

INTERNATIONAL LEADERSHIP TRAINING

in the Arab Scout Region

December 6-12, 2024

Report





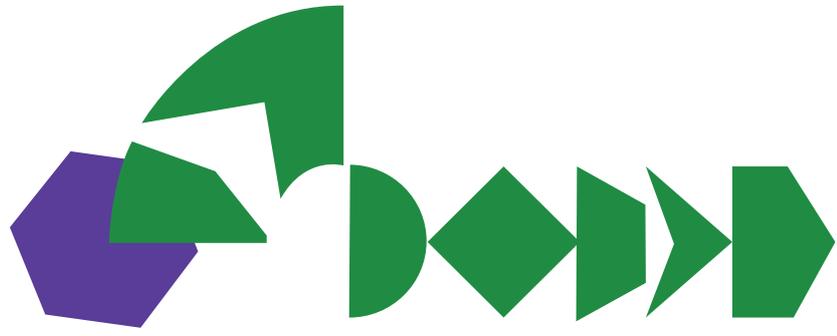
**WORLD[®]
SCOUTING**

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of the Scout Movement
Arab Scout Region

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ILT #2



Report



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Hany Abdulmonem

*Regional Director, Arab Scout Region
Course Mentor*

It is with great pride and honor that I present to you the report on the 2nd edition of the International Leadership Training (ILT) in the Arab Region, a remarkable initiative that embodies the Arab Scout Region's steadfast commitment to empowering young leaders and promoting a culture of excellence in leadership.

Scouting has always played a pivotal role in shaping responsible, proactive individuals who positively contribute to their societies. This unique international training scheme provided a dynamic platform for participants to strengthen their leadership abilities, share experiences, and embrace the core values of teamwork, service, and innovation. Through interactive sessions, engaging activities, and the exchange of best practices, we have witnessed impressive personal and collective growth among the participants.

The success of this edition would not have been possible without the unwavering support of our partners, dedicated trainers, and most importantly, the passionate young leaders who participated with enthusiasm and determination. Their active engagement reaffirms our belief that investing in leadership development is essential for building a brighter future for our region.

A special note of gratitude goes to our main partner and funder for this edition—**Alwaleed Philanthropies**. Their generous support was instrumental in making this training a reality, and we are deeply thankful for their continued belief in the power of youth and leadership.

As we look ahead, I am confident that the knowledge and experiences gained through this training will continue to guide our young leaders as they strive to make a meaningful impact in their communities, National Scout Organizations, and the Scouting Movement as a whole. Together, we will continue to strengthen Scouting and build a more inclusive and forward-looking Arab Scout Region.



Sarah Rita Kattan 
Course Director



In a glass pavilion on a peninsula, surrounded by the still waters of Lake Qaroun and the infinite desert, we created something extraordinary: the 2nd International Leadership Training (ILT) in the Arab region. It was more than just an event. This transformative journey, which began in 2023, ignited hope, growth, and connection for everyone involved.

Building on the momentum of ILT 1, ILT 2 carried a deeper purpose: to create a safe and empowering space for young people in a region burdened by turmoil and war. In that space, participants discovered their potential, built lasting connections, trusted in one another, supported each other, and gained the confidence to take on leadership roles.

The training was a truly transformative experience rooted in theory, practical application, and structured reflection. It was designed to foster personal growth while building a strong sense of community. Throughout the process, participants learned to challenge themselves, reflect on their journeys, and develop skills that will serve them not only in leadership but also in building stronger, more resilient environments. Through collaboration, resilience, and a shared vision, we are laying the foundation for lasting change.



For the first time, we integrated John Maxwell's 21 Irrefutable Laws of Leadership into the program, giving participants a professional, certifiable leadership journey. This elevated the experience, offering young people tools that extend far beyond scouting, preparing them for leadership roles in their NSOs and beyond. Through this fully youth-led, gender-balanced, and sustainable process, we are shaping a new generation of young leaders equipped with essential leadership skills that foster personal and professional growth.

I am incredibly proud of the planning team who brought this vision to life. Their innovation, hard work, and passion created a training experience that was not only of the highest standards but also filled with joy, enthusiasm, and love.

One principle leads the way: Trust and then support. Believe in young people, trust them, and support them. When we do, they lead us toward stronger, more empowered communities capable of creating meaningful change.

As we look ahead, we remain committed to creating environments that empower youth to take charge of their own growth, shaping not only their futures but the future of the world around them.





Ahmad Daoud

Senior Team Lead

If I had to describe ILT in one word, I would say: family. But for me, it's also more than that, it's like my little child, something I deeply care about and I want to see grow, flourish, and make an impact. I believe in the change ILT can create, the leadership it builds, and the incredible community it brings together.

But if you had asked me a few years ago what ILT was, I wouldn't have had an answer. When I was first invited to join the ILT1 planning team, I had no idea what I was saying yes to. I just knew it was an opportunity to be part of something new, so I jumped in. It wasn't until I stood there, witnessing ILT unfold in front of me, that I truly felt its magic. And that magic? It never left.

ILT changed me, not just in my leadership skills but in the way I see teamwork, growth, and the power of a shared vision. Stepping into the role of Senior Team Leader for ILT2 was both an honor and a responsibility.

I knew ILT1 was special, but now, we had to prove that its success wasn't just a one-time thing. We had to take it further.

And we did.



ILT2 wasn't just an event—it was a journey. A journey where we faced unexpected challenges but never faced them alone. What made ILT2 truly special wasn't that everything went perfectly; it was that when problems came up, we tackled them together. The planning team moved in harmony, solving issues with a level of professionalism and unity that I had never experienced before. And what amazed me the most? The participants were part of it, too. They weren't just there to learn; they were there to lead. Every challenge became a lesson, every problem became an opportunity to grow. That's why ILT is different. That's why it's magical.

ILT2 also marked a new milestone—it became Maxwell-certified for the first time. The community we built was stronger, the impact was deeper, and it was clear: the success of ILT1 was not luck. ILT2 was a more advanced version of everything we had dreamed of. A better venue, a more refined selection process, stronger planning, and coordination, more engaging sessions, it was a step forward in every way. But most importantly, it proved that ILT isn't just an event that comes and goes. ILT stays with you.

ILT is not just another leadership training. It's an experience that changes you. It's a journey that never truly ends. Once you're part of ILT, you're part of it forever. The lessons you take with you go beyond Scouting—they shape how you lead, how you connect with people, how you see challenges, and how you grow. ILT is the future of youth leadership in our region, and I see it becoming the core of strong, united leaders across every NSO.

