



**13<sup>TH</sup> ASIA PACIFIC  
REGIONAL CONFERENCE  
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TAIWAN**

# **ASIA PACIFIC**

## **Regional Committee Election**

**Booklet 2019**

# REGIONAL COMMITTEE ELECTION

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# 1. INTRODUCTION

On behalf of the Nominations Committee I am delighted to present the candidates for the Asia Pacific Regional Committee 2019-2022.

As well as the recommendation from their Member Organisation (MO), all candidates who are standing were asked to provide a professional reference, and were interviewed by the Nominations Committee in order to know them better and prepare this summary. For the first time, all candidates were asked to submit a short video of themselves as part of their nomination. These videos will be available to Member Organisations to view on the Regional Conference page of the World Association of Girl Guides and Girl Scouts (WAGGGS) website.

Where candidates currently hold a significant position in their Member Organisation, they have been asked to relinquish this role within six months, if elected. This is partly to ensure no conflict of interest, and partly to ensure that they are able to devote sufficient time to the work of the Committee.

As well as the personal statement, the candidates have provided examples of how they believe they have demonstrated some of the key skills needed for a member of the Regional Committee. These candidates are talented women, with other skills not listed here due to limited space. Do take the opportunity to talk with them during the conference, so that you have the information you need to make the best choice for the Region and WAGGGS.

I will be happy to answer any questions you may have on the work of the Nominations Committee at the conference.

Susan Campbell

Member, Nominations Committee

## 2. ROLE AND RESPONSIBILITIES OF THE REGIONAL COMMITTEE

As specified in the WAGGGS Constitution and Bye-Laws, a Regional Committee consists of six members, including, so far as practicable, at least one young woman under the age of thirty at the time of election. Members of the Regional Committee are elected by Full Member Organisations attending the Regional Conference. The members of the Regional Committee are elected to serve for three years and are eligible for re-election for a further term of three years. The maximum length of service is six years.

Regional Committees are inspired and guided by the core principles that direct the WAGGGS Global Team as a whole – its Mission, Vision and Value Proposition. They are responsible for developing and implementing Regional Action Plans that support the global themes and strategies defined by the World Board and strengthens Member Organisations according to their needs, as identified through the Capacity Building Assessment process.

Consistent with the WAGGGS Value Proposition and the recommendations of the Vibrant Regions Working Group, a Vibrant Region not only fulfils its strategy and planning responsibilities, it delivers and sustains opportunities for Member Organisations to grow, connect, learn, share and thrive in an inclusive environment that amplifies their own and girls' voices, visibility and impact, both regionally and globally.

In order to fulfil the essential and influential expectations above and to enable Member Organisations to realize more of their potential, the major deliverables for Regional Committees are defined as follows:

1. Lead Strategy and Planning – Develop and implement sound and effective action plans per the WAGGGS planning cycle in partnership with staff and volunteers at the global, regional and national levels
2. Provide Leadership and Development Opportunities – Use tools and resources to support development of leadership skills among staff and volunteers, use the Leadership Mindset in the work of Regional Committees and promote the Leadership Mindset in the Member Organisations.
3. Promote Change, Innovation and the Girl Guide/Girl Scout Experience – Actively demonstrate the value and importance of positive change, stimulate and sustain innovation within Member Organisations and develop action plans that promote girl-led, girl-safe space.
4. Promote Image, Visibility and Impact – Regional Committees and Member Organisations develop resources and implement action plans that increase International Experience (IE) opportunities and create IE connections
5. Engage and Connect Member Organisations – Enable Member Organisations to maximize opportunities to connect and support one another and to learn and develop through shared endeavours and experiences
6. Advance Diversity and Inclusion – Demonstrate leadership with regard to diversity and inclusion through all aspects of regional operations and of work with Member Organisations; encourage and support actions and practices that support Diversity and Inclusion within Member Organisations.
7. Promote Influence through Advocacy – Ensure that platforms and resources are in place to promote and support changemakers and to collect and measure the outcomes and promoted impacts of changemakers.

### 3. REGIONAL COMMITTEE MEMBER PERSON SPECIFICATION

It is anticipated that each Committee member will bring a valuable portfolio of knowledge, talent and expertise to maximize the benefit of WAGGGS' tools, resources and connections for Member Organisations. In order to advance the progress, unity and growth within and across Regions, it is highly desirable for Regional Committee members to collectively have skills and knowledge directly relevant to the stated Deliverables. To apply this collective capacity to full advantage, Regional Committee members should make every effort to be accessible, flexible and responsive, particularly during periods of peak demand and production, such as preparation and execution of regional events, launch of new programmes and/or partnerships, or preparation for World Conference.

Regional Committees are also strongly encouraged to recruit, develop and maintain strong teams of skilled volunteers at the regional level to supplement the expertise and bandwidth available to support Member Organisations—as well as to build a diverse and inclusive pipeline of future regional leaders.

Given the significant impact of regional leadership, it is very important that the Regional Committee remains well-rounded, well-informed, highly motivated and actively focused on delivering opportunities for Member Organisations within established timeframes and budgets.

#### Skills and experience

In our candidates we are looking for individuals who have skills and experience in some, but not necessarily all, of the following areas:

- Strategic planning and visioning (developing a plan, goal, or vision for the future)
- Governance and/or legal expertise
- Fund development
- Financial management, accounting and/or risk management
- Leadership and leadership development (experience in supporting and developing leadership in others). An understanding of WAGGGS Leadership Model is desirable.
- Positive influencing and advocacy
- Non-formal education
- Diversity and inclusiveness
- Conflict resolution
- Marketing and Brand promotion
- Communications, public relations and/or social media
- Data collection, data analysis and/or outcomes research and evaluation
- Information technology tools, systems and applications
- Internal and External Partnerships
- Skills/experience in working in international/global/cross-cultural settings.
- An understanding of:
  - the World Association, its Mission, Vision and Goals
    - the complex and diverse Regional context in the WAGGGS setting
    - the varied organisational structure of Member Organisations.

## Personal abilities and attributes

Everyone is unique and has different strengths, personal abilities and attributes. The list below is not an exhaustive list, but gives a sense of some of the abilities and attributes that we are looking for in our Regional Committee members:

- Ability to think both critically and creatively
- Ability to be flexible and open to new opportunities or ways of working
- A collaborative approach
  - able to listen and learn from others
  - able to see things from different perspectives and appreciate diverse points of view
  - able to work effectively as part of a team of volunteers and staff
  - an appreciation of cultural diversity
- Ability to inspire and mobilise others
- Strong communication/public speaking/facilitation/presentation skills

## 4. REGIONAL CHAIR AND REGIONAL VICE CHAIR

### Additional responsibilities for the roles of Regional Chair and Regional Vice-Chair

#### Regional Chair

Each Regional Chair, in close collaboration with the Head of Region, bears primary responsibility for the strategic direction, action planning, financial stability and accountability of the Region to the World Board and to its Member Organisations.

By virtue of her elected position as Regional Chair, the Regional Chair also serves as a World Board Trustee. As a World Board Trustee, she must meet the criteria for World Board Trustees and comply with the Code of Conduct and related governance policies.

The Regional Chair's World Board responsibilities require considerable time and attention over and above those as Regional Chair. Therefore, each Regional Chair is advised to carefully evaluate and balance her extensive duties to WAGGGS with her professional and personal commitments and wisely delegate when appropriate.

#### Regional Vice Chair

When the Regional Chair is unable to attend a World Board meeting by conference call or in person, the Regional Vice Chair will represent the Region and retains the Regional Chair's right to vote. She will also need to be compliant with the Code of Conduct and related governance policies for Board Trustees.

