incorporating a candidate from the Ivory Coast will without doubt be of benefit to this World Scout Committee which hopes to be more representative in order to work together to achieve growth.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

I am motivated to continue to serve Scouting at the heart of the Committee to achieve WOSM's Vision 2023. I hope to be part of a world organisation that is more responsive to the needs of its members and contribute to sustaining its leadership position. I will serve Scouting through my dedicated, capable, open and visionary leadership, supporting and responding rapidly to the needs of NSOs. Coming, as I do, from

the grassroots and having been able to develop thanks to the support of WOSM and its empowerment of young people, a key focus of mine is to inspire young people, particularly women, to fulfil their potential and to take part in initiatives to positively impact their communities as active citizens, and to be models of leadership. I hope to support the success of the Better World Framework and all the educational models for young people for sustainable development.

My passion for, and active engagement in, this field will be a good asset to this Committee in order to support the visibility of the social impact of Scouting.

My candidacy will allow a more representative and inclusive World Scout Committee, representing the voice of my generation, my Region, my community, and will give hope to new generations to believe in their dream.

What do you see as the most important issues and opportunities facing World Scouting?

As a non-formal education movement, Scouting must:

- Adapt its educational method to the challenges of the COVID-19 pandemic through developing innovative learning methods.
- Offer a safe environment for young people suffering from increases in conflict, gender violence in our communities, protect our young people, and climate change. Invest more resources in projects for female empowerment, peace education, child protection and the environment.
- Tackle the challenge of the unemployment of young people, through training in entrepreneurship, gaining new life skills to be useful and better equipped to adapt to the needs of the labour market. Develop a professional support network.
- Reduce inequalities through support from National Scout Organizations, the redistribution of resources, and identify opportunities for mutual support between National Scout Organizations to grow together.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

With my background in supporting the educational programmes of the Better World Framework for young people and my skills in communications and partnerships, I will work to achieve Vision 2023 through building educational programmes which are more attractive and adapted to the needs of today's young people, in the context of the COVID-19 pandemic.

I will support young Scouts to be more involved in development processes in their National Scout Organizations and their communities, through greater social impact and more visible community engagement. I will support National Scout Organizations in their growth and leadership, helping them to benefit from the opportunities that our organisation has put at their disposal. I will support diversity and inclusion, where young men and women feel able to work together to find their place to contribute, and grow through living the Scout values in a safe environment.

How would you describe your leadership style?

- A leadership style which is inclusive and democratic, allowing members of the team to participate in a decision-making process which makes them feel valued and engaged.
- I get involved but know when to delegate tasks to others based on the abilities and experience.
- I motivate and recognise the efforts of team members through celebrating success and encouraging them even if there are failures. Each failure is a chance to learn how to do better tomorrow.
- I share my experiences in order to support others to grow and develop their potential.
- I believe in equal opportunities.
- I am honest - I listen to others to take into account different factors and to allow mutual understanding to take an appropriate decision.
- I am firm and diplomatic when needed.
- I am always positive and energetic in relationships.
- I respect and protect the integrity of the organisation and its members.

Mohammad Atiquz ZAMAN (Bangladesh)

Nominated by: Bangladesh Scouts

Age: 53

E-mail address: zaman@3-marketeers.com

Educational background and qualifications: Masters in Marketing, University of Dhaka

Professional activities: Director of Three Marketeers Ltd. (International Marketing Company)



Scouting experience:

- **National level:** National Commissioner for Programme (2017-present); Resident Coordinator, South Asian Association of National Scout Organizations (SAANSO); Advisor, Ticket to Life Project, Bangladesh Scouts (Scouting for Under Privileged Children); Deputy National Commissioner for International (2014-2017); Deputy National Commissioner for Community Development (2011-2014)
- **Regional level:** Member, Asia-Pacific Region Programme Sub-committee (2018-present); Member, Asia-Pacific Region Management Sub-committee (2015-2018)
- **World level:** Chairperson, Membership Task Force (2014-2017)