But ILT doesn't grow on its own. It grows with us. And that's my hope—to keep developing ILT, to always push for better, to unite the different generations of ILT, and to build a lasting community of leaders who are always ready to learn, to lead, and to lift others up.

And trust me, once ILT is in your heart, it never leaves.



ILT Strategic Framework

ILT Goal, Objectives, and Methodology

In response to the challenges of youth engagement in decision-making across the Arab Region and drawing from the success of **the International Leadership Training (ILT)** in the Interamerica, Asia-Pacific, and Africa regions, the ILT was introduced for the first time in the Arab region in 2023 in Ismailia, Egypt. This was followed by another successful edition in 2024 in Al Fayoum, Egypt, continuing the momentum of empowering young leaders in the region.



The ILT is a **flagship leadership development program** launched and championed by the World Organization of the Scout Movement (WOSM). It is organized by a dedicated planning team with the support of the Arab Scout Support Centre. The program is **unique, sustainable, and fully youth-led**, ensuring that young leaders take ownership of their learning journey while being guided by adult mentors.

The ILT's vision is to create a powerful community of young scout leaders equipped to transform the Arab region into a more sustainable, inclusive, and peaceful region. By empowering them with practical skills, resilience, and confidence, they will be able to make bold decisions to strengthen Scouting in the region and transform their communities through intergenerational collaboration.

The training is an **immersive learning experience** that integrates theory, practice, and reflection. Through capacity-building opportunities and hands-on experiences, participants engage in collaboration, learning, sharing, and networking. This methodology enables them to develop key leadership competencies that they will not only apply during the course but also take back to their National Scout Organizations, multiplying the impact within their local communities.





Additionally, the program ensures **sustainability** by identifying promising young leaders from each group to join the planning team for future editions, fostering a balanced team in terms of experience, gender, and cultural representation.

In ILT 2, key leadership principles from **John Maxwell's The 21 Irrefutable Laws of Leadership** were introduced for the first time, reinforcing the program's commitment to value-based leadership. This marks the **first professional certification** integrated into the ILT, providing participants with a globally recognized leadership framework. A **keynote speaker** was invited to share insights and inspire participants, further enriching the learning experience with expert perspectives on leadership and personal growth. These principles equipped young leaders with practical tools to develop their influence, vision, and ability to lead with integrity, strengthening their leadership journey within Scouting and beyond.



The **ILT** is designed as a holistic leadership journey through a comprehensive learning approach. Building on **WOSM's leadership model**, the program focuses on four core areas of leadership:

مهارات الرؤية

Visionary skills

Developing the ability to envision and articulate a shared goal, aligning with Scouting's mission.

مهارات التعامل مع الناس

People skills

Strengthening effective communication, engagement, empathy and teamwork to inspire and empower others.

مهارات ادارة الذات

Self-management skills

Cultivating reflection, resilience, integrity, continuous learning, motivation, and leading by example.

مهارات الادارة

Management skills

Enhancing skills in planning, organizing, and executing initiatives in a meaningful, safe, and constructive manner.





In addition to these core leadership competencies, the ILT curriculum incorporates essential areas of development that complement the leadership model. Divided into teams of eight and supported by Team Advisors throughout their entire journey, participants engage in **self-awareness and personal development**, improving their understanding of their strengths and areas for growth. They also focus on **team development and communication**, learning to collaborate effectively. The training covers practical skills in **project management**, ethical **decision-making**, and fostering **youth leadership and intergenerational dialogue**. Moreover, the participants gain an understanding of **WOSM policies and initiatives**, equipping them to make informed contributions to Scouting at the national and regional levels. A close-up of the program is shared in the “Program” section below.

By following this structured learning journey and ensuring the implementation of the Scout Method, the ILT ensures that young leaders gain practical skills, critically reflect on their leadership growth, and apply their learnings to real-life Scouting and community challenges.



Planning Process



Planning Team Journey



Building on the momentum of ILT 1 in Egypt in 2023, it was determined that ILT 2 would continue in 2024, empowering the next generation of leaders for Scouting in the Arab region.

The planning process began in August 2024, right after the 43rd World Scout Conference, with the formation of the core team: Hany Abdulmomem (Regional Director and Course Mentor), Sarah Rita Kattan (Course Director), Ahmad Daoud (Senior Team Lead), and Ahmad Elhalfawy (Operations Oversight from the Arab Scout Support Center). The team quickly embarked on the task ahead, excited to continue the vision of empowering young leaders in the region.

In September 2024, the planning team was selected: members from the planning team of ILT 1, participants, and additional experts in specific fields. The selection process included interviews and was designed to bring together a diverse group with the expertise required to deliver the second edition of the ILT. This blend of experience and new energy created a sense of enthusiasm, and despite the tight timeline, the team was confident in their ability to deliver.



In October 2024, the planning team met in Al Fayoum, the chosen venue for the event: an oasis in the middle of the desert. This in-person gathering was essential for aligning the vision, defining roles, and building the symbolic framework for the program.

During this time, an open call for participant nominations was launched, targeting young people under 26 from each NSO. By the end of November, participants were selected through a rigorous process of reviewing CVs, interest forms, and interviews.

From October to December, the planning team met weekly, tracking progress with project management tools. During this period, preparations intensified, with a major milestone being the integration of John Maxwell's 21 Irrefutable Laws of Leadership in various sessions.

The ILT 2 event was held in Al Fayoum, Egypt, from December 7th to 12th. Three days of preparation preceded the start of the program. The training was immersive, combining hands-on activities, deep leadership discussions, and personal growth.

After the event, the teams held bi-weekly online discussions to deepen their understanding of Maxwell's Value-Based Leadership, which also formed an opportunity for teams to come together after the ILT and exchange on their learning journeys. The event was evaluated to assess its success and identify areas for growth. It was also thoroughly documented to capture key insights and ensure future improvements.





Plans for ILT 3 in 2025 have been launched later on, starting from February 2025. The core principle of the $\frac{1}{3}$ rule guides the selection of planning team members, including participants and planning team members from both ILT 1 and ILT 2.

The planning process for ILT 2 was a testament to the gradual development of leadership. Each meeting, decision, and step contributed to growth, not only for the participants but also for the planning team. The experience reinforced that leadership is built through continuous effort, reflection, collaboration, and a belief in a collective mission.

