



INTERNATIONAL LEADERSHIP TRAINING

in the Arab Scout Region
July 9-16, 2023

Report



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INTERNATIONAL LEADERSHIP TRAINING

in the Arab Scout Region

July 9-16,2023

ILT #1



Report

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Dear friends,

In our role as Scout Leaders within the Movement, we believe in empowering Arab youth by nurturing their leadership skills. This empowerment is geared towards fostering active participation in decision-making processes through an approach rooted in practical engagement, experiential learning, and structured programme delivery. This initiative, fortified by the guidance and support of adults, is instrumental in cultivating a new generation of capable and driven Young Arab Scout Leaders.

With this vision in mind, the Arab Scout Region proudly organised the first International Leadership Training (ILT) this year in Egypt, held from July 9 to 16, 2023. I am delighted to present to you this version of the ILT report, encapsulated in the following pages, which highlights the participation of 48 dedicated leaders representing 13 Arab National Scout Organizations (NSOs).

This comprehensive report encompasses essential details, including dates, venue, objectives, training methodology, curriculum topics, organisational aspects, management details, participant profiles, overseeing and organising bodies, as well as a detailed agenda and rundown of events and activities. Additionally, it features visual highlights through a photographic panorama and media coverage.

Our conviction in effecting positive change, challenging prevailing circumstances in the Arab region, and nurturing a new cadre of leaders prompted us to deliver this milestone in the area of Youth Leadership. Our primary aim was to equip young individuals with the necessary skills, self-assurance, and foresight to assume leadership responsibilities within WOSM's regional governance structure, fostering a supportive ecosystem for their collective growth.

Scouting is a Movement driven by and for young people, supported by adults. Guided by our shared Scout values, young people are empowered to forge a unified vision, actively engage as responsible citizens, and evolve into self-fulfilled individuals capable of shaping a future aligned with the aspirations of forthcoming generations.

Amidst the challenges we face in the Arab region to better involve young people in decision-making processes, the International Leadership Training (ILT) stands as a transformative solution. Successfully tested over a decade in the Interamerica region, and more recently in Africa and Asia-Pacific regions, this training equips young leaders with indispensable skills vital for creating positive global change. It serves as a catalyst for inclusivity, sustainability, and fostering meaningful connections among diverse communities.



With my best regards and appreciation

Amr Hamdy

*Secretary General, Arab Scout Organization
Regional Director, Arab Scout Region*

With a strong conviction that we could drive positive change, challenge the situation in the Arab region, and foster a new generation of leaders, we delivered the first International Leadership Training (ILT) in the Arab Region! Our goal was to empower young people with the skills, confidence, and vision required to assume leadership roles, within WOSM's governance structure in the region, while supporting each other along the way.

Scouting is a movement of young people, led by young people, supported by adults. Our Scout values serve as a driving force that enables Scouts to build a common vision, engage as active citizens, and develop into self-fulfilled individuals, empowered to shape a world that caters to the dreams of generations yet to be.

As the Arab region faces challenges in engaging youth in decision-making, the International Leadership Training (ILT) emerges as a transformative solution. Tested successfully in Interamerica for a decade, the program equips young people with leadership skills essential to lead positive global change, fostering inclusivity, sustainability, and building bridges among people.



Sarah Rita Kattan
ILT course director
Vice-Chairperson, World Scout Committee



In 2023, WOSM introduced the inaugural ILT in the Arab region with the support of the Arab Scout Bureau. For the first time in the region, we delivered a youth-led event by volunteers, with nearly equal gender representation, an active role for the listening ears, and sustainable practices as per the WOSM guidelines for organising sustainable events. The transformative power of the ILT permeated the entire course. Participants discussed leadership principles and best practices, applied them through hands-on projects, and reflected on their experiences. This process took participants on a journey where they developed their intrapersonal skills, interpersonal skills, management skills, and visionary competencies. They learned to trust themselves and their teams in order to reach a common vision, built on shared values, while empowering others along the way.

The process of having young people lead the development and delivery of the ILT over the years, supported by adults, is the cornerstone of its success. It is truly inspiring to see how committed the planning team was to transfer their knowledge and experience to other young individuals who would be entrusted to nurture the flame of the ILT and pass it on to their National Scout Organizations. This ILT marks a pivotal moment where young people in the Arab region were given the opportunity to proactively shape the future of Scouting. According to Kattan, ILT course director Vice-Chairperson, World Scout Committee, in her ILT report,

“The role of leaders is to foster and empower new leaders, and then take a step back, trusting them to lead the way.”



My journey started in Panama City, Panama , where I was tasked a couple of days earlier with the mission of attending the Interamerican leadership Training (ILT) currently in its 8th edition and remaking it for the Arab region.

Needless to say I was oblivious to what I might encounter there , to put it in the simplest most basic idea and to build upon it, with layers of complexity that couldn't be created any other way.

The ILT was a testament to two things I would like to convey in this message.



Ezz Eldin Adham
ILT Senior Team Leader



First, is the power of the Scout Method. The ILT by design is the embodiment of the Scout Method, from the minute you arrive wearing your uniform (Sym) you get assigned to your Patrol (Grps) and you start experiencing the learning by doing (LBD) motto. Throughout the training you get to interact with adults wanting to support you in the learning process (AIS) , you get to experience outdoor activities and challenges (Nature) , you get a personal progression booklet where you try to learn as much as you can , you get a purpose for the community , a project idea where every learning opportunity ends up being used in this project , and all this under the umbrella and using our shared value system of the (Promise and Law.)