Languages spoken: English (fluent) and Bangla (native speaker)

National Scout Organization's rationale for nomination:

Bangladesh Scouts has decided on principle to nominate a competent Candidate for the World Scout Committee. So, we are nominating Mr Mohammad Atiquz Zaman for the same. Mr Zaman is currently holding the following position:

- Member, Asia-Pacific Regional Programme Sub-committee
- National Commissioner for Programme, Bangladesh Scouts

Bangladesh Scouts is confident enough that in his capacity as a god Scout Leader Mr Mohammad Atiquz Zaman will be able to contribute and uphold World Scouting in every respect.

Candidate's statement of motivation:

What is your personal motivation to stand for election to the World Scout Committee?

- a. For getting a chance to take policy decisions and work in a broader spectrum for bringing peace to this world is my strong motivation to stand for the election.
- b. To contribute heavily to World Scouting in achieving Vision 2023 and to design and adapt next Strategic Plan aligned with the SDGs goals.
- c. Considering pandemic challenges, design and adapt new strategies to engage youth in Scout programme using virtual platform to prevent mass dropouts in membership.
- d. My goal is to reach out to the diverse segments of the society and including new groups of people with different ethnicities and religious backgrounds. So that nobody is left behind. I am highly motivated to work on this issue with strong focus.
- e. My long experience with youths, knowledge, skills, ability, and determination enables me to understand the needs, trends and practices of every level and every section of Scouting and enables me to satisfy those needs as per current trends and practices as well. Through the World Scout Committee it is possible to share the experiences and take policy decisions which will help other National Scout Organizations to bring positive changes to the youth.

What do you see as the most important issues and opportunities facing World Scouting?

- a. The current conflicting and volatile situation in the world creates the opportunity for our organisation to work more on peace through Messengers of Peace project, Dialogue for Peace, etc. under the Better World Framework. We need to concentrate more to serve the refugees and displaced people by involving more youth volunteers.
- b. Seventeen Sustainable Development Goals (SDG) are great opportunities to create profound positive impact on the societies, nations, as well as the whole world. I am motivated to work intensely on the SDGs along with my fellow committee members.
- c. Developing partnerships with external organisations to engage more youth to become employable and to fit for the fastest changing world.
- d. Taking innovative initiatives to uphold the spirit of Scouting and run Youth Programme during this pandemic situation. Creating awareness among the mass people for staying safe and healthy during this pandemic.

What experience and skill sets would you bring to help World Scouting achieving Vision 2023?

- a. My experience and skill as the Chairperson of the 'Membership Task Force' with great achievements, enables me to contribute more to achieving Vision 2023 and beyond.
- b. I have a Master Degree in Marketing and 20 years of experience as the Director of an International Marketing Company. This enables me to help in strengthening Scout profile among the target people.
- c. My experience as a Scout Leader with different segments of the society like Scouting for Under Privileged Children (as coordinator of Asia-Pacific Region Ticket to Life project, Bangladesh), Scouting for children of special needs, community based Scouting, Working with Tribal Scouts etc. provides me the skills to work on 'Diversity and Inclusion'.
- d. Experience as a Director of partnership projects with Scouts of Japan, Scouts of France and UNDP on health, environment, nutrition, disaster response and emergency shelter distribution developed my skills extensively to create 'Social Impact' and positive changes in youth.

How would you describe your leadership style?

Usually, I lead by building consensus through participation of the team members. I need the team to have ownership of a decision, plan, or goal. I always try to mobilize the team toward a common vision and focus on end goals. I lead through creating emotional bonds among the team members that bring a feeling of bonding and belonging to the team or our organisation. To develop the youth, new leaders for the future, I always help those teammates build lasting personal strengths that make them more successful overall. When the team is already motivated and skilled, and quick results needed, I try to lead in a pacesetter style. In this case, I expect and model excellence and self-direction. In time of crisis or during an actual emergency I encourage the team for immediate compliance.