“Leadership Develops Daily, Not in a Day.”

— *John C. Maxwell*



How did it start?





Program Development

The development of the ILT program was a dynamic and collaborative process, allowing a structured yet flexible approach. The process began with the entire planning team engaging in a series of brainstorming sessions to define the core components of the ILT experience collectively. These sessions started during the in-person planning team meeting in October and involved a thorough discussion of which sessions were essential for achieving the program's objectives, differentiating these core sessions from complementary sessions designed to enhance the overall learning experience. The team also had the chance to propose and incorporate additional sessions they felt were necessary to address specific needs or emerging trends in youth leadership. This open and inclusive process resulted in a comprehensive list of proposed sessions, which was voted upon. This collaborative approach ensured that the final program reflected the collective priorities of the entire planning team while aligning with the course objectives, supported and guided by the core team.

Following this initial session selection process, the program team took on the vital task of balancing the sessions to ensure a well-rounded and comprehensive exploration of leadership and a logical flow for participant self-growth. This involved distribution of sessions across five key leadership skills categories: **intrapersonal, interpersonal, visionary, managerial, and ILT-specific**. The program team meticulously worked to create a curriculum that provided a holistic and integrated learning experience across all aspects of leadership. Once this balance was achieved, the finalized list of sessions was shared with the entire planning team, allowing each member to express their preferences for leading specific sessions. This personalized approach to session allocation not only highlighted the expertise and passions of individual team members but also fostered a sense of ownership and commitment to the program's success.

Once the program structure was finalized, an initial version was shared among the planning team, detailing each session, the assigned lead facilitator, and a designated co-lead to provide support and ensure smooth execution. To ensure the quality and effectiveness of each session, every lead developed a detailed session outline, which was then presented to the program and core team for thorough review, feedback, and approval. Leads later conducted full rehearsals for further refinement, ensuring a polished and engaging delivery while coordinating all logistical requirements.

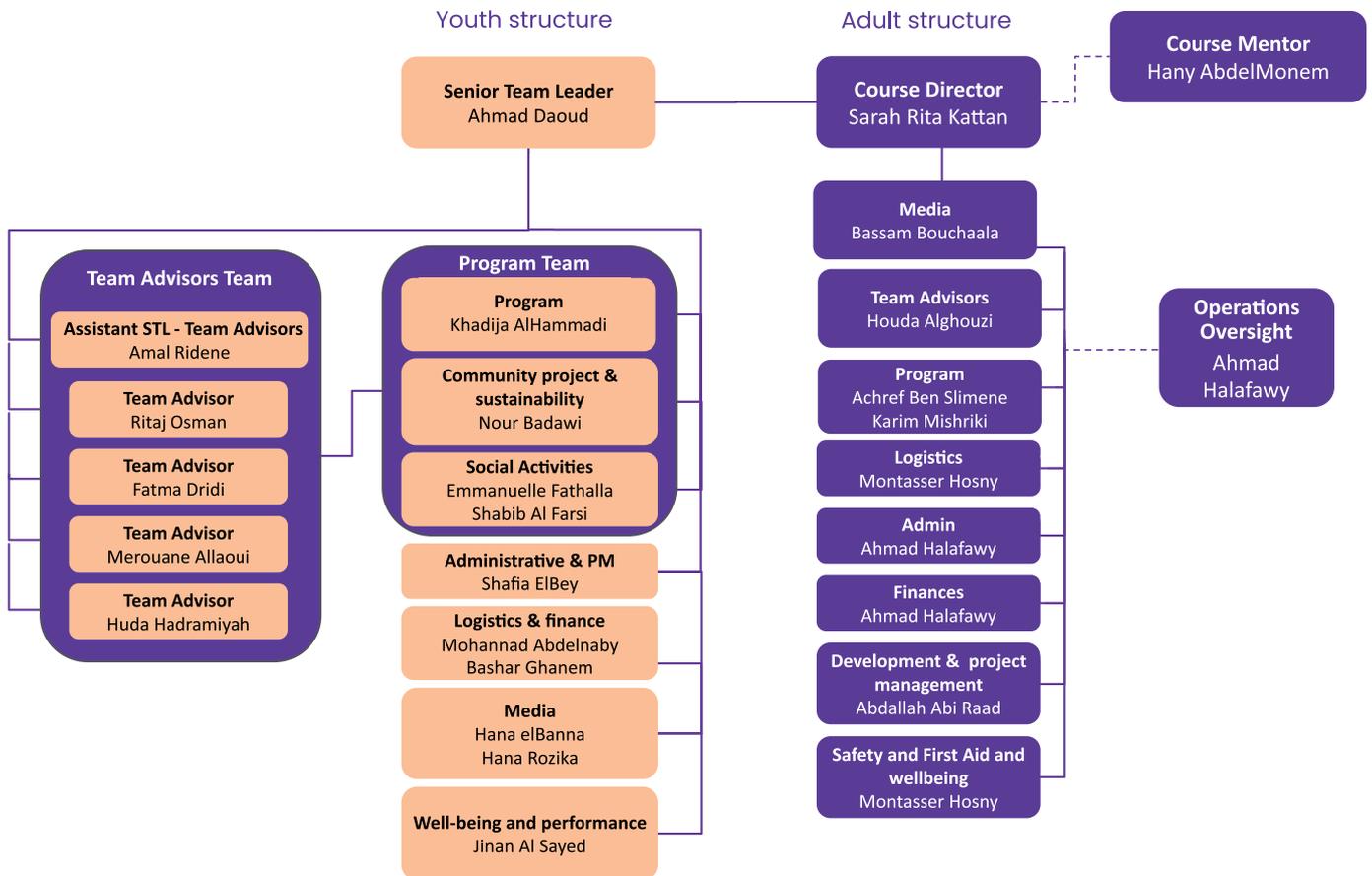
In a final, transformative step, **Maxwell's 21 Irrefutable Laws of Leadership** were introduced to the planning team, providing a powerful framework for understanding and applying core leadership principles. Each session was reviewed to identify clear connections to these laws. Session leads integrated these connections into their sessions, ensuring that the law, its explanation, and practical implementation were clearly articulated, supported by a recap conducted during the ILT about the laws covered throughout the day. Participants were also engaged in value-based leadership roundtable discussions around six values identified by Maxwell. This elevated the ILT program, adding a deeper and more meaningful dimension to the training and providing the young leaders with a professionally known and practical framework for understanding and applying timeless leadership principles in their own lives and within the Scout movement.