Second, is the element of youth engagement. From the second you walk in as a participant in this training you are greeted by young adults. The sessions are delivered by young adults, and even the logistics and administrative tasks are carried out by young adults. This is, a testament to the capacity building the ILT offers for the participants and the planners of the event.

In conclusion , I hope the ILT provides sustainable learning opportunities and the exposure for young adults from all over the Arab region. I hope it helps build a community of young Arab leaders that can build together a better future for our region.



The first version of the ILT in the Arab region is also the first event in the Arab region which is youth-led (youth to youth), volunteer-driven and sustainable with active listening ears.

The ILT took place at Youth Hostel, Ismailia, Egypt from 9 to 16 July, 2023.





ILT Goals and Objectives

In light of some challenges hindering youth engagement in decision-making within the Arab region, and drawing inspiration from the remarkable success of similar programmes in the Interamerica, Asia Pacific, Africa, and the European Scout regions, the International Leadership Training (ILT) was successfully introduced in the Arab region.

The ILT aims to develop a new generation of young leaders in the Arab region by helping shape their with leadership skills to support their growth, and enable them to play a greater role in advancing Scouting at the national and regional levels.

The goal of the ILT is to provide capacity-building opportunities to young people from all NSOs in the Arab region which to enable them to effectively collaborate, learn, share and network to be better equipped to take part in decision-making processes at the national and regional levels in the future.

“The ILT in the Arab region was launched as part of the World Organization of the Scout Movement’s (WOSM) effort to champion Youth Leadership in all regions. It was entirely organised by the ILT planning team with the technical and logistical support of the Arab Scout Support Centre.”

The programme is unique, sustainable, and entirely youth-led. A team of volunteer youth participants was identified to lead the course, while having a supportive adult structure. The ILT ensures its sustainability by identifying young leaders among the participants themselves who would be integrated into the planning team of the following ILT to organise future editions of the programme.

The ILT aims to strengthen the Scouts’ capacities as impactful future contributors to their National Scout Organizations. Throughout this training, the young participants learn a variety of leadership skills and get access to networking opportunities that create a transformational experience for all those partaking in the programme. To encourage the continuation of their learnings, the Scout leaders have the opportunity to share their knowledge and experience with other Scout leaders once they are back home to ensure the sustainability of the course.



The training explores various important topics for youth development including self-awareness and personal development, team development and communication, project management, intergenerational dialogue, value-based and responsible decision making, and WOSM policies and initiatives.

Based on WOSM's leadership model, the ILT focuses on developing the competencies of its participants on four levels:

People Skills (OTHERS):

skills in communication and meaningful dialogue, and, engaging with different groups.

Self-Mangement Skills (INDIVIDUAL):

ability to reflect, be resilient, have integrity, engage in on-going learning, self-motivation, and leading by example.

Visionary Skills (PURPOSE):

the capacity to picture things differently, and to establish a common vision, Scouting's purpose, and work towards it.

Management Skills (PROCESS):

strong skills in effective planning, organisation, constructive approaches, having empathy and the ability to listen actively and empower implementation and project development.



WOSM'S Leadership Model

مهارات الرؤية

Visionary skills

the capacity to picture things differently,
and to visualize and communicate them to others.

مهارات الادارة

Management skills

strong skills in planning,
organisation, and implementation.