In addition, the Regional Vice Chair plays a lead role in fostering cohesiveness and coordination within the Committee as well as in identifying, recruiting, developing and retaining key Regional volunteers in conjunction with colleagues on the Regional Committee and Membership staff as well as the leaders of Member Organisations.

### Additional skills and experience requirements for those elected as Regional Chair and Regional Vice-Chair

The ability to use English as a working language, to read and understand prepared documents and to fully participate in discussions on complex topics is a requirement for World Board members. Therefore it is required for anyone elected from amongst the Regional Committee who undertakes the role of Regional Chair. This is because an important part of the World Board's role involves governance and ensuring compliance with English Charity Law, and other relevant legislation or regulations.

In order to deputise for the Regional Chair as needed at World Board meetings, the ability to use English as a working language is also highly desirable for the Vice Chair.

## 5. GUIDELINES ON CAMPAIGNING

The following guidelines aim to provide candidates and Member Organisations with clear parameters within which they can work to support a candidate's nomination. It is an expectation that all parties will follow the guidelines to ensure a fair and ethical process in the lead up to the election.

Be aware that different cultures view campaigning in different ways. Candidates may provide opportunities for Member Organisations to get to know them, face to face at conferences and events, with a web page, digital flyer, short videos, blog, or using social media. Taglines to email messages are also an option. Promotion of a candidature shall at all times be conducted with dignity and moderation. Following the values and principles of Girl Guiding and Girl Scouting, we discourage aggressive and/or negative campaigning including activity or behaviour that seeks to criticise or undermine a fellow candidate.

Candidates may provide additional information to Member Organisations at the Regional Conference in the form of a flyer (one page), bookmark or item of similar nature. However, they should be mindful of protecting the environment and if producing a flyer, the recommendation is that one per Member Organisation rather than one per participant be produced.

If candidates have the opportunity to attend another event prior to the Regional Conference, they should be aware that while this is a great opportunity for Member Organisations to get to know them and see them in action, the event purpose should be the focus, rather than their candidacy. Candidates are encouraged to practise their Leadership Mindsets, letting their personality, participation, commitment and effectiveness at the event speak for them, rather than campaigning actively.

A current member of the Regional Committee, standing for re-election, may continue to carry out her role before and during the Regional Conference unhindered. For example, she may be required to run a workshop or give a presentation as part of her Regional Committee duties. In this situation she should not be prevented from carrying out her duties even though it may be perceived as giving her greater visibility or an advantage over other candidates.

Candidates may not provide gifts, either at conference or at other events. This ensures that no one is either advantaged or disadvantaged by a financial position and minimises the risk or perception of gifts being seen as an inducement to act in a certain way or creating a sense of obligation. This definition of gifts includes gifts in kind such as the exchange/promise of services or favours.

These guidelines will be circulated to all candidates and all Member Organisations and will be available on the WAGGGS website.



## 6. LIST OF CANDIDATES STANDING FOR THE REGIONAL COMMITTEE 2019-2022

Candidates for the Regional Committee 2019-2022 are listed in alphabetical order by surname/family name.

Full Name	Member Organisation
Katheri Ann Charcos-Puyo	Girl Scouts of the Philippines
Bronwyn Hughes	Girl Guides Australia
Aya Inaura	Girl Scouts of Japan
Korrapin Lertkittisuk	Girl Guides Association of Thailand
Prarthana Gimhani Liyanage	Sri Lanka Girl Guides Association
Chempaka Emalin Pahamin	Girl Guides Association Malaysia
Winnie Sui Lan She Tsui	Hong Kong Girl Guides Association
Maiya Twayanabasu	Nepal Scouts

## 7. BIOGRAPHICAL INFORMATION OF CANDIDATES STANDING FOR THE REGIONAL COMMITTEE 2019-2022

### KATHERI ANN CHARCOS-PUYO



Member Organisation	Girl Scouts of the Philippines
Nominated by	Girl Scouts of the Philippines
Age Group	30-40
Languages Spoken	Fluent Filipino (mother tongue) and fluent English

#### PERSONAL STATEMENT

The Asia-Pacific Region is fast-growing, vibrant, and diverse, and I want to help facilitate vision-casting among its member organizations so that we are able to find a common thread in our diversity, and truly define who we are, and in what direction we want to bring our collaborative and individual work. I want to lead the work in defining our Region's unique offer to our girls and young women, so that they will choose us and choose to grow with us.

That unique offer will widen our funnel so that we are able to "catch" more girls, young women and adult volunteers. But more than expanding membership, I want us to go back to our core, all of us who grew up as Girl Guides and Girl Scouts, what do we remember? What did we learn? What do we want to impart? It is the Girl Guiding and Girl Scouting Experience. Our programme should be front and center of everything we do because it is what makes us unique. And when we celebrate and showcase this uniqueness, no other organization can be in competition with us.

I have 31 years Girl Scouting experience. I am that girl who grew up under the Girl Scout programme, who took the lessons of the WAGGGS leadership model as an empowered young woman to make things happen, both in my personal and professional life. I am the young woman who volunteered for GSP and WAGGGS in developing its leadership offer and facilitating in various leadership events. I am the young woman who worked for WAGGGS, with experience working with Asia Pacific member organizations in various capacities.

I stand now a volunteer, ready to help steer the strategic direction of the Region whilst being prepared to do some heavy work on the ground.

#### SKILLS AND EXPERIENCE

##### Strategic Planning & Visioning; Conflict Resolution:

- I lead a team of 5,700 families in Young Living. I frequently practice in my team, vision-casting, strategic thinking and planning, building dreams, and manifesting these dreams to reality. Leading this big team is an exercise of true collaborative leadership and leading by example.
- As former National Corporate Secretary of the Family Planning Organization of the Philippines, I gained experience leading a big organization with a more formal structure. With tasks such as a national review of the organization's constitution, human resource policies, liquidating assets, I bring solid experience in conflict resolution, mediation, and critical thinking in making crucial decisions for the good of the organization.

##### Leadership and Leadership Development:

- I was a participant to the 2006 Juliette Low Seminar in Sangam, where WAGGGS tested the WAGGGS Leadership Development Program. I brought my learnings back to my country and implemented a national event to re-echo the JLS. I then began my journey to being an accredited WLDP Facilitator, and have helped plan and run leadership events in the four World Centres, in the Young Women's World Forum in UK and

## SKILLS AND EXPERIENCE (CONTINUED)

India, in leadership events in Japan and Oman and in the Conference of Leader of Girls in the Philippines and running the programme component of the last World Conference in India.

- I understand the evolution of the WAGGGS leadership model and the WAGGGS leadership offer very well.

### Positive Influencing and Advocacy:

- I was a member of Young Voices of WAGGGS and WAGGGS Advocacy Network, and have run several sessions on advocacy.
- I am currently an adviser of Surigao Youth Convergence, an active group of young people of my City who speak out on issues relevant to them.
- I am a lawyer by profession so I have formal training in advocacy.

### Non-formal Education:

- I have been a Girl Scout since I was 6 years old. My entire life revolves around non-formal education and learning by doing.

### Marketing, Branding and Social Media:

- I hold the rank of Platinum in Young Living, an essential oils and wellness company. It is the fourth highest rank with only 3% achieving this rank. Young Living is a network marketing company, so I would say that my experience in networking, marketing and branding has greatly improved.
- I also built this business primarily on social media so I would say that I have a deep knowledge of social media's ins and outs.