ILT 2 In Figures

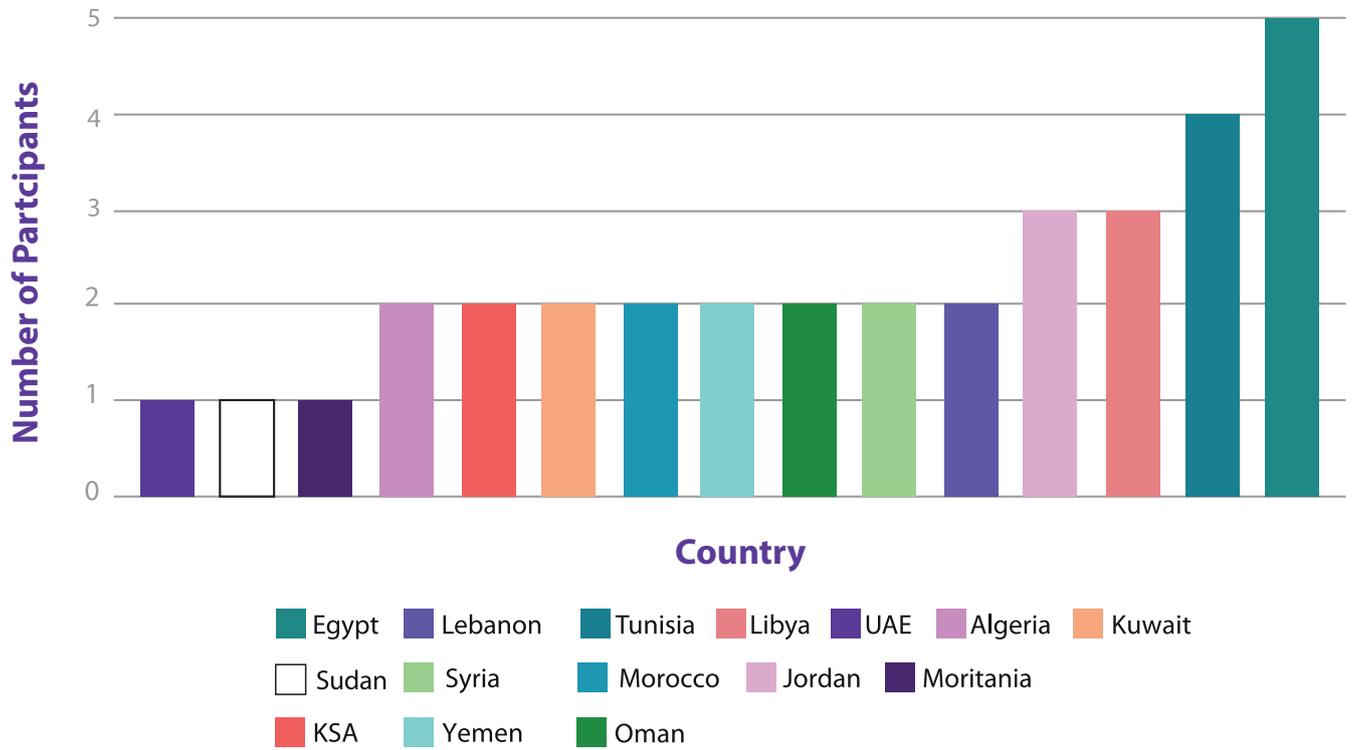


Planning Team Structure

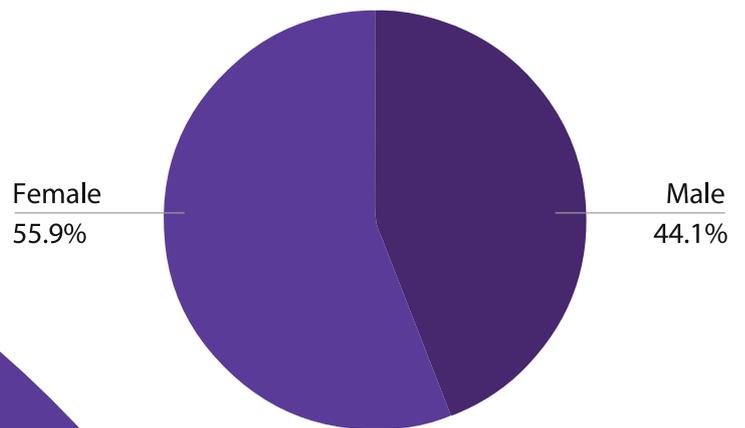




Number of Participants vs. Country



Gender Diversity

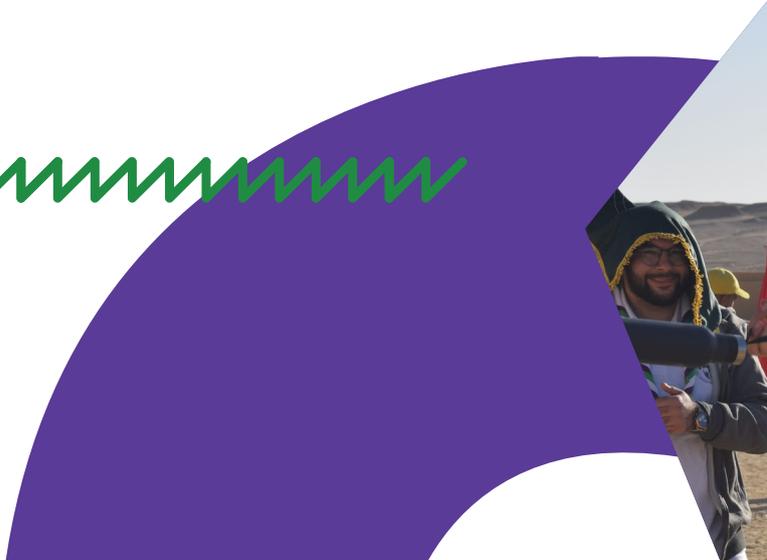




Planning Team & Service Team List

| Name | Country |
|---------------------|---------|
| Ahmad Daoud | Egypt |
| Ahmad Halafawy | Egypt |
| Emmanuelle Fathalla | Egypt |
| Hana Rozika | Egypt |
| Hana elBanna | Egypt |
| Hany AbdelMonem | Egypt |
| Karim Mishriki | Egypt |
| Montasser Hosny | Egypt |
| Mohannad Abdelnaby | Egypt |
| Nour Badawi | Egypt |
| Sarah Rita Kattan | Lebanon |
| Huda Al Ghazaoui | Lebanon |
| Jinan Al Sayed | Lebanon |
| Abdallah Abi Raad | Lebanon |
| Bashar Ghanem | Lebanon |
| Merouane Allaoui | Libya |
| Ritaj Osman | Libya |
| Shabib Al Farsi | Oman |
| Huda Hadramiyah | Oman |
| Fatma Dridi | Tunisia |
| Achref Ben Slimene | Tunisia |
| Amal Ridene | Tunisia |
| Bassam Bouchaala | Tunisia |
| Khadija Al Hammadi | UAE |