مهارات التعامل مع الناس

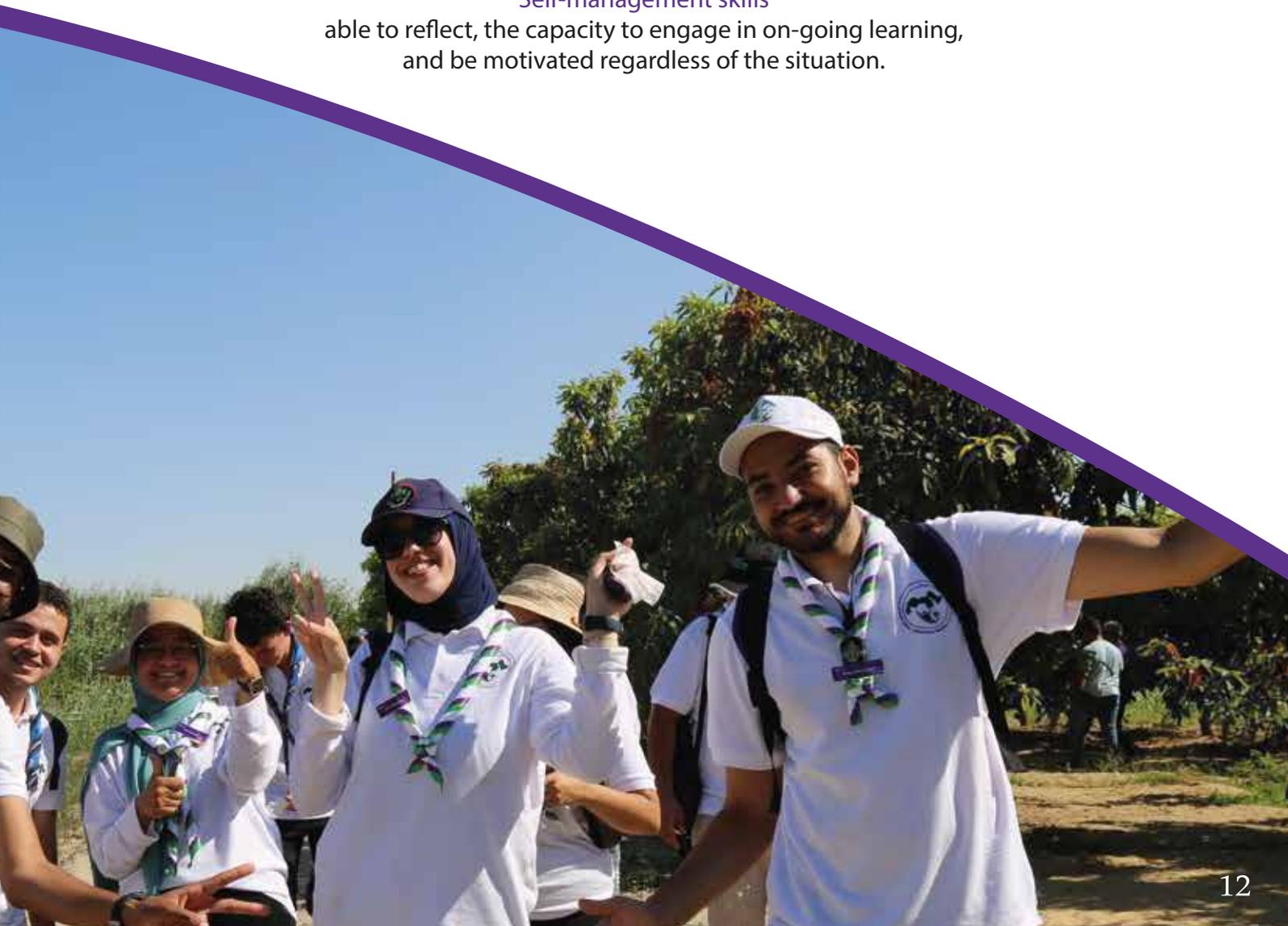
People skills

can engage others in a meaningful
safe, constructive way.

مهارات ادارة الذات

Self-management skills

able to reflect, the capacity to engage in on-going learning,
and be motivated regardless of the situation.



The Process



The first ILT in the Arab region was announced by the Chairperson of the World Scout Committee, Andy Chapman, at the Arab Scout Conference in December 2022, in response to the challenges the Arab region is facing in terms of youth engagement in decision-making. The Vice Chairperson of the World Scout Committee, Sarah Rita Kattan, and Ezz Eldine Adham Chalabi, a 24-year-old Scout from Egypt, attended the ILT in the Interamerican Scout Region to participate and learn from this experience with the aim of applying a similar training in the Arab region.

The planning process for the ILT in the Arab region kickstarted. in February 2023, by the core team that included Sarah Rita Kattan, Ezzeldine Adham, Amr Hamdry (Regional Director of the Arab Scout Region), Hany Abdulmohem (Global Director for Scouting Development), and Monica Figuera (Interamerica ILT Director).The planning team, consisting of young people, was selected based on nominations from NSOs in the Arab region that followed thorough criteria. The nominees were then interviewed to shortlist and select the current members of the ILT planning team.In May 2023, a team development meeting was held in Ismailia to explain the ILT to the planning team, prepare them to deliver its first version in the Arab region, plan the event and divide responsibilities for the next months.



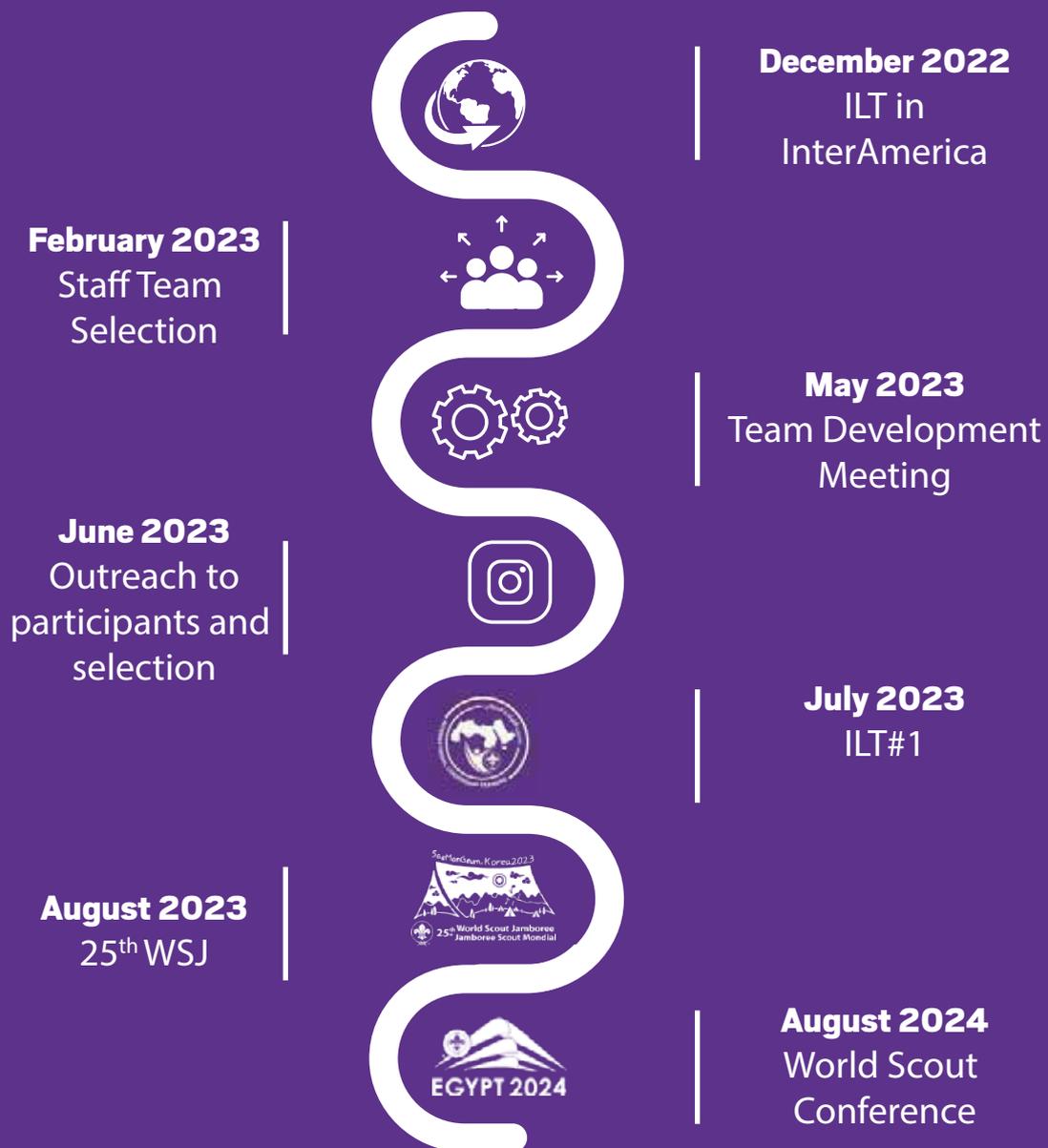
After briefly explaining the purpose of the ILT and highlighting the training sessions conducted during the Team Development Meeting, the planning team was strongly motivated to implement the change in the region. They were entrusted with full support to successfully execute the first ILT in the region, despite the challenging time constraints.