### Diversity and inclusiveness:

- Apart from WAGGGS experiences, I also have worked with similar international organizations. In 2009, I represented the Philippines in UNFPA Asia Regional Workshop: Programming for Young People- the Framework for Action in Bangkok, Thailand. I also represented the Philippines when I was 15 years old in the Asia Fifteen Programme in Hokkaido, Japan.
- My experience as a human rights lawyer in the grassroots organization BALAOD Mindanaw, gave me experience in working with the poor and the marginalized sector, and the chieftains of different tribes in the Philippines.

## PERSONAL ABILITIES AND ATTRIBUTES

I have done a lot of scary things in my life, things outside my comfort zone, but I still do them anyway. This started when in a camp as a child, I received a bag of ingredients, and a challenge to cook a dish I have never cooked, but I tried anyway. I feel like the most difficult part of learning by doing, is deciding to do it first and foremost. My approach is first, commit to DO, and then DO the best you can with what you have.

As I grew older, I realized that we become stagnant when we think that we can only do one thing. On the contrary I say, do #allthethings, in your own pace, in your own time. But always do. And do I did. I studied to be a broadcast communicator and studied again to be a lawyer. I worked for non-government organizations, worked for WAGGGS, and worked for myself. I volunteered for causes dear to me, and I married a husband who understood this. Now this is very important, for I have left him with screaming, exclusively-breastfed babies for a week or two not once, but several times, while I do WAGGGS things. At 37 years old, I learned the ropes of network marketing to bring wellness, purpose and abundance in a lot of lives.

I have been in many shoes and I am proud to have emerged with my values intact, and a lot of this I owe to a solid foundation imparted by my family and the Girl Scouting movement.

As a young mother to three kids, I know the value of grit. I know the importance of time management. And in ensuring that the life-changing experience I have had, is also experienced by young girls, like my 6-year old daughter, Raya.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

<b>Member Organisation</b>	<ul style="list-style-type: none"> <li>National Programme Committee Member (2003-2011)</li> <li>Girl Representative to the GSP National Central Board (1997-1999)</li> </ul>
<b>Regional level</b>	<ul style="list-style-type: none"> <li>Asia Pacific Development Executive (Nov 2011-Sept 2013)</li> </ul>
<b>Global level WAGGGS</b>	<ul style="list-style-type: none"> <li>Volunteer- Educational Programme Resource Pool, WAGGGS (November 2013- present)</li> <li>WLDP-accredited facilitator (since 2010)</li> </ul>
<b>Other voluntary positions</b>	<ul style="list-style-type: none"> <li>Advisor- Surigao Youth Convergence (2018-present)</li> <li>National Secretary- Family Planning Organization of the Philippines (May 2012- May 2015)</li> </ul>
<b>Professional/business appointments</b>	<ul style="list-style-type: none"> <li>Lawyer/Owner, Law Office of Atty. Katheri Ann Charcos-Puyo</li> <li>Platinum Leader and Mentor- Oil Good Things (with a team of 5,700+ families): Young Living Philippines, Inc. (March 2017-present)</li> <li>Legal Officer, BALAOD Mindanaw (January 2013-June 2015)</li> <li>Court Attorney IV-Court of Appeals, Mindanao Station (April-October 2011)</li> </ul>

## PARTICIPATION IN EVENTS

<b>Member Organisation events</b>	<ul style="list-style-type: none"> <li>Training Facilitator, GSP National Leadership Training on Climate Change, 2010, Tagaytay City</li> <li>Speaker, Opening Ceremonies, Senior/Junior Girl Scouts Provincial Encampment, 2010, Tuguegarao City</li> <li>Facilitator, "Stepping into Cyberspace", 21st GSP National Convention, May 2009, Bohol City</li> <li>Facilitator: Lead the Change, 2007 National Senior and Cadet Planning Team Workshop, October 2007, Manila</li> <li>Facilitator: Belong, Believe, Become, 2007 Workshop on Reviving the GSP Cadet Program, July 2007, Manila</li> <li>Event Coordinator, 2007 National Senior/Cadet Conference, May 2007, Baguio City</li> <li>Resource Person, 10th Provincial Scouts Youth Forum, November 2006, Guinobatan, Albay</li> <li>Chairperson: National Senior/Cadet Conference, May 2006, Baguio City</li> <li>Facilitator: Writeshop on IEC Materials on Adolescent, Reproductive Health for Senior Girl Scouts, December 2004, Manila</li> <li>Co-Facilitator: GSP Training of Trainers on Adolescent, Reproductive Health, December 2004, Manila</li> </ul>
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## PARTICIPATION IN EVENTS (CONTINUED)

<b>Regional level events</b>	<ul style="list-style-type: none"> <li>• Planning Team and Facilitator, Conference of Leaders of Girls, April 2018, Tagaytay, Philippines</li> <li>• Staff member, 1st Asia Pacific WAGGGS Training Workshop for Myanmar Girl Guides, August 2013, Yangon, Myanmar</li> <li>• Staff Member, 11th Asia Pacific Regional Conference, June 2013, Tokyo, Japan</li> <li>• Staff Member, Partnership Visit to the Girl Scouts Association of Mongolia, April 2013, Ulaanbaatar, Mongolia</li> <li>• Staff Member and Facilitator, Nepal Strategic Planning Workshop, January 2013, Kathmandu, Nepal</li> <li>• Staff Member, Partnership Visit to the Sri Lanka Girl Guides Association, November 2012, Colombo, Sri Lanka</li> <li>• Participant, Asia Pacific Region Fund Development Workshop, July 2012, Kuala Lumpur, Malaysia</li> <li>• Staff, Joint Asia Pacific-Arab Regional Training of Trainers Workshop, November December 2, 2011, Shah Alam, Malaysia</li> </ul>
<b>Global level WAGGGS events</b>	<ul style="list-style-type: none"> <li>• 36th Wold Conference (facilitator-Forum 2017), September 2017, New Delhi, India</li> <li>• Planning Team and Facilitator, Girl Guide and Girl Scout Experience Forum, December 2015, Oman</li> <li>• Planning Team and Facilitator/Staff, WAGGGS Leadership Development Programme Event, October 2012, Tokyo, Japan</li> <li>• Planning Team, Young Women's World Forum 2010, October 2010, Enstone, Oxfordshire, United Kingdom</li> <li>• Planning Team, Pathways to Leadership Project, October 2010, Our Cabaña, Mexico</li> <li>• Planning Team, Planning Weekend for the Young Women's World forum, September 2010, London, United Kingdom</li> <li>• Participant, WAGGGS Leadership Development Program Facilitators' Workshop, May, 2010, Pax Lodge, United Kingdom</li> <li>• Planning Team, Helen Storrow Seminar, April 2010, Adelboden, Switzerland</li> <li>• Planning Team, Juliette Low Seminar, November 2008, Adelboden, Switzerland</li> <li>• Participant, Juliette Low Seminar, September 2006, Sangam, Pune, India</li> </ul>
<b>Other events</b>	<ul style="list-style-type: none"> <li>• Young Living Asia Pacific Regional Convention, February 2018, Kuala Lumpur, Malaysia</li> <li>• 1st World Scout Education Congress, November 2013, Hong Kong</li> <li>• Women Deliver 2013, May 2013, Kuala Lumpur, Malaysia</li> <li>• International Workshop on Resource Mobilisation-Asia, July 2012, Kuala Lumpur, Malaysia</li> <li>• UNFPA Asia Regional Workshop: Programming for Young People- the Framework for Action, November 2009, Bangkok, Thailand</li> </ul>

# BRONWYN HUGHES



Member Organisation	Girl Guides Australia
Nominated by	Girl Guides Australia
Age Group	30-40
Languages Spoken	Fluent English (mother tongue), intermediate Spanish

## PERSONAL STATEMENT

As currently the largest region of WAGGGS, I would like the Asia Pacific Region continue to grow to provide more opportunities for girls of all backgrounds to join the movement and increase its profile as the leading voice for girls and young women in the Region. As a strategic thinker, with experience in developing partnerships, flexible models of engagement, advocacy and working with diverse communities; I hope to bring my skills to support the Region grow.