| Service Team | |
|-----------------|-------|
| Karma Mohamed | Egypt |
| Tartil Medhat | Egypt |
| Youssef Tafour | Egypt |
| Safiuddene Adel | Egypt |





Participants List

| Name | Country |
|-----------------------|--------------|
| Islam Oqa | Algeria |
| Amani Mahboubi | Algeria |
| Ziad Raslan | Egypt |
| Hana El-Sharkawy | Egypt |
| Ahmed Al-Baramouni | Egypt |
| Habiba Abdullah | Egypt |
| Pierre Abrahamyan | Egypt |
| Mohamed Al-Amad | Jordan |
| Dana Al-Jamal | Jordan |
| Ameed Al-Jitawi | Jordan |
| Alaa Salem | Kuwait |
| Mehdi Al-Badr | Kuwait |
| Melissa Al-Faghali | Lebanon |
| Ibrahim Shandar | Lebanon |
| Aisha Besikri | Libya |
| Aya Ashtiwi | Libya |
| Mohannad Saed | Libya |
| Slaqa El-Mami | Mauritania |
| Nohaila Khaydar | Morocco |
| Marwan Ben Ali | Morocco |
| Alaa Al-Maamariyah | Oman |
| Atheer Al-Ismail | Oman |
| Nawaf Al-Sulaymani | Saudi Arabia |
| Tulin Al-Qafari | Saudi Arabia |
| Anthony Magdy | Sudan |
| Boshra Jarryab | Syria |
| Laith Abu Shokr | Syria |
| Ahmed Bouaziz | Tunisia |
| Heba Al-Habib | Tunisia |
| Alaa Zayed | Tunisia |
| Farah Majri | Tunisia |
| Sarah Al-Naqbi | UAE |
| Fatima Al-Attas | Yemen |
| Ahmed Khaled Abdullah | Yemen |



“I believe that true leadership stems from a clear vision and a spirit of teamwork. My participation in this planning team has embodied this belief by transforming challenges into opportunities and turning ideas into success.”

— **Shabeeb bin Ahmed Al-Farsi**
Youth Structure - Program Team

Program Overview



Symbolic Framework

Besides the carefully curated program, one of the most distinctive features of this year's program was the creative use of the "**Avatar: The Last Airbender**" theme, which offered participants a unique lens through which to explore different leadership styles.



Building on last year's success, this year's program stood out for its innovative and immersive approach through the creative use of the "Avatar: The Last Airbender" theme, a beloved animated series set in a fantastical world where the four nations—Earth, Air, Water, and Fire—represent distinct cultures and elemental powers. The story follows Aang, the last Airbender and the Avatar, who must master all four elements to bring balance to the world. This thematic approach offered participants a unique lens through which to explore different leadership styles.

By embodying the qualities of the four tribes, the training encouraged participants to recognize the various strengths that contribute to effective leadership.



This thematic approach served as an engaging framework and as a tool for fostering self-awareness and enhancing teamwork:

The Earth tribe (Green) symbolizes strength and persistence. It teaches the importance of staying grounded and resilient, encouraging self-awareness and mindfulness, which align with **Intrapersonal Skills**.

The Air tribe (Yellow), with its emphasis on flexibility and open-mindedness, highlighted the need for adaptability in leadership. It reinforced empathy, teamwork, and connection, which are **Interpersonal Skills**.

The Water tribe (Blue), focused on development and teamwork, reinforced the value of collaboration and strategic thinking and represented **Managerial skills**.

The Fire tribe (Red), embodying passion and vision, emphasized ambition, execution, and decision-making, making it a core representation of **Visionary Skills**.





Team structure

Each team of 8, supported by a team advisor from the planning team, worked collaboratively throughout the ILT, with participants rotating leadership roles. Team advisors practiced situational leadership, adapting their coaching approaches based on the participants' growth and needs.

Each morning, a daily ceremony brought the group together for key rituals that reinforced the learning journey. The team leader was elected, each tribe made a promise, and responsibilities were alternated between teams to support the program's implementation. This was followed by a review of key learnings from the previous day, led by the Senior Team Leader and Course Director, along with an introduction to the day's themes and topics, setting clear intentions for the learning ahead.

In the evening, teams engaged in a structured evaluation, reflecting on personal growth and team performance while identifying areas for improvement. This continuous feedback loop strengthened both individual and collective development. It also allowed the planning team to fine-tune the training progressively, ensuring a dynamic and responsive learning experience.

"The diversity in religions, cultures, and ways of thinking between the planning team and participants did not create barriers; instead, it enriched our experience. Direct contact with both groups helped me acquire new skills and different perspectives."

— Mohaned Saeed, Libya

Personal progression

AVATAR PROGRESSION CARD

Name: _____

Date: / /

| Activity | Leadership Style |
|---------------------------------|------------------|
| Scouts For SDGs & WOSM Programs | Visionary |
| Value Of Volunteering | Visionary |
| Regional Trends | Visionary |
| Youth Program and Scout Method | Visionary |
| Value-Based Decisions | Visionary |
| Strategy For Scouting | Visionary |
| WOSM Youth Leadership | Visionary |
| Project Development | Managerial |
| Servant Leadership | Managerial |
| Presentation Skills | Managerial |
| Stages of Team Development | Managerial |
| Situational Leadership | Managerial |
| Meeting Management | Managerial |
| Social Media Magic | Managerial |
| Risk Assessment & Management | Managerial |
| Creativity for Life | Managerial |
| Time Management | Managerial |
| Team Vs Individual Decision | Managerial |
| Problem Solving | Managerial |
| Financial Literacy | Managerial |
| Critical Thinking | Managerial |
| Leadership styles | Intrapersonal |
| Well-being and Mental health | Intrapersonal |
| What is a Leader? | Intrapersonal |
| Leading by Example | Intrapersonal |
| DISC Personalities | Intrapersonal |
| Building Bridges | Intrapersonal |
| Empathetic Listening and Acting | Interpersonal |
| Emotional Intelligence | Interpersonal |
| Safe From Harm | Interpersonal |
| Diversity & Inclusion | Interpersonal |
| Conflict Resolution | Interpersonal |
| Intergenerational Dialogue | Interpersonal |
| Communication | Interpersonal |