The outreach to participants was carried out in June, through nominations from NSOs. Following a round of interviews, CV and interest form submissions, two participants were selected from each NSO, ILT was then delivered from 9-16 July in Ismaliya, Egypt.

Following the successful delivery of the event, an evaluation was conducted by the planning team to assess its success and potential improvements. The ILT alumni were planning to meet at the World Scout Jamboree in South Korea, but this was postponed due to the unforeseen circumstances of the event.

The planning team is encouraged to participate in regional events and to engage in the preparation and delivery of the World Scout Conference in Egypt. The next ILT is planned to take place in 2024 with additional members in its planning team from the previous participants.

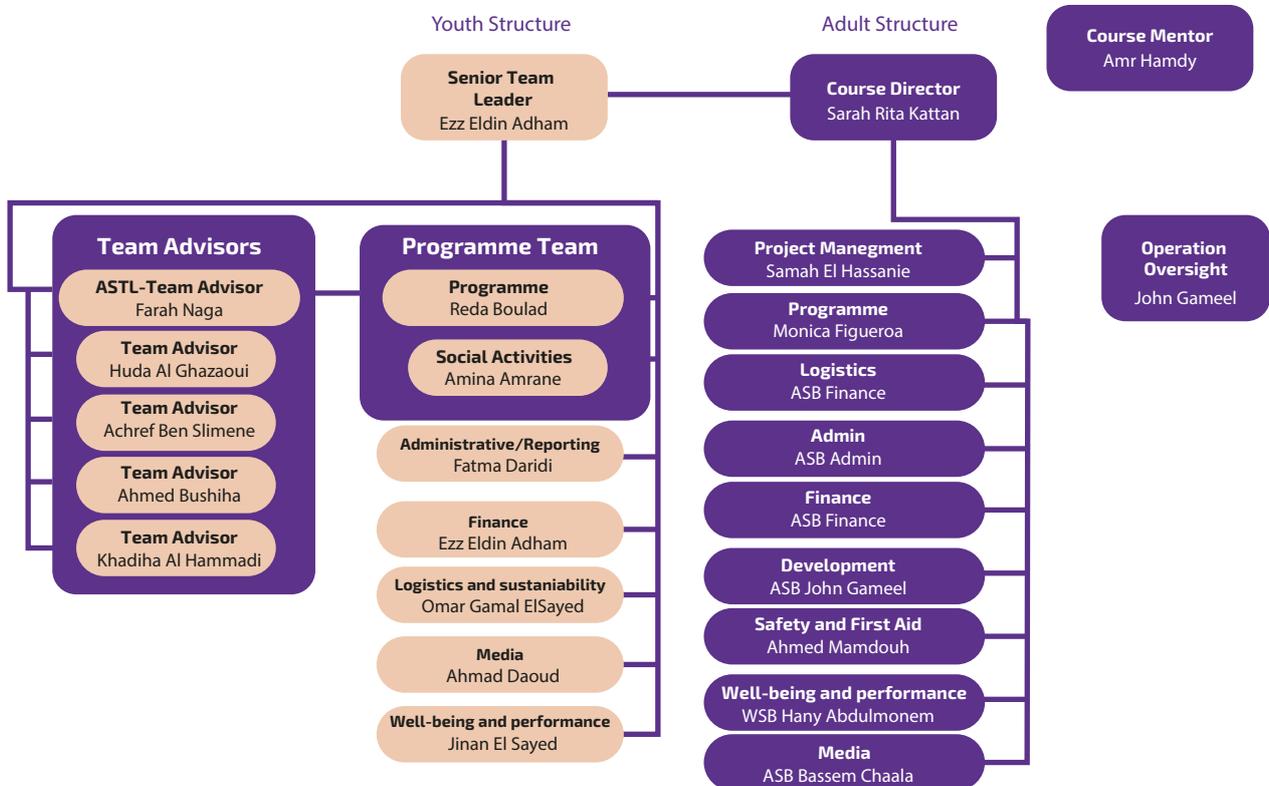
How did it start?