Strategic priorities and areas of work candidates wish to be involved in

YE = Youth Engagement; EM = Educational Methods; D&I = Diversity & Inclusion, SI = Social Impact, C&R = Communications & External Relations; GOV = Governance; FIN = Finance / Audit; INST = Constitutional & Institutional matters

Candidate	YE	EM	D&I	SI	C&R	GOV	FIN	INST
Mehdi BEN KHELIL (Tunisia)		X		X	X	X		
Edward Andrew "Andy" CHAPMAN (United States of America)	X		X	X		X	X	X
Mori Chi-Kin CHENG (Hong Kong)	X			X		X		X
Wayne Adrian DAVIS (Ethiopia)	X	X	X	X		X		
Jo DEMAN (Belgium)	X		X			X		X
Janaprith FERNANDO (Sri Lanka)	X			X	X	X	X	X
Nika GOROVSKA (Ukraine)	X	X	X		X	X		
Pia Melin GRAASBØLL (Denmark)	X	X			X	X		
Jose Antonio HERNANDEZ GALLEGOS (Mexico)						X	X	X
Ilyas ISMAYILLI (Azerbaijan)	X				X	X		X
Sarah Rita KATTAN (Lebanon)	X	X	X	X				
Steve KENT (Canada)	X			X	X	X		
Eun Gui KIM (Republic of Korea)		X						X
Rodgers Mfunwa LUKHELE (Eswatini)				X		X		
Muhigirwa Gilbert MUSSUMBA (Democratic Republic of the Congo)		X		X				X
Daiana NEIL (Argentina)			X	X				
Christine "Chrissy" POLLITHY (Germany)					X	X		X
Sarfraz QAMAR (Pakistan)	X					X		X
Khalil RAIHANI (Morocco)	X		X					
Juan REIG (Spain)		X		X	X		X	
Sherman Hsiao-Ming SHENG (Scouts of China)	X			X	X			
Olusoga SOFOLAHAN (Nigeria)	X	X				X		X
Clarke TRUSCOTT (New Zealand)			X	X		X	X	X
Sahali Marie Louise Charlotte YCOSSIE (Coté d'Ivoire)	X	X	X	X	X			
Mohammad Atiquz ZAMAN (Bangladesh)	X		X	X	X			

Declaration of potential conflicts of interest

* Marked to indicate if the candidate intends to resign from the position upon being elected as a voting member of the World Scout Committee.

Name of the candidate	I hold a Scouting position of leadership or authority at the national level in my Member Organization.	I hold a position of leadership or authority at the Regional level in a Scout Region.	I, or a member of my family, a related party or other organisation that I control, offer services in exchange for paid remuneration to Scout Organizations or related activities at any level.	I, or a member of my family, have other appointments or responsibilities, which may affect my ability to fulfil the roles and obligations as a World Scout Committee member under the Constitution of the World Organization of the Scout Movement.
Mehdi BEN KHELIL (Tunisia)	NO	NO	NO	NO
Edward Andrew "Andy" CHAPMAN (United States of America)	NO	NO	NO	NO
Mori Chi-Kin CHENG (Hong Kong)	YES National Coordinator, Messengers of Peace Headquarters Commissioner (International Liaison)	NO	NO	NO
Wayne Adrian DAVIS (Ethiopia)	YES *Chief Commissioner of the Ethiopia Scout Association Member, Board of local council (the Patriots Path Council of Northern New Jersey) in the Boy Scouts of America Assistant District Commissioner for Training – main responsibilities are training of Scout Leaders and District Commissioners	NO	NO	NO
Jo DEMAN (Belgium)	NO	NO	NO	NO
Janaprith FERNANDO (Sri Lanka)	YES Deputy Chief Commissioner of Sri Lanka Scout Association – assist and deputise for the Chief Commissioner in carrying out their duties	NO	NO	NO
Nika GOROVSKA (Ukraine)	YES *International Commissioner National Board Member (terms ends within the next year)	NO	NO	NO
Pia Melin GRAASBØLL (Denmark)	NO	NO	NO	NO