LEADERSHIP CATEGORIES:

- VISIONARY (Red)
- MANAGERIAL (Blue)
- INTRAPERSONAL (Green)
- INTERPERSONAL (Yellow)

To ensure a well-rounded leadership development experience, the program introduced a progression card system, requiring participants to engage in sessions across all four leadership categories—Intrapersonal, Interpersonal, Managerial, and Visionary. This mirrored the concept of mastering all four elements, reinforcing the idea that a balanced leader must integrate different strengths and surround themselves with people with complementary skills. By successfully completing activities in each category, participants worked toward achieving leadership balance. All who demonstrated competence in all four elements were recognized at the end of the ILT as embodying the qualities of the Avatar, a leader capable of harmonizing diverse competencies to create sustainable and impactful leadership.



Program flow

The program addressed the four key areas of leadership according to the WOSM Leadership Model, integrating intrapersonal (self-awareness, personal development), interpersonal (communication, teamwork, conflict resolution), managerial (planning, organizing, delegating, problem-solving), and visionary (critical thinking, innovation, inspiring others) skills.

These skills were developed through a combination of sessions, workshops, hands-on experiences, and structured reflection, ensuring that participants gained the knowledge, skills, and behaviors essential for effective leadership. The sessions were highly interactive, incorporating activities, group discussions, role-playing exercises, case studies, games and breakout sessions to engage participants actively and foster collaborative learning.

Throughout the six-day program, participants were divided into teams to maximize exchanges and learning. The daily program followed a structured learning journey, with each day assigned a specific theme that guided the flow of activities. This sequencing aligned with the progressive stages of team development—forming, storming, norming, and performing—ensuring a logical and intentional progression of learning.

“ILT 2 was more than just training—it changed my outlook on many things. I learned a great deal, challenged myself, and succeeded. Every session was valuable, and the experience was unforgettable.”

— Amani Nour Elyakine Mahboubi, Algeria



| | | |
|--|---|---|
| <h2>01 Awakening Our Tribe</h2> | <h2>02 Connecting Hearts</h2> | <h2>03 Stepping into the Unknown</h2> |
| <p>Friday 6 December 2024</p> | <p>Saturday 7 December 2024</p> | <p>Sunday 8 December 2024</p> |
| <p>The first day of the ILT focused on establishing a collaborative environment and setting the stage for the learning journey. It began with ice-breaking activities to foster connections among participants and clarify expectations for the program. An overview of the ILT course provided a framework for the days ahead. Participants engaged in sessions to get to know each other by building bridges and setting ground rules for safe practices and the application of the Scout method. In the afternoon, teams were formed through an immersive experience within the theme of Avatar, and participants explored the five stages of team development. The day concluded with the opening ceremony, where each participant transferred the light of their candle to another, entrusting the group to keep the flame alive throughout the journey ahead.</p> | <p>The second day focused on deepening participants' understanding of themselves and others through engagement with the DISC model, emphasizing both intrapersonal and interpersonal dynamics. They explored sustainability guidelines and leadership principles, including insights from Maxwell on effective leadership and the importance of empathetic listening. Discussions on regional trends and youth leadership in Scouting highlighted the challenges participants face in decision-making within the Scouting context. Through a game, they learned about value-based leadership and decision-making, followed by sessions on conflict resolution and well-being. The day concluded with an escape room challenge that promoted teamwork and problem-solving, along with a roundtable on the value of hope, serving as a beacon amidst the region's difficulties.</p> | <p>The third day offered experiential learning through a discovery of Al Fayoum with pottery workshops and a safari, allowing participants to observe and apply leadership skills through a treasure hunt in a real-world context. Participants reflected on different leadership styles, followed by a stargazing session in the desert. The evening featured a campfire, where they shared insights and experiences.</p> |
| <h2>04 Mastering the Elements</h2> | <h2>05 Restoring Balance to the World</h2> | <h2>06 Lighting the Way to Harmony</h2> |
| <p>Monday 9 December 2024</p> | <p>Tuesday 10 December 2024</p> | <p>Wednesday 11 December 2024</p> |
| <p>On the fourth day, the focus shifted to mastering the process, particularly strategic thinking and problem-solving in Scouting. Participants discussed the Strategy for Scouting and explored WOSM programs and Scouts for Sustainable Development Goals, emphasizing the value of volunteering. Sessions covered risk assessment, project management, communication, and community project planning. The day culminated in presentations during the international night, where participants engaged in cultural exchanges.</p> | <p>The fifth day emphasized community engagement and the importance of giving back to others. Participants attended sessions on servant leadership, intergenerational dialogue, and the impact of Scouting on local communities. They continued developing their community projects, participating in complementary sessions on essential skills such as creativity, critical thinking, and emotional intelligence, and applying the insights gained throughout the program. A Shark Tank presentation allowed teams to showcase their projects for feedback, while team meetings facilitated reflection and planning for future implementation.</p> | <p>The final day focused on looking toward the future by understanding how to lead by example. After executing their projects with the local community, participants engaged in workshops on situational leadership to evaluate their team's performance throughout the process and shared their insights on decision-making. The program concluded with a keynote address from a Maxwell speaker and a closing ceremony, celebrating the achievements and growth of each participant throughout the ILT. As they entered, each held a lit candle, symbolizing their shared journey. In a moment of unity, they illuminated the path ahead, sharing their emotions and hopes while keeping the flame alive.</p> |

By incorporating a thematic approach, participants were able to build upon their skills and knowledge in a cohesive manner while drawing connections to the Avatar theme.

This structured yet dynamic approach ensured that participants developed not only technical leadership competencies but also self-awareness, adaptability, teamwork, and strategic vision. Additionally, the program fostered a strong sense of community among participants, encouraging collaboration, mutual support, and the development of a lasting network of leaders. By emphasizing both individual growth and collective leadership, the ILT program provided a transformative experience, equipping participants with the mindset and skills needed to navigate challenges, lead effectively, and drive meaningful change within their communities.