Planning team structure

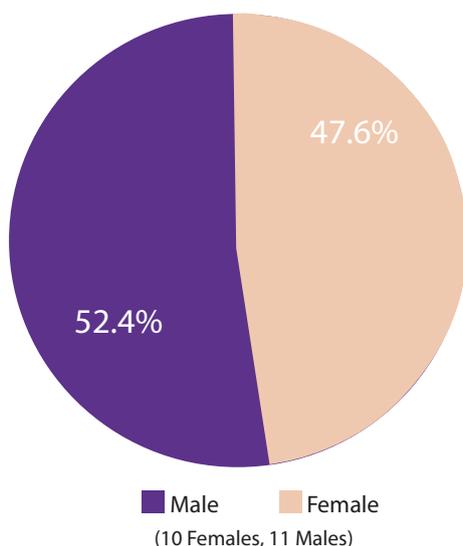
The planning team was divided into an adult structure and a youth structure as shown in the diagram. The youth structure comprises Scout leaders under 30 years-old who are selected to plan and deliver the training course to young participants, under 26 years-old. They take the lead on everything from the course content and to its delivery.

The adult structure comprises Scout leaders above 30 years-old who primarily hold a supportive role to the youth members of the planning team. The adult members are responsible for supporting with preparatory tasks such as the venue, coordinating with NSOs about participant nominations, and serve as mentors for the youth members in the team.

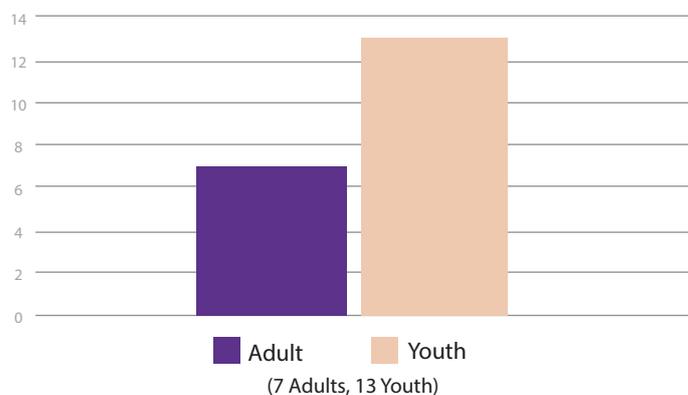


As outlined in the table below, the planning team was made up of 13 youth members, and 7 adult members (10 females and 11 males). There were an additional, two adults from the Interamerica region who were shadowing and guiding the team in this first version of ILT in the Arab region, in addition to the Arab scout Bureau who were supporting the communication with the NSOs during the nomination phase, and a service team who played a key role in coordinating the logistics throughout the ILT.