With Member Organisations (MOs), with different strengths and capacities, I would like to see the Region continue to grow its opportunities for MOs to connect, share, learn and support each other in strengthening the Girl Guide and Girl Scout experience. Having participated in the GG/GS Experience Forum in Oman and supported the Forum at World Conference; I would bring my experience of collaboration, new approaches to connecting via technology, strong youth programming and facilitation skills to assist the Region to become a hub for sharing expertise between organisations.

In the current changing volunteering landscape, in order to grow the movement we need to grow our capacity to recruit and retain the number of dedicated volunteers in innovative and flexible ways. As a member of the Regional Committee, I hope to share my extensive experience in leading volunteer strategy, in developing innovative volunteering models and driving effective volunteer management approaches to support MOs and the Region in the design of effective volunteer mobilisation strategies.

The organisation is only as strong as its leaders. With experience in the new WAGGGS leadership model gained through my involvement in the JLS facilitation training at Kusafiri in Uganda and in supporting and growing the leadership capacity of particularly young women, I hope to be able to support the region and its Mo's in seeing leadership capacity developed at all levels.

## SKILLS AND EXPERIENCE

Through the various roles I have held in my professional life, I have successfully managed projects and programs; working collaboratively with different stakeholders to build organisational capacity, improve operations and drive change to meet strategic goals.

At Australian Red Cross, I have been responsible for the leadership of strategic initiatives regarding the effective mobilisation of a state volunteer workforce of 4500+ volunteers with a focus on increasing participation of young people and making volunteering accessible to culturally diverse and indigenous communities in which we work.

Currently my role focuses on building organisational capacity across the country through the development of volunteer management training, standard operating procedures and resources for use by 600+ staff members and driving continuous improvement in technology and systems use to make volunteering easy, relevant and accessible.

## SKILLS AND EXPERIENCE (CONTINUED)

The success of these different projects, as well as the continuing relationships I have with the people I worked with, is a testament to my leadership skills and my ability to manage change and conflict and effectively influence, communicate and collaborate with stakeholders at all levels.

As Sangam's Program Coordinator, a Juliette Lowe Seminar Facilitator for 2019 and having coordinated Helen Storrow Seminar Pop-Ups for Girl Guides Australia; I am experienced in implementing WAGGGS global programs, the leadership model and the GG/GS Educational Method. I am an ardent advocate of WAGGGS and have represented the movement conducting advocacy and lobbying at COP 16, 17 and 18 of the UNFCCC Climate Change conferences.

I am passionate about building a diverse and inclusive Guiding/Girl Scouting movement to ensure that it is available to all girls and young women and have proven experience in this area as Diversity and Inclusion Officer for Girl Guides in my State. This role included developing strategic internal and external partnerships, flexible guiding models, coaching and mentoring local volunteering teams, and developing training and resources; resulting in a 35% growth of culturally and linguistically diverse youth and adult membership.

I am confident in using social media and digital technology to increase participation and reach existing and new audiences. This has included facilitating new ways to connect with international experiences through leading Girl Guides Australia's Helen Storrow Seminar Pop-Up, managing social media pages, and at Australian Red Cross being a member of a human-centred design team developing the organisation's Digital Strategy Roadmap.

Through volunteering and working for WAGGGS, I have had the opportunity to participate in, learn from and lead teams of volunteers and staff from around the world in a variety of cross-cultural environments. I have a comprehensive understanding of WAGGGS mission, vision and goals and have first-hand experience working with a variety of MOs, including: developing international experiences at Sangam, as a volunteer for Guias de Mexico, with Kenya Girl Guides for Kusafiri and through a project scoping visit to Tonga with Girl Guides Australia and GirlGuiding New Zealand. Having lived at Sangam for 2.5 years, Guiding's home in the AP Region, I have been able to understand and appreciate the strength, uniqueness and diversity of Guiding/GirlScouting.

## PERSONAL ABILITIES AND ATTRIBUTES

I am an energetic and innovative person that thrives in complex, cross-cultural environments. Having lived/ worked on projects in 5 different countries and collaborated with people from many more; flexibility, quickly adapting to new ways of work and taking advantage of opportunities are all areas which I have significant practice in. Working in a strategic role for Red Cross implementing new processes and systems; means that I have needed to employ critical and creative thinking to change current practice, challenge 'it's always been done this way' attitudes and drive an improved volunteer experience.

My professional roles have involved working in mixed teams of volunteers and staff from a variety of backgrounds, whether it be working with Sangam volunteers or at Red Cross, supporting the Youth Advisory committee to advocate for their interests and influence decision making and governance structures. I value and enjoy working in teams and am passionate about creating inclusive environments where all members feel they are valued and can collaborate and participate fully.

Beyond engaging with volunteers in traditional roles, my role at Red Cross has also focused on mobilising young people and the wider community to take humanitarian action on relevant issues such as refugee and migrants, emergency preparedness and social isolation.

I am a confident and well-practised public speaker and facilitator. As Program Coordinator at Sangam and in a variety of other roles for WAGGGS and Girl Guides Australia, I have been fortunate to gain a wide array of experience facilitating in cross-cultural environments in different contexts to varied

audiences. I have presented at many events; highlights including: moderating a panel at Parliament House, delivering interventions on behalf of WAGGGS and the Youth Constituency at UNFCCC COPs, and being a keynote speaker at community events in my role as Young Citizen of the Year for my local government area.



## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

<b>Member Organisation</b>	<ul style="list-style-type: none"> <li>• Resource Leader, (2014 – present)</li> <li>• Olave Program Member (18-30yrs), (2007 – present)</li> <li>• Adult member – Girl Guides Australia (2007 – present)</li> <li>• Helen Storrow Seminar Pop-Up Lead, (2017/18)</li> <li>• Young Women Changing Tomorrow Contingent Leader, Girl Guides Australia Trip to Sangam, (2017)</li> <li>• Diversity &amp; Inclusion Officer, Girl Guides NSW &amp; ACT (Feb 2015 – Nov 2016) STAFF</li> <li>• Guiding Overseas Linked with Development (GOLD) Project Lead (2015 – 2016)</li> <li>• Free Being Me National Project Team (State Coordinator), (May 2014 – 2017)</li> <li>• Events Liaison – State Program Committee, Girl Guides NSW &amp; ACT (August 2014 – May 2015)</li> <li>• South Coast and Highlands Region Team: Advocacy Liaison (July 2014 – 2016); Region Olave Program Liaison (2008 – 2010)</li> <li>• Resource Leader (2014 – present)</li> <li>• Assistant Leader – Guías Mayores (Senior Guides), Distrito Sur, Mexico City; Guías de Mexico (June 2010 – June 2011)</li> <li>• Unit Leader – Mangerton Senior Guides, Girl Guides NSW &amp; ACT (2008 -2010)</li> <li>• Youth Member, (1996 – 2007)</li> </ul>
<b>Regional level</b>	<ul style="list-style-type: none"> <li>• Asia Pacific Region Capacity Building Team (Apr 2019 – present)</li> <li>• Friends of Asia Pacific WAGGGS</li> </ul>
<b>Global level WAGGGS</b>	<ul style="list-style-type: none"> <li>• Juliette Lowe Seminar Hub Facilitator, Thailand 2019 (Dec 2018 – present)</li> <li>• Keeper of the Flame Team/International Service Team, WAGGGS 36th World Conference, (2017)</li> <li>• Program Coordinator, Sangam World Centre (2011-2014) STAFF</li> <li>• Kusafiri Community Action Experience Lead, Kenya (Nov-Dec 2013) STAFF</li> <li>• WAGGGS Delegation Coordinator, UNFCCC COP 18, Doha Qatar, (Nov-Dec 2012) STAFF Community Relations Intern, Sangam World Centre (2010-2011)</li> <li>• WAGGGS Delegation, UNFCCC COP 17, Durban South Africa, (Nov-Dec 2011)</li> <li>• WAGGGS Delegation, UNFCCC COP 16, Cancun Mexico, (Nov-Dec 2010)</li> <li>• Program Volunteer, Nuestra Cabana, (Dec 2008 – Feb 2009)</li> </ul>
<b>Other voluntary positions</b>	<ul style="list-style-type: none"> <li>• Save-A-Mate Volunteer, Australian Red Cross (2018 – present)</li> <li>• Kids, Teens and Camps Program Volunteer, Australian League of Immigration Volunteers, (2009-2010)</li> <li>• Homework Tutor Volunteer, SCARF (Strategic Assistance to Refugee Families), (2005-2007)</li> </ul>
<b>Professional/business appointments</b>	<ul style="list-style-type: none"> <li>• Girl Guiding/Girl Scouting movement Staff roles above</li> <li>• Coordinator – Volunteer Participation (National Projects), Australian Red Cross (Feb 2019 – present)</li> <li>• Australian Red Cross:</li> <li>• Lead, Youth and Community Mobilisation NSW/ACT (Jun 2018 – Feb 2019)</li> <li>• Development and Engagement Specialist: Voluntary Service NSW/ACT (Sept 2017 -Jun 2018)</li> <li>• Youth Engagement Officer, NSW (Dec 16 – Jul 17)</li> </ul>