Hands-on experiences



One of the highlights of the ILT is the **local day** experience. This year, located in El Fayoum, the local day was designed to connect participants with the rich culture and natural beauty of the region. The day began with a visit to the unique Tunis Village, where participants engaged in traditional pottery making, gaining hands-on experience with this ancient craft. From there, the adventure continued with an adventurous safari car journey to Wadi El Rayan, a stunning natural reserve showcasing the magic of an oasis in the middle of the desert. The participants explored the wonders of Wadi El Hitan, a UNESCO World Heritage site and an open-air museum featuring remarkable fossil remains of ancient whales. Throughout the day's visits, a dynamic treasure hunt took place, encouraging collaboration and teamwork among all participants. Each stop presented new clues and challenges, requiring teams to work together to solve the riddles and ultimately locate the hidden treasure.

The pottery workshops and safari provided participants with the opportunity to reflect on various leadership styles applied depending on the situation at hand. The day ended at a picturesque campsite, where participants enjoyed a local dinner under a vast, starlit sky, providing a perfect opportunity for reflection and stargazing, solidifying the bonds forged throughout the day's shared adventures.



The **community project**, although limited in time, was a main highlight of the program. The planning team connected with local stakeholders, including community members and NGOs working in Al-Fayoum, to identify the local community's needs, which revealed a significant need to raise awareness about personal hygiene among children. The goal was to design and implement these workshops during the ILT in one of the local schools, engaging 120 ten-year-old students in interactive sessions that would empower them with essential hygiene knowledge and practices.



Despite the challenges posed by a tight schedule and local administrative authorizations, the participants were fully engaged and collaborated effectively to ensure the project's development and impact. The community project allowed them to apply the leadership and project management skills they had learned in a practical setting. It simulated a scenario with a tight timeframe and introduced variables along the way to challenge the participants and encourage them to apply all their learnings. The energy and enthusiasm of the participants were infectious as they worked together to overcome obstacles. The community project demonstrated the application of leadership principles in real time and showcased how effective teamwork can bring about meaningful change, even under pressure. Ultimately, the project successfully bridged the gap between theory and practice, providing a tangible demonstration of the participants' leadership development.

When delivering workshops on personal hygiene to local children, this initiative had a profound impact, educating them about essential hygiene practices while fostering a sense of community connection. The participants' engagement and enthusiasm inspired the children, highlighting the importance of service and collaboration in leadership.





“ILT 2 reinforced the idea that leadership is influence—it starts with the individual before the group. Teamwork, even in small efforts, has a greater impact than individual work.”

— Antony Magdy Makram, Sudan





The ILT Experience

Reflecting on the overall experience, there were several strengths that stood out. The diversity of perspectives among participants, brought about by their varied cultural backgrounds, created a rich learning environment.

This diversity encouraged participants to share their experiences and insights, making the program more impactful. The trainers did an excellent job of connecting leadership concepts to real-world examples, which made the content highly relevant and engaging. Additionally, the “Avatar” theme was a creative and effective way to explore leadership, helping participants connect with the material in an accessible and enjoyable manner. Working in teams fostered collaboration and allowed participants to learn from each other while tackling challenges together.



The community project allowed participants to put their leadership skills into practice, even under time constraints. The hands-on workshops, case studies, and breakout sessions promoted interactive learning, fostering collaboration and creativity among participants. Engaging in workshops on personal hygiene with local children exemplified the positive impact of their efforts, highlighting the impact each one could have on their communities.

The immersive Local Day experience initiated the participants’ understanding of the local culture, combining adventure with meaningful connections.



The ILT was an enriching experience that successfully blended leadership training, cultural exchange, and practical application. With some adjustments, such as providing more time for deeper discussions, allocating more time for community projects, and enhancing cultural exchanges, future iterations of the program can continue to enhance its effectiveness and impact. Additionally, providing more opportunities for long-term collaboration beyond ILT, such as mentorship programs, follow-up projects, or alumni networks, would help sustain the impact of the training and keep participants engaged, further empowering young leaders to grow and make a positive difference in their communities.



My experience with the ILT was truly amazing and very beneficial. I learned a lot, met many new people, and gained more confidence in myself. Everyone was always helping each other, and it really felt like we were one big family. I am so proud to have been a part of this event, and I hope to always remain part of this family!

— **Mohannad Abdelnaby**
Youth Structure - Finance & Logistics



Maxwell's Integration



John C. Maxwell: A Global Leadership Authority

“John C. Maxwell is a renowned leadership expert, speaker, and best-selling author whose work has impacted millions of leaders worldwide. As a Maxwell Leadership Certified Coach, I had the privilege of guiding ILT mentors and participants through his transformational leadership principles, emphasizing their practical applications in scouting, mentoring, and community impact.”

— **Sergio Moukarzel**
Certified Maxwell Trainer

The ILT leadership training is a transformative experience that aligns closely with the principles of leadership outlined by John Maxwell. For the first time, a collaboration with a professional entity on leadership has been established in World Scouting, enabling participants to benefit from certification and international recognition of the skills acquired. This partnership, which Sergio Moukarzel supported in its design and implementation and Sadika Kebbe, who was a keynote speaker at the ILT, enhances the training's credibility while empowering participants to apply Maxwell's leadership laws in their personal and professional lives, fostering growth and development within their communities.



The 21 Irrefutable Laws of Leadership

During the ILT, participants explored key principles from Maxwell's 21 Irrefutable Laws of Leadership to understand the foundation of influence, growth, and organizational leadership.

Some of the critical laws discussed included:

- » **The Law of the Lid** – Leadership ability determines a person's level of effectiveness.
- » **The Law of Influence** – Leadership is not about position but about the ability to influence others.
- » **The Law of Navigation** – Leaders chart the course and guide their teams through challenges.
- » **The Law of Connection** – Effective leaders build relationships before asking for commitment.
- » **The Law of Empowerment** – A leader's true strength lies in empowering others to lead.

Through interactive discussions, case studies, and practical exercises, participants engaged deeply with 14 of these principles by exploring them in various sessions and reflecting on them during end-of-day recaps. This approach allowed them to apply these laws to their personal leadership journeys within the Scouting movement and beyond.