Gender diversity of planning team

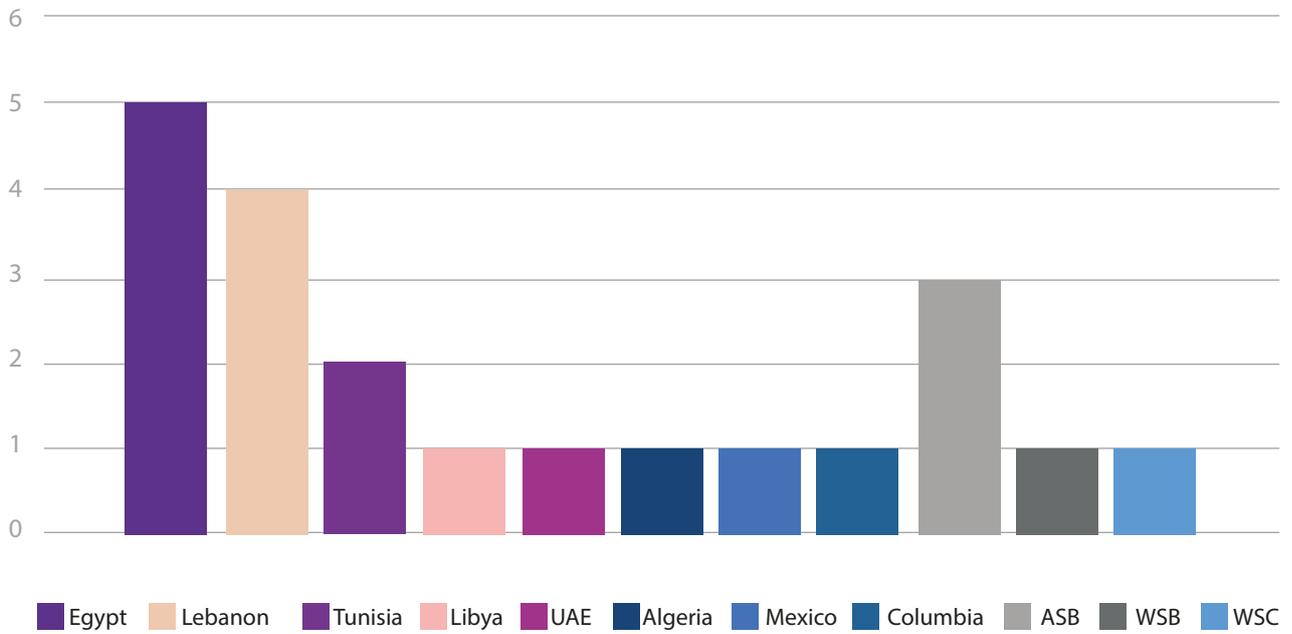


Age diversity of planning team





Regional diversity of planning team



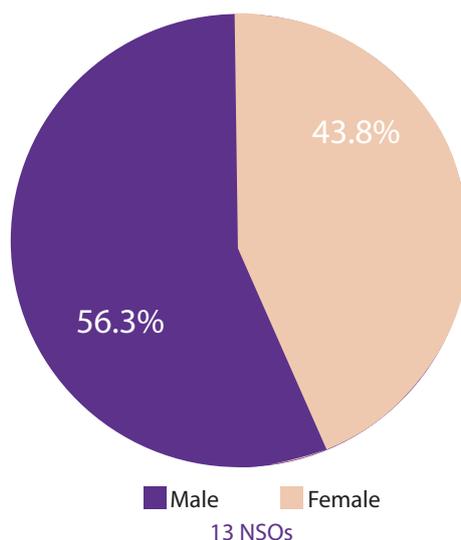




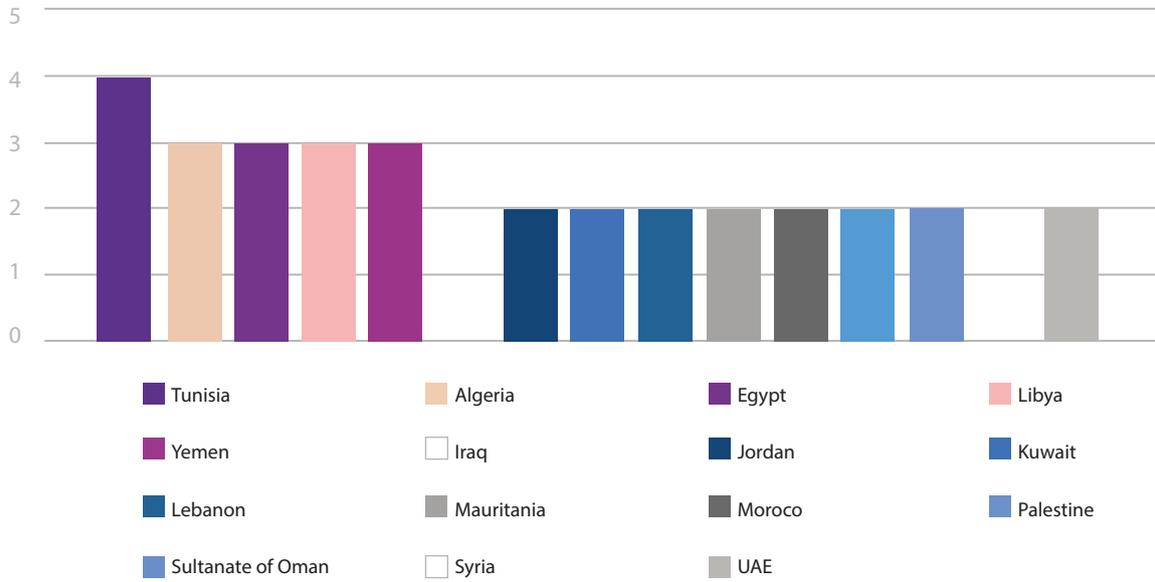
Participants

The event welcomed a total of 32 participants, representing 13 of the 18 NSOs in the region. Each NSO was represented by one male and one female participant, in addition to the Arab Youth Advisors. It was unfortunate that two NSOs could not attend due to visa issues.

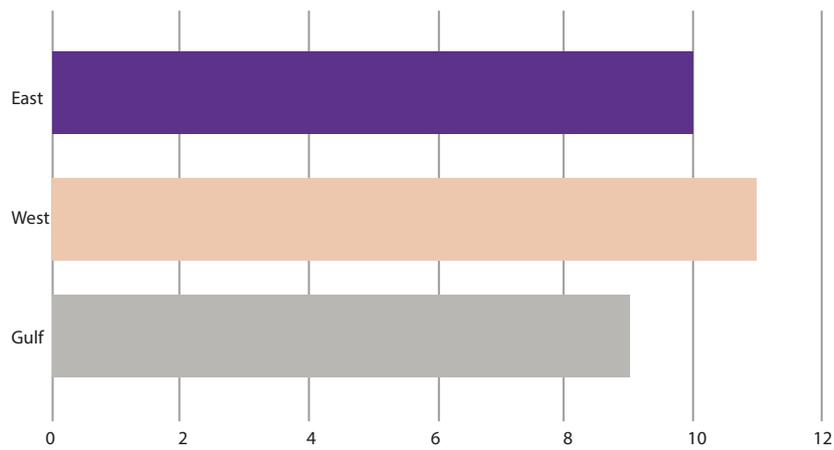
Gender diversity of participants



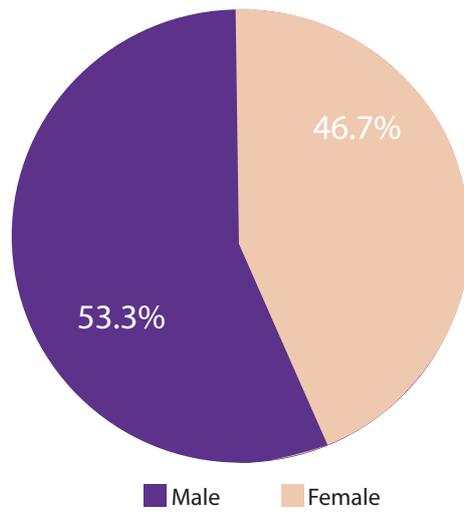
Regional diversity of participants



Breakdown Sub Regions participants



Breakdown participants Gender





Planning Team and Service Team List

Name	Country
Amina Amrane	Algeria
Ezz Eldin Adham	Egypt
Ahmad Daoud	Egypt
Farah Naga	Egypt
Omar Gamal	Egypt
Ahmed Mamdouh	Egypt
Samah El Hassanie	Lebanon
Huda Al Ghazaoui	Lebanon
Jinan Sayyed	Lebanon
Reda Boulad	Lebanon
Ahmed Bushiha	Libya
Zyanya Pcheco	Mexico
Fatma Dridi	Tunisia
Achref Ben Slimene	Tunisia
Khadija Al Hammadi	UAE