## PARTICIPATION IN EVENTS

<b>Member Organisation events</b>	<ul style="list-style-type: none"> <li>• Olave Program (18-30yrs) Conferences (attended annually)</li> <li>• Girl Guides AGMs, state Personnel Conferences, Leaders trainings and Adult Member Gatherings (attended annually)</li> <li>• Networking and partner events with external stakeholders including Parliament House lunches, UN Women events, Multicultural Youth Affairs Network, Culturally diverse community celebrations, Local Councils etc.</li> <li>• WAGGGS Free Being Me Training (2014)</li> <li>• Girl Guides Australia Jamborees as an Adult Volunteer (2018/2015/2010)</li> <li>• Local level Youth Events and Camps (attended on a regular basis)</li> </ul>
<b>Regional level events</b>	<ul style="list-style-type: none"> <li>• Asia Pacific Region Capacity Building Team Training, Taiwan, Apr 2019</li> <li>• Girl Guides Australia Delegation, 13th Asia Pacific Regional Conference, Sri Lanka 2019</li> <li>• Asia Pacific Region Capacity Building Team Training, Taiwan, Apr 2019</li> <li>• Girl Guides Australia Delegation, 13th Asia Pacific Regional Conference, Sri Lanka 2019</li> </ul>
<b>Global level WAGGGS events</b>	<ul style="list-style-type: none"> <li>• Kusafiri WAGGGS JLS Facilitators Training, Kampala Uganda, 2018</li> <li>• Keeper of the Flame Team/International Service Team, WAGGGS 36th World Conference, 2017</li> <li>• Girl Guide Girl Scout Experience Forum, Muscat Oman, Nov 2015</li> <li>• ACTIVATE Stop the Violence Facilitators Training, SangamWorld Centre, Dec 2013 (As a Staff Member)</li> <li>• Young Women's World Forum, Nuestra Cabana, 2010 (As a Volunteer)</li> </ul>
<b>Other events</b>	<ul style="list-style-type: none"> <li>• Designing for People – Human Centred Design Training, Huddle Academy (2018)</li> <li>• National Volunteering Conference, Volunteering Australia (2018)</li> <li>• Youth as Agents of Behavioural Change Facilitator Training, International Federation of Red Cross/Red Crescent (2018)</li> <li>• International Humanitarian Action Training/International Humanitarian Protection Training, Australian Red Cross (2017/2018)</li> <li>• Working Across Cultures: Tools and Strategies, Deborah Rhodes (2016)</li> <li>• Working With Young People from Multicultural Backgrounds, Multicultural Youth Affairs Network, (2015)</li> </ul>

## AYA INAURA



Member Organisation	Girl Scouts of Japan
Nominated by	Girl Scouts of Japan
Age Group	40-50
Languages Spoken	Fluent Japanese (mother tongue) and intermediate English

### PERSONAL STATEMENT

The Asia Pacific Region (AP) has 26 Member Organisations (MOs). My hope and vision for the Region is that we all reach almost the same level knowledge and skills of Girl Guiding. For that, I feel the Regional Committee has to research the needs from each MO and has to support them a little bit more and give many seeds.

Five years ago, Myanmar Girl Guides (MMGG) became an Associate Member of WAGGGS. Fortunately, I could join the facilitation team of Leader and Trainer Training for MMGG from the AP 2012 to 2016. After that MMGG did their best to grow their association. They trained new leaders, guides and Bluebirds (Brownies). However, they told me they needed more training by AP when we had meeting on December 2018. They think they do not have enough leaders and enough knowledge yet.

They already have over 40,000 members but lack a complete local girl programme. I think there are many important things, but local programme is what matters most for girls. Because of that, we have to support MMGG more. It's not just MMGG, but also all new MOs. We should do basic training over and over again. And when a new MO comes into WAGGGS we should decide carefully who will take care of them.

I understand and agree that WAGGGS promotes the varied organisational structure of MOs. On the other hand, I feel we have to share more basic skills and knowledge to all MOs. We have to research the needs, what are the problems, what they want to know, how they try WAGGGS programs both with New MOs as well as existing MOs. Then the AP region can improve MOs individually and step up with all 26 MOs.

I feel my skills and knowledge will be useful to the educational programme and leader's training, especially basic training.

### SKILLS AND EXPERIENCE

First, I am an assistant professor at Osaka Electro-Communication University. I have had 17 years career in university teaching mainly "Problem solving theory", "Communication skills", and "Presentation skills". More specifically in "Problem solving" and "Communication" lessons I foster the ability of logical thinking, creative thinking, discussion skills, leadership, and followership. In "Presentation" lessons I train how to plan, make, do and check a presentation. I designed some workshops about those theme for my lessons, and I got good evaluations for my workshop style lessons from my students. I hope my skills and knowledge will be useful to the educational programme and leader's training.

Second, my areas of study are "Educational Technology" and "Cognitive Psychology". My study also helps planning an educational programme. Additionally I think my studies are very useful to brush up existing programme.

## SKILLS AND EXPERIENCE (CONTINUED)

Third I have done a “Peace project” in Osaka Council - Girl Scouts of Japan for 6 years from April 2012 to March 2018. I received the Asia Pacific Leadership Award for this project. Its purpose was to learn about SDGs (and MDGs) and to think “how to make a better world for girls and what we should do for it”. In this 6 years I designed and held eight programmes for Senior, Ranger Scouts (13 to 18 year olds) and Leaders. For these programmes I designed some workshops and games. One of games named “GAT Sugoroku”. Sugoroku is a Japanese board game, it's similar a monopoly. Participants (Senior, Ranger scouts and Leaders) could learn about 8 goals and some themes of MDGs, at the same time they could think “what should we do?” and “what are we doing in girl scouting?” from the game. Incidentally I'm in the Department of Digital Games; however in my lab I also study to design analogue games for education. It means I can help to make educational tools especially the games. Furthermore, I can share my knowledge and programmes I designed about SDGs. I tried in my University to share my knowledge and some programmes and am I'm designing some new workshops. Because my university became a member of Academic Impact (<https://academicimpact.un.org/>) November 2018, I became a member of this project team.