The 14 laws covered during the ILT are:



Law of Process



Law of Connection



Law of Inner Circle



Law of the Lid



Law of Solid Ground



Law of Sacrifice



Law of Navigation



Law of Intuition



Law of Addition



Law of Priorities



Law of Timing



Law of the Big Momentum



Law of Empowerment



Law of Influence





Values-Based Leadership Roundtables: Building a Culture of Transformation

A significant highlight of the ILT was the introduction of Values-Based Leadership Roundtables, a model designed to cultivate character-driven leadership. The roundtables began with the value of Hope, laying the foundation for a transformational leadership mindset.

Since the ILT, these biweekly roundtable sessions have continued with advisors leading their teams through discussions on crucial leadership values such as:

- » Hope
- » Listening
- » Self-Respect
- » Forgiveness
- » Empathy

These ongoing sessions provide a structured framework for continuous leadership development, reinforcing the principles of value-driven leadership to inspire positive change in communities.





The integration of John C. Maxwell's leadership principles into the ILT significantly enriched the participants' learning experience. By embracing the 21 Irrefutable Laws of Leadership and Values-Based Roundtables, ILT leaders and mentors are now equipped with the tools, mindset, and strategies to create sustainable leadership impact within scouting and their broader communities.



“Working with the leaders at ILT was an inspiring experience. I witnessed firsthand the passion, dedication, and willingness to grow that each participant brought to the table. These individuals are not just future leaders, they are already making a difference. Their commitment to applying Maxwell’s Laws and principles in their communities is proof of the transformation that value-based leadership can bring. I have no doubt that they will drive real, lasting change, shaping a better future for those around them. It was an honor to be part of their journey. A moment of gratefulness to Sarah Rita Kattan, Ahmad Daoud, and Amal Ridene”

— **Sergio Moukarzel**
Certified Maxwell Trainer

Applying the ILT at National level



NLT Tunisia



Towards the end of the ILT across its two editions, the program encourages participants to draw inspiration from the ILT and work on a national edition that bridges the learnings to their National Scout Organisations (NSOs).

Tunisia was a pioneer in adapting the ILT program to the national level, hosting the first National Leadership Training (NLT) in the Arab Region in December 2024. This milestone showcases Tunisia's commitment to fostering leadership development within the Scout movement. Held from December 21 to 25, 2024, at the International Training and Camping Center in Borj Cedria, the event welcomed 24 participants from 16 districts across various Scout sections. The NLT was tailored to the local context while preserving the core components of the leadership training's structure, program, and methodology.



Program



Day 1 – Introduction

Setting the foundation for the training experience.



Day 2 – Team Building & Understanding Others

building strong connections, collaborations and exploring team development stages.



Day 3 – Mastering the Leadership Process

Exploring management skills, decision-making, and problem-solving.



Day 4 – Giving Back & Envisioning the Future

Applying leadership through community development, emphasizing social responsibility and service-based leadership.

Developing personal and collective visions for the future, inspiring them to take an active role in driving change.



Day 5 – Evaluation & Reflection

Reviewing the training experience, assessing key learnings, and planning for post-training leadership applications.



The program covered a diverse range of topics, ensuring that each session aligned with the objectives and learning outcomes of each phase. The sessions were varied and interactive, allowing participants to apply their knowledge and skills throughout the training experience.

To ensure adherence to the schedule, timekeepers were assigned to monitor the progress of the program closely.

Theme

As this was the first-ever edition of ILT in Tunisia, the goal was to launch with impact and leave a lasting impression on all participants while ensuring a uniquely Tunisian identity for the training. The symbolic framework was inspired by Tunisian history during the era of the Husainid Beys.

This framework was reflected in every detail of the program, including:

- » The overall theme of the training.
- » The team divisions and structure.
- » The ceremonies and rituals.
- » The decor and visual aesthetics.
- » The media and communication materials.
- » The sessions and activities.
- » The logistics and event setup.





Challenges



Despite challenges with funding, the NLT team successfully delivered a valuable training experience due to the team's dedication and strong collaborative spirit. Nevertheless, securing sustainable and adequate funding remains a critical challenge that must be addressed in the future to ensure the training continues to grow and reach its full potential at national and regional levels.



Moving forward



Sustaining the ILT

The success and positive impact of the International Leadership Training (ILT) highlight the need for its continuation with annual editions.

The ILT provides a valuable platform for developing strong leadership skills, fostering teamwork, and empowering participants to make meaningful contributions to their communities. By selecting the planning team for ILT3 from the planning teams and participants of the previous two editions while adhering to the one-third rule, the ILT ensures continuity and a diverse perspective in its development process and succession planning.



Building on the successful example of the NLT in Tunisia, national versions of the program can be developed by adapting its core principles to suit specific contexts, ensuring a multiplying effect to create emerging leaders equipped with the tools and mindset necessary for effective leadership in a rapidly changing world.

Continuing this initiative in the region will strengthen the leadership capacity of Scouts and other youth organizations, helping to build resilient, adaptable, and visionary leaders for the future.



“ILT has its own magic, encouraging you to step away from your comfort zone and discover your full potential. It empowers all participants and partners with the skills, knowledge, and global perspective needed to lead with empathy, innovation, and collaboration across cultures. The environment is designed to be safe and supportive, ensuring that everyone feels secure and valued as they explore new challenges. Most importantly, it is the place where you will create lifelong friendships and a family that lasts forever!”

— *Jinan Al Sayyed*
Youth Structure
Well-Being And Performance



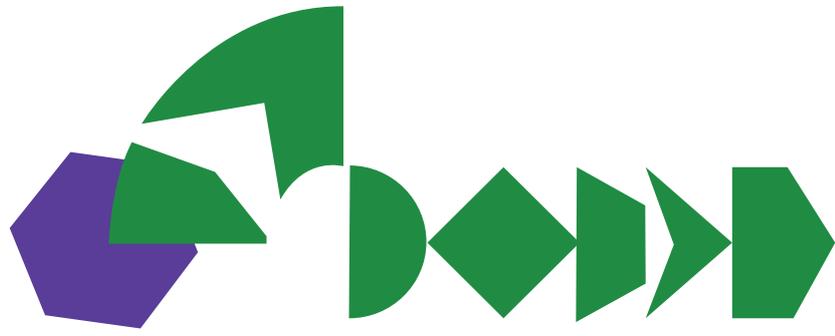


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INTERNATIONAL LEADERSHIP TRAINING

in the Arab Scout Region

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ILT #2



Report