WSC AND WSB	
Sarah Rita Katan	WSC
Bassem Chala	WSB
Hany Abdulmonem	WSB
John Gameel	WSB
Amr Hamdy	WSB

Service Team	
Nour Mohamed	Media Team
Hana Rozika	Media Team
Mohamed Ghania	Service Team
Fares Mohamed	Service Team
Omar Tamer	Service Team
Omar ElHussiney	Service Team

Participants List

Name	Country
Huda Malha	Algeria
Marwan Allawi	Algeria
Chafiaa Albey	Algeria
Naji Eid	Egypt
Moaz Tawfiq	Egypt
Emmanuel Bahaa	Egypt
Dania Arafat	Jordan
Ahmed Ghaith	Jordan
Abdulaziz AlNajdi	Kuwait
Abdulaziz Ahmed	Kuwait
Bashar Emad	Lebanon
Yasmine Walid	Lebanon
Muhammad Abu Shaiba	Libya
Retaj Fadel	Libya
Shaimaa Abtimi	Morocco
Yahya Al-Yaqoubi	Morocco
AlNajat Bab	Mauritania
Ahmed AlHassan	Mauritania
Ahmed Shaheen	Palestine
Mona Abu Shaaban	Palestine
Shabib AlFarsi	Sultanate of Oman
Hoda Bint Saif	Sultanate of Oman
Nisreen Bint Imad	Tunisia
Muhammad AlGhanoushi	Tunisia
Nada Kocht	Tunisia
Nour AlHassani	UAE
Abdulrahman AlHosani	UAE
Mohamed Jabara	Yemen
Anfal Muhammed	Yemen
Wissam Khamis	Yemen



Programme

The programme team was responsible for preparing the training sessions, community project, and the social activities.

The team excelled at designing a programme that would enable participants to develop competencies in relation to the four levels of leadership and the competencies attributed to each level: self-management skills, people skills, management skills, and visionary skills.

High collaboration was required between the programme team and others to design this effectively and in a relevant approach for participants.

This was achieved through weekly meetings, brainstorming sessions, and a highly collaborative environment that was created among them team, which led to a uniquely strong delivery of the first ILT in the region.

As planned, using the Scout Method, and dedicated reflective moments, all sessions were divided into different aspects and themes that included: Building the team.

- Understanding others.
- Embarking on a new adventure.
- Mastering the process.
- Giving back.
- Envisioning the future.



The programme covered various topics across different sessions, tailored to align with the goals and requirements of each stage. Sessions were diverse, reflecting the setting and daily themes. Consequently, participants applied their gained knowledge and experiences to meet the demands of both project work and social activities. To ensure that the programme adhered to its settings, timekeepers were assigned to the programme.

The team's and participants' commitment and meticulous focus on programme content, projects, and the ILT activities, significantly enhanced the capacity to deliver an excellent training programme. This equipped participants with the necessary skills and knowledge to excel in their roles. Notably, the ILT was conceived, planned, and executed by young people, for young people, which is worth highlighting.



Topics



Theme/Day		Building the team	Understanding others	Embarking on a new adventure	Mastering the process	Giving back	Envisioning the future
		Team Development	Individual and others	Local day	Process	Community project	Visionary
Date	Sunday July 9 2023	Monday July 10 2023	Tuesday July 11 2023	Wednesday July 12 2023	Thursday July 13 2023	Friday July 14 2023	Saturday July 15 2023
Morning sessions	Arrivals to Cairo	Welcome to the ILT and Intro	Daily Ceremony	Daily Ceremony	Daily Ceremony	Daily Ceremony	Daily Ceremony
	Transportation to Ismailiya	Course Overview	DISC intra	Getting ready	Project management	Community Project	My ILT DREAM
	Welcome and registration	What is the ILT- The ILT Experience and What should you Expect	DISC inter Per Team Breakouts	Surprise activity #1 (Rowing)	Emotional Intelligence Stress management		Wosm Programs
		Building Bridges	What is a Leader? Leadership Model		Conflict Resolution		Value based decisions
		Ice Breaking activities	Leadership style		Mental Health		
		Ground Rules and safe from Harm	WOSM Youth engagement in Decision making		SDGs		
Afternoon sessions	Teams Announcement	Chess Game	Oriental Breakfast	Project Planning	Community Project	Team vs Individual Decisions	
	Team Building Activity	Leadership Focused Active Listening	Dynamic Multiplier and Diminisher Effect	Diversity and Inclusion	Situational leadership	Community project Report	
	Stages of Team Development	Communication and Active listening					
	Team Breakouts	Leading by example	Problem Solving	Conferences	Stages of Team Development	Self Evaluations	
	Scout Method // roundtable	Safe from harm	Critical Thinking				
Evening sessions	Spaces' Decoration Task (TA) / Creative ideas	Conferences	Conferences	Conferences	International Night	Evaluation and lessons learned	
	Opening Ceremony	Round robin Grand Jeu	Campfire	Campfire	Team Meetings	Closing Ceremony	
	Team Meetings	Team Meetings	Team Meetings	Team Meetings			
	Campfire						





Team advisors

A team advisor (TA) is usually the team's companion for the duration of the event. To create a sense of team all TAs fall under a larger TA team, and their role is to support before and during the event. The TA is expected to align with all session facilitators for any required support before, during or after sessions and prepare smaller optional sessions/conferences within the programme.