Finally, I am currently in Business School studying for my EMBA (Executive Masters in Business Administration). I hope my new study will help marketing and brand promotion.

## PERSONAL ABILITIES AND ATTRIBUTES

I have the “ability to think both critically and creatively”, and have “strong communication, public speaking, facilitation and presentation skills” because I have 17 years career experience in university teaching. In addition I teach “communication” and “presentation” skills.

In university teaching, as lecturers we have to design and handle all things about the class by ourselves. Moreover, sometimes we have to adapt the class, objects and contents; sometimes we have to make a new class. These are the reason why. First we need to change or renew “Faculty” or “Development” to suit the times. Secondly, these days the university has a variety of students. Therefore, we design and create new contents for education. It cannot be without critical and creative thinking.

I also teach “communication” and “presentation” skills to my students. I need the skills of communication and presentation for my class, and that is why I keep enhancing my skills for them. I joined WLDP in 2012, and am actually using what I learned through WLDP for my lessons.

I joined some International Programmes (International Camps, Leader of Girls Conference Melbourne 2014, WLDP, Arts 4 Change, etc.) When I was there, I experienced some cultural differences and problems. Then I understood it is important to accept cultural differences and to communicate openly. Moreover when I joined the planning team of Leader of Girls Conference Melbourne 2014 and MMGG training, I worked in diverse teams and tried to proceed with our programme by collaborating with each other. These experiences always motivated me to keep on challenging myself.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

<b>Member Organisation</b>	<ul style="list-style-type: none"> <li>• Trainer from April 2012</li> <li>• Chairperson of International Committee of Osaka Council, May 2008 to May 2010</li> </ul>
<b>Regional level</b>	<ul style="list-style-type: none"> <li>• Workshop for AP Regional Conference Young Delegates (Planning team) July 2013 Tokyo</li> <li>• Leader of Girls Event (Planning Team) December 2014 Melbourne</li> <li>• Myanmar Girl Guides Leaders and Trainers Training (Facilitation Team), as Assistant 2013 to 2015, as Trainer 2016.</li> </ul>
<b>Global level WAGGGS</b>	
<b>Other voluntary positions</b>	
<b>Professional/business appointments</b>	<ul style="list-style-type: none"> <li>• Assistant Professor, Osaka Electro- Communication University, Faculty of Information Science and Arts, Department of Digital Games, from April 2018</li> <li>• Ph.D (Informatics)</li> <li>• I'm currently in business school studying for my EMBA (Executive Masters in Business Administration) from September 2018</li> <li>• Lecturer Osaka Electro- Communication University, April 2014 to March 2018</li> <li>• Office Manager, Joint Institute for Advanced Multi-media Studies at Osaka Electro-Communication University ,April 2002 to March 2018</li> </ul>

## PARTICIPATION IN EVENTS

<b>Member Organisation events</b>	<ul style="list-style-type: none"> <li>• AP Regional Conference (Volunteer team), July 2013 Tokyo</li> </ul>
<b>Regional level events</b>	<ul style="list-style-type: none"> <li>• AP Leader of Girls Event 2014, Melbourne ,Australia</li> </ul>
<b>Global level WAGGGS events</b>	<ul style="list-style-type: none"> <li>• WLDP, October 2012 Tokyo</li> <li>• Arts for Change, July 2017 Sangam India</li> </ul>
<b>Other events</b>	<ul style="list-style-type: none"> <li>• International Camp 2005, July 2005 Denmark</li> <li>• International Camp" Liv'07", July 2007 Denmark</li> <li>• Centenary International Camp, December 2016 Hong Kong</li> <li>• International Jamboree "SL2017", July 2017 Denmark</li> </ul>

# KORRAPIN LERTKITTISUK



Member Organisation	Girl Guides (Girl Scouts) Association of Thailand
Nominated by	Girl Guides (Girl Scouts) Association of Thailand
Age Group	30-40
Languages Spoken	Fluent Thai (mother tongue), Fluent English, Basic Finnish

## PERSONAL STATEMENT

### My hopes are:

- It would be fabulous if the AP could have platforms for younger and older members to work and share in order to increase quality of Girl Guiding/Girl Scouting and collaboration within the region. There should be a Membership Development Team to set up working teams, so the volunteers can support the AP's works and strengthen the AP in many different ways. But it is also important to ensure that volunteers can get leadership and development experiences.
- It might be helpful if the AP can create its own research with girls and young women in order to study in Asia-Pacific context and to serve members' needs related to WAGGGS' mission and vision.

### Vision:

Members have more accessibility in quality Girl Guiding/Girl Scouting, and have supportive community where everyone can develop and thrive that strengthen the AP region.

### How do I feel I can contribute to this through the Regional Committee?

- The Regional Committee will be able to start at least online platforms and small teams at the beginning for younger and older members (as the AP has lots of active members who are older than 30) which can be led to be bigger communities or events. Then invite young members in the AP to run those platforms, so they can have full participation with support from the Regional Committee. The Committee can set up working teams, provide them training courses, and mentor them to support works of the AP. For example, communication, membership, and financial teams.
- From my own experience I've done research about non-formal education in different contexts, I can implement the AP to do research in Social Sciences and Education areas. The research-based study would be useful for the AP to find directions to work and serve members' needs.

## SKILLS AND EXPERIENCE

### Leadership and leadership development:

- I have been a Learning Facilitator to offer Enrichment Program training courses to leaders and young leaders in the USA since 2011. Those enrichment courses make them practise leadership skills through the training and practising with the girls. Many participants kept coming back to the training and became facilitators in several departments in the following years. I also learned and practised WAGGGS' Leadership Mindsets from two facilitator training courses with Europe Region and delivered the model to participants at the Roverway 2018, and the Council of Europe which participants implemented the model to create learning tools for leaders.

## SKILLS AND EXPERIENCE (CONTINUED)

### Non-formal education:

- I have used non-formal education methods to deliver sessions and workshops in non-formal and formal education settings, especially when I served as a facilitator. Non-formal education methods are powerful, but it's challenging nowadays since formal education would apply these methods into its setting. From my experience, non-formal education needs to figure out how to handle this challenge and offer learners effective learning experience.

### Diversity and inclusiveness:

- I've studied in the education system in Finland which disciplined us to be open-minded with diversity and to respect the differences. It's not only about cultural diversity that we should be aware of, but also gender, socio-economic status, beliefs, body condition, background, etc. This kind of topic AP members should have opportunity to experience and practise their mindsets. I'm very interested in the inclusive topic as it's related to equality and equity. I try to keep in mind that everyone is human and each of them needs to be respected.

### Data collection, data analysis and/or outcomes research and evaluations:

- I have done a qualitative research on non-formal education and empowerment in different contexts and types of organizations. It employed qualitative interview and participation observation approaches. The data was collected from three different countries, both in person and online.

### Skills/experience in working in international/global/cross-cultural settings:

- Besides serving WAGGGS as a facilitator at international events, I've collaborated with people from diverse background and different age groups most of the time as my personal interests in global issues and international cooperation. I've worked and studied in the USA and Finland for years that has given me wider lens to understand, be able to get along, and continue healthy relationship with people from other parts of the world. It might be challenging sometimes, but we all can take time to learn and get along with it.