Jose Antonio HERNANDEZ GALLEGOS (Mexico)	YES *International Director (volunteer) in the Association of Scouts of Mexico and Member of National Executive Directorate of the NSO	YES *Member of Regional Decision Committee that evaluates MOP projects, presented by the NSOs in Interamerican Region	NO	NO
Ilyas ISMAYILLI (Azerbaijan)	NO	NO	NO	NO
Sarah Rita KATTAN (Lebanon)	YES As member of the World Scout Committee hold position of member of the National Board of Lebanese Scouting Federation as observer – support the National Scout Organization and provide advise when needed	NO	NO	NO
Steve KENT (Canada)	YES *Vice-Chairperson (Strategic) of the National Board of Governors of Scouts Canada	YES 1 st Vice-President of the Interamerican Scout Foundation	NO	NO
Eun Gui KIM (Republic of Korea)	YES *International Commissioner of Korea Scout Association	NO	NO	NO
Rodgers Mfunwa LUKHELE (Eswatini)	YES National Deputy Chief Commissioner of Eswatini Scout Association – deputise the Chief Commissioner, chair National Commissioner’s meeting in absence of Chief Commissioner, look and check performance appraisal for Headquarters Commissioners and all leaders	NO	NO	NO
Muhigirwa Gilbert MUSSUMBA (Democratic Republic of the Congo)	YES *Reached the end of my term in February 2021, but extended until the General Assembly in September 2021 having been agreed twice (February and April 2021) due to the impact of COVID-19	NO	NO	NO
Daiana NEIL (Argentina)	YES *International Commissioner	NO	YES Consultant for the National Scout Organization	NO
Christine “Chrissy” POLLITHY (Germany)	NO	NO	NO	NO
Sarfraz QAMAR (Pakistan)	YES Chief Commissioner of Pakistan Boy Scout Association elected by the National Council Chief Executive of the Association, responsible for the welfare and	YES Chairman of South Asian Association of National Scout Organizations (SAANSO) Executive Member of International Union of Muslim Scouts (IUMS)	NO	NO

	progress of the Association at all levels			
Khalil RAIHANI (Morocco)	NO	NO	NO	NO
Juan REIG (Spain)	NO	NO	NO	NO
Sherman Hsiao-Ming SHENG (Scouts of China)	YES Representative to the National Assembly Vice-chair, International Relations Committee Member, Public Relations Committee National Coordinator for Messengers of Peace	YES Member, Programme Sub-Committee	NO	NO
Olusoga SOFOLAHAN (Nigeria)	NO	YES Vice Chairperson, Africa Scout Foundation (2015-present)	NO	NO
Clarke TRUSCOTT (New Zealand)	YES *Chief Commissioner	NO	NO	NO
Sahali Marie Louise Charlotte YCOSSIE (Coté d'Ivoire)	YES *Deputy International Commissioner in charge of relationships (ASCCI) *Federal Assistant Commissioner responsible of Messengers of Peace and the Better World Framework	YES *Member of technical team (Africa region Core Team Messenger of Peace) to support the training of national coordinators and to implement Better World Framework programmes in the African Region National Scout Organizations and West Africa Consultant (Communication and Partnerships) African Region Member of Better World Framework & World Scouting's contribution to SDGs/Educational Methods Workstream	NO	NO
Mohammad Atiquz ZAMAN (Bangladesh)	YES National Commissioner for Programme, Bangladesh Scouts (design, prepare and implement Youth Programme) Resident Coordinator, South Asian Association of National Scout Organizations (SAANSO)	YES *Member, Asia-Pacific Regional Programme Sub-committee	NO	NO