During the event, TAs present their prepared conferences, help with side sessions and plenary sessions, and accompanying their teams for support, inquires, and any guidance. They are well integrated with the team members, which positions TAs as the ones with the most detailed and comprehensive feedback. The TAs play the role of mentors or facilitators for their teams throughout the ILT, supporting the teams throughout their journey.



Wellbeing and Safeguarding

Like all Scouting events, the safety and well-being of all participants and planning team members is a top priority. As these events gather young people from different backgrounds, and cultures, and they are trying to grasp training concepts in a short amount of time, it may be an overwhelming time for some.

Therefore, measures were put in place to ensure that everyone felt included and supported at anytime. The Listening Ears concept was activated throughout the event which was successful in relieving stress for both participants and trainers. Safe spaces were provided for everyone. There were around 4 to 5 cases each day which were mostly mild to moderate cases that were resolved with confidentiality. A pre-evaluation, mid-evaluation and post-evaluation was also conducted for the overall programme taking into consideration the wellbeing and safety of everyone.



Sustainability

To meet the sustainability standards of the event, the WOSM guideline for sustainable events was implemented as much as possible reaching an orange-level event. The sustainability aspects most focused on were: Food, water, and energy. It is recommended that for future events to select a greener venue to better reduce energy and water consumption.

Food was prepared taking into account the exact number of participants, balancing quantities and consumption. During the first days, food leftovers were monitored whilst shared with vulnerable communities. Following this, food supply was reduced to fit the consumption needs and avoid food waste each day. To ensure mindful consumption of water, an ILT branded water bottle was given to each participant and a cold supply of water was provided with dispensers available across venue. This helped reduce water wasted and the use of single-use plastic bottles drastically.

In regards to energy consumption, every morning, participants were instructed to implement measures to prevent energy waste, especially for warmer days, raising awareness about environmental sustainability. Where possible, materials from the event were recycled with the help of an external partner who supported the ILT, and sustainable products with a long lifespan were used for the participants' packages.



Logistics

The logistics preparations began during the first team development meeting where lists were put together of all the supplies needed, and listing all resources of the venue.

Session facilitators shared their required supplies for sessions and team meetings, being mindful of staying as sustainable as possible and minimizing waste. The listed supplies were then procured with the help of the WSB Arab Support Centre.

Collaborating closely with the venue team, all preparations and space allocations were secured and equipped for use as breakout sessions and working areas for the Senior Team Leaders.

A welcome package for each participant was prepared taking into consideration the sustainability and long-term use of the products, in addition to using them during the event.

Similarly to all events, the event logistics was an ongoing effort that was only completed after the last participant's departure.

Media

The media and communications main objective was to effectively promote and provide coverage of the event, engage attendees and media outlets, and generate momentum before, during and after the event. Most of the communication was carried out through the ILT official channels and the Arab Scout Region's official channels.

Instagram was used and considered to be the primary dissemination platform given the age group of the target audience, while Facebook/Meta came second. What made the media coverage of the event unique is that it not only focused on those who participated, but it also engaged many of Arab youth who were not attending the event, using the AIDA system. The coverage on our channels focused on storytelling, ILT participants, and remaining as engaging as possible.

The communication and social media effort was managed entirely by youth members. The most challenging part was continuously generating content and keeping the audiences engaged even after the event and until the next one.

The team created a yearly plan to keep the momentum high on these channels to carry it forward for the next ILT.





Project management

Project management is essential to ensure the effective flow of the event plan as per the requested timeline and objectives. It helped to manage all project tasks and needed actions to ensure they were on the right track and will be delivered at the agreed time. In such a project, there are several milestones and dependencies as the tasks are assigned to different team members so having such methodology applied facilitates the process. Smartsheet was one of the main supporting tools used to help keep track of the needed actions and ensure their delivery.

A project plan was developed with all the related tasks under the phases of preparation (participants and planning team recruitment, ILT programme and sessions development, media, logistics, sustainability and well-being), planning and execution. The closing phase included an evaluation was that was conducted by the participants and the planning team.



Some challenges led to delays in the expected timeline, due to internal processes that required approvals. Some examples were, the purchasing of gift items, the recruitment process and nomination between the Arab Support Centre and the NSOs which impacted visa timelines and the participation of some NSOs. All of these have been reflected in the project plan to be taken into consideration in the upcoming event.

Status update meetings with the planning team were scheduled weekly which were helpful in the follow-up. Some tasks were finalized upon reaching the event location.



Administration and reporting

Due to different engagements and multiple tasks being handled simultaneously, it was important to keep track and document the learnings and everything taking place during the event, especially since this event will be an ongoing one.

Hence, reporting and handling administrative tasks was mandatory for overseeing and managing the timing of daily reporting and facilitating sessions.

This involved regularly reviewing and adjusting schedules to ensure that all reporting and sessions ran smoothly and efficiently. This task also ensured the monitoring of training sessions to help maintain a well-organized and timely programme to maximize the effectiveness of our training.



Challenges and lessons learned

With any large event and project, challenges arise and this ILT was no different.

During the planning phase, the team had to attend lengthy online meetings to be able to catch up with the short timeframe. Despite the effectiveness of the weekly meetings, some delays were experienced due to team members' work commitments and the time-consuming task of creating content from scratch.

During the programme delivery, some sessions ran overtime due to the importance of the content or the high engagement from the participants, which eventually impacted the timing of the overall schedule.

Suggestions

The ILT planning team suggests an annual delivery of the International Leadership Training in the Arab region, based on the success of its initial version. They propose extending its implementation regionally and nationally, emphasizing its youth-led identity and its long-term sustainability in empowering young generations in decision-making roles at both regional and national levels.



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Report



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الائتمار والكشفية والعزم
الأمانة العامة