### An understanding of the World Association, its Mission, Vision and Goals:

- I have learned and repeated them before serving WAGGGS as a facilitator, and kept in mind when serving and delivering them to my participants. I also supported the participants to apply with their own roles with WAGGGS, and implementation at the events.

### An understanding of the complex and diverse Regional context in the WAGGGS setting:

- I have experience with the Asia-Pacific and Europe Regions which I was working with other volunteers in the regional level. It made me have more understanding on responsibility and role of Regional Committee and how to support members in diverse contexts.

### An understanding of the varied organisational structure of Member Organisations:

- I understand the structure and membership of some MOs in the AP and in term of community-based or school-based settings.

## PERSONAL ABILITIES AND ATTRIBUTES

It is a privilege to get to be a member and to work across Regions, Asia-Pacific, Northern Hemisphere, and Europe that has flourished my potential and given me extraordinary experiences. I found myself and I found best friends along the journey.

I have developed facilitation skills through delivering workshops and sessions with Girl Guides/Girl Scouts and other non-formal education platforms which has assisted me to offer learners effective learning experiences and to increase accessibility in education. An example of this can be found in the report of the Study Session of WAGGGS and the European Youth Centre of the Council of Europe 2017 "Why, How, and What? Youth workers increasing accessibility and quality of non-formal education".

My ability to conduct research-based studies that has prospered from my graduate studies could be useful for educational research production. In addition, my understanding of MOs' different structures: community-based, school-based, and Guides and Scouts combined could contribute to applying good practices for membership recruitment and intension, and membership development.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

<b>Member Organisation</b>	<ul style="list-style-type: none"> <li>National Board Member in 2008-2011</li> <li>National Board Member in 2014-2017</li> <li>Volunteer since 2008</li> </ul>
<b>Regional level</b>	
<b>Global level WAGGGS</b>	<ul style="list-style-type: none"> <li>National Facilitator of Juliette Low Seminar in 2019</li> <li>Volunteer resource pool member since 2018</li> </ul>
<b>Other voluntary positions</b>	<ul style="list-style-type: none"> <li>Learning Facilitator of Girl Scouts of San Jacinto Council, GSUSA since 2011</li> <li>English Language Teacher to migrants and refugees in Finland in summer 2016</li> <li>English Language Teacher to migrants in USA in 2013-2015</li> <li>Trainer for Boy Scouts of Thailand in 2008-2010</li> </ul>
<b>Professional/business appointments</b>	<ul style="list-style-type: none"> <li>Graduate student in Development and International Cooperation Program in Finland since 2015</li> <li>International Tutor in Finland in Spring 2018 and Fall 2016</li> <li>Environmental Educator (Intern) in Nov - Dec 2016</li> <li>Learning Coach with a home-school platform in 2013</li> <li>Learning Area Coordinator in 2012-2013</li> <li>Project Coordinator in 2009-2010</li> </ul>

## PARTICIPATION IN EVENTS

<b>Member Organisation events</b>	<ul style="list-style-type: none"> <li>Roihu Finland International Jamboree 2016 as a Rover Scout Activity Team to plan and offer challenging workshops and learning activities for Scouts age 16-22</li> <li>National Trainer Seminar in April 2014 as a Facilitator to provide sessions and workshops to Thai trainers</li> <li>GOLD Project Thailand in 2008 as a Facilitator to provide life skills training and lesson planning courses with Girl Guides Australia</li> </ul>
<b>Regional level events</b>	<ul style="list-style-type: none"> <li>Roverway 2018 in July 2018 as a Facilitator at WAGGGS Tent to offer WAGGGS' programs and WAGGGS' publications implementation to Scouts and volunteers (I represented Finland at this event)</li> <li>10th Asia-Pacific Regional Conference in July 2010 as an Observer from Thailand</li> <li>Partnership Visit Thailand in 2010 as a host team member</li> </ul>
<b>Global level WAGGGS events</b>	<ul style="list-style-type: none"> <li>Juliette Low Seminar 2019 as a National Facilitator</li> <li>Study Session: Why, How, and What? Youth Workers Increasing Accessibility and Quality of Non-formal Education in 2017 as a Planning Team/Facilitator to support participants to provide training courses and create learning tools, and to assist them throughout the learning process (I represented Finland at this event)</li> <li>35th WAGGGS World Conference in July 2014 as an Observer from Thailand</li> </ul>
<b>Other events</b>	<ul style="list-style-type: none"> <li>Enrichment Program Training for Leaders with Girl Scouts of San Jacinto Council, GSUSA in 2012, 2013, 2014, 2016, 2018 as a Learning Facilitator to provide workshops and training courses to leaders</li> <li>Summer Friendship Event at Our Cabana as a participant, and volunteer at the Food Bank in August 2014</li> </ul>



## PRARTHANA GIMHANI LIYANAGE



Member Organisation	Sri Lanka Girl Guides Association
Nominated by	Sri Lanka Girl Guides Association
Age Group	30-40
Languages Spoken	Fluent Sinhala (mother tongue), fluent English and basic Tamil

### PERSONAL STATEMENT

I would like to see more MOs and young women joining girl guides as it is truly beneficial to become a Girl Guide or a Girl Scout. However, both numbers and quality of programmes are important. Quality to me is defined as building more unity and cohesion between member organizations, programmes for overall holistic health and well-being FOR HER WORLD. As a facilitator I believe unless we have quality programmes, we cannot retain the younger generation, and therefore I will support the AP Committee to develop programmes with my experience in HR, training and Neuro Linguistic Programming (NLP). I have realised that there are lot of projects for girls, but mental health awareness is an area that needs to be addressed. As a psychologist, I see issues which are rising among young women and hope to advocate and raise awareness and implement projects in this regard among MOs. As the Youth commissioner I have worked with many youths in different backgrounds and understand their aspirations and ideas and have an insight into their lives. Therefore, it will be easy for me to support the AP committee and WAGGGS to develop core programmes for youth while supporting WAGGGS Campaigns and support member organizations to train and implement WAGGGS Programmes in capacity building, conflict resolution and leadership.

I would like to discuss having more exchange programmes within member organizations. Also I would support the committee with financial management and fund raising and partnerships with UN agencies and other organizations with my experience of being the Assistant Treasurer of SLGGA and as a person who worked closely with UN Agencies specially UN Volunteers Sri Lanka as a volunteer.

I also look forward to giving my best to develop the region and support the committee in their efforts.

### SKILLS AND EXPERIENCE

Currently as the Assistant Treasurer for SLGGA as a part of the finance team we manage our resources and support the management to carry out programmes within budgets. As the Youth Advisor of IYAP, I advise and oversee accounting of IYAP, support budgeting, documentation for accounting.

As the former Strategic and Partnership Development Director and a Youth Advisor of the International Youth Alliance of Peace (IYAP) I got involved in strategic planning, goal setting and fund development. During my tenure as the Youth Commissioner at SLGGA, we implemented a membership card and a fee for youth. I am also involved in designing of the Rangers hand book in our Association.

My day job involves developing soft skills including leadership for organisations. I have conducted trainings on leadership, counselling and communications skills for Girl Guides and organized leadership development programmes, Youth Forums and workshops. I also follow the WAGGGS GROW Model and leadership model to update my knowledge. I have also provided leadership to SLGGA Youth and my school Guide Company to implement projects.



As a psychologist and a counsellor, I have always influenced clients and supported them to overcome problems and helped resolve conflicts. Also, by being a Girl Guide I conducted a project in an under privileged school to uplift the lives of the children and to have a better environment. I personally intervened and met relevant authorities to help solve some of their problems.

After attending “Lead & Advocate” Seminar in India I started raising awareness on MDG's among the Rangers.

