



## Reason

- We lead the World Scout Movement with integrity and inclusiveness, promoting unity and principled governance.
- We are committed to fostering meaningful impact, supporting individual and collective growth, and empowering every member to advance our mission.
- We embrace the values of preparedness, authenticity, trust, openness, service, curiosity, fun, and collaboration.
- Through shared focus and synergy, we create an environment where all members feel valued, inspired to innovate, and empowered to collaborate.

## Results

- We advance Scouting's mission through strategic leadership and the effective implementation of our triennial plan.
- We emphasize shared responsibility, track progress through KPIs, and focus on tangible outcomes.
- Our success is defined by clear ownership of tasks, well-documented decisions, and a commitment to learning and inclusiveness, including embracing failures as learning opportunities to promote continuous growth.

## Roles

- Each member actively participates, builds trust, and supports one another's growth.
- We prepare thoughtfully for meetings, ensure timely communication, and declare conflicts of interest.
- We work collaboratively with WSB staff, engaging volunteers and standing committees to align with strategic oversight.
- Subcommittees have clear deliverables, hold regular meetings, and document follow-up actions to enhance our operational effectiveness.



## Rhythms

- We meet formally twice a year and hold informal virtual check-ins as needed to stay aligned.
- Meetings are designed to be intentional, participatory, and productive, with agenda preparation and document review in advance.
- We communicate through Slack for updates, WhatsApp for casual interactions, and email for formal announcements, being mindful of cultural and language differences.
- We foster a culture of intentional and constructive feedback, being thoughtful and purposeful about when and how feedback is given to promote growth and improvement.
- Our Continuous Improvement Unit evaluates practices regularly, and we adapt through systematic reflection making space for skills development and learning opportunities.
- We make decisions in accordance with our standing orders, ensuring all processes are respected.

## Relationships

- We foster a culture of psychological safety, mutual respect, and genuine inclusion, where every voice is heard and valued.
- We build trust and synergy through open listening, bold innovation, and embracing diverse perspectives to create a supportive environment.
- We engage with the WSB, Member Organizations, and partners by actively listening to feedback and collaborating to advance our shared mission.
- Our conflict resolution approach focuses on empathy, addressing ideas rather than individuals, and turning challenges into opportunities for shared growth.
- We support each other through peer-to-peer initiatives and celebrate achievements as a team, strengthening meaningful connections within the Committee, World Scout Bureau, and the World Scout Movement.