Being a Guide Leader I have been involved in teaching non – formal education and developing skills among young members.

Since I was 8 years old, I have been a Girl Guide and worked with many organizations.

My work involves marketing and brand promotions as I promote programmes and do sales for the Company, I coordinate and communicate with our clients and answer queries of others. Therefore, I have gained experience in marketing, brand promotions, communications and public relations. I also maintain the social media page for my Company and as the Youth Commissioner I supported SLGGA with “OUR” Facebook page and Youth Page.

As a part of my degree programme in Psychology I researched on stress among women in workforce and how they cope up with stress. My research was selected as one of the best research studies at the ICBT Research Symposium in 2018.

While being the Youth commissioner I have had partnership projects and programmes with our internal SLGGA sub-committees and have partnered with external organizations such as UN Volunteers, UNDP, WHO, National Youth Services Council and the corporate sector.

Nevertheless, I have had the opportunity to experience the global and international setting by attending Conferences and trainings in other countries in very diverse cross –cultural settings.

After attending Lead & Advocate seminar, I have always followed the WAGGGS news to understand the World Association and Regional setting and follows the mission, vision and goals of WAGGGS.

## **PERSONAL ABILITIES AND ATTRIBUTES**

I am very open-minded, non-judgemental and flexible when I work. As a Youth activist I work with a lot of young people with different opinions and perspectives. And when we work with adults the way they think is different therefore, we need to balance both sides to work. I am open to new ways of working and opportunities. When I became the Assistant Treasure, it was a new field of work and I took the opportunity and learned the subject. I always try the collaborative approach and think of the other person and that is a part of my personality. I am a good listener and that was why I choose the field of counselling and psychology. I am a person who learns from anyone even if it's a young person. Professionally and personally I try to understand the other person's perspective and think how other person will feel before I talk. As the Youth Commissioner I always appreciate the diverse point of views of others. When my committee members said that we need to open our get together to both genders I spoke to our management and had a fund raiser which was open to public.

In all these organizations I have worked with various demographic groups in our country. To appreciate the cultural diversity, I organized programmes in the school which I was helping for children to understand the various cultures and religions. As the Youth Commissioner I had diverse members in the committee. This was the first committee which had boys.

In 2004 I won a National Award from the Ministry of Social and Cultural Affairs for inspiring young children for the work I did.

I am a facilitator and do public speaking and presenting at programmes and think critically when it comes to strategy.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

<b>Member Organisation</b>	<ul style="list-style-type: none"> <li>• Assistant Treasurer, September 2015 – September 2019</li> <li>• Director Youth September 2012 – September 2015</li> <li>• In charge of Guide Shop May 2015– June 2015</li> <li>• Committee member of the Guide Shop Committee, Uniform/ Equipment Committee, September 2011 –September 2015</li> <li>• Committee Member of the Youth Sub Committee 2007 to 2012 – Secretary</li> <li>• Committee Communication Sub Committee - September 2010 – September 2011</li> <li>• Committee Member of the Guide Sub Committee – 2010-2011</li> <li>• General Council Member 2008 - present</li> <li>• Young member for the National Executive Committee elected of the General Council – September 2009-September 2012</li> <li>• Committee member for the Disaster Management Committee 2005 – 2007</li> <li>• Secretary of the Media Unit of Girl Guides and was involved in publishing the first Newsletter for SLGGA – 2007-2009</li> <li>• Member of the Radio club – 2004 -2007</li> </ul>
<b>Regional level</b>	
<b>Global level WAGGGS</b>	<ul style="list-style-type: none"> <li>• Young Voices of WAGGGS 2008</li> </ul>
<b>Other voluntary positions</b>	<ul style="list-style-type: none"> <li>• International Youth Alliance for Peace – Youth Advisor – 2017 to present</li> <li>• Radio Society of Sri Lanka – Amateur Radio Licensed Holder</li> <li>• International Youth Alliance for Peace – Former Director of Partnership and Development, January 2016 - 2017</li> <li>• Presidential Youth Development Commission – October 2014–2015</li> <li>• V Force member - United Nations Volunteers, UNV Sri Lanka – Team Lead in Projects 2012 -2015</li> <li>• National Youth Services Council, Sri Lanka Commonwealth Youth Forum Volunteer leader – 2014</li> <li>• Old Students Association – School of Media Art &amp; Management – Secretary – 2013 - 2015</li> <li>• Z Club of Colombo, Project By Zonta Club II of Colombo - Director – July 2007 – July 2008</li> </ul>
<b>Professional/business appointments</b>	<ul style="list-style-type: none"> <li>• Process Facilitation Executive, Counsellor, Trainer in Training – Sensei Lanka Pvt Ltd (Sensei International) – January 2015 to present</li> </ul>

## PARTICIPATION IN EVENTS

<b>Member Organisation events</b>	<ul style="list-style-type: none"> <li>• National level Centenary Celebrations – March 2017</li> <li>• Peaceful mind- joyful life programme on the International Youth Day Mental wellbeing – August 2014 – Organizing Committee</li> <li>• Fund Raiser – Organizer – March 2014</li> <li>• SLGGA 1000 days to 100 years 2014 – Organizing committee</li> <li>• Youth Eve - Youth get-together 2013 – Organizing committee</li> <li>• Blood Donation Camp – March 2013 – Organizing committee</li> <li>• Walk on the International Women's Day – March 2015</li> <li>• Stop the violence campaign, awareness programme – 2013</li> <li>• Environmental Star Rating Project 2013- 2014</li> <li>• General Assembly on Stop Violence Against Women and Girls April 2012</li> <li>• “Youth for Change”, Youth Forum August 2012</li> <li>• International Camp of the Differently Abled Branch August 2011 – Volunteering</li> <li>• “Youth &amp; Society” with UN Millennium Development Goals – Youth Seminar – Organizing Committee May 2011</li> <li>• Public Speaking Day 2011 by the Guide Branch – organizing committee, May 2011</li> <li>• “Andaharaya” Youth Talent Show with other Youth Organizations September 2010</li> <li>• Centenary Friendship Circle Assisted April 2010</li> <li>• A Journey of a hundred friends', South to North journey August 2010 – Guide Branch Organizing Committee</li> <li>• All Island Rally 2010 – Organizing Committee</li> <li>• All Island Girl Guides Adventure Sports Festivals 2007, 2008, 2010</li> <li>• Youth Forum 31st October November 2008</li> <li>• Annual AIDS Day programmes 2006 – 2009 – volunteering</li> <li>• “Together we can change our World” - Youth Forum 2008 - Organizing</li> <li>• “Youth of Today, Leaders of Tomorrow” - Leadership Seminar 2007</li> <li>• Jamboree on the Air (JOTA) together with the Radio Society of Sri Lanka and Sri Lanka Scouts Association - 2005 – 2009, 2010, 2012, 2013</li> <li>• Have been involved in most of the event organized by SLGGA</li> </ul>
<b>Regional level events</b>	
<b>Global level WAGGGS events</b>	<ul style="list-style-type: none"> <li>• 35th World Conference of the World Association of Girl Guides and Girl Scouts, Hong Kong – July 2014</li> <li>• Young Women's World Forum 2010, Oxfordshire, UK October 2010</li> <li>• World Association of Girl Guides &amp; Girl Scouts' Lead &amp; Advocate - Leadership Seminar 2007, India – November 2007</li> </ul>

## PARTICIPATION IN EVENTS (CONTINUED)

### Other events

- United Nations ECOSOC Youth Forum – New York – Youth Representative from Sri Lanka – January 2018
- World Conference on Youth, Sri Lanka – Facilitator – May 2014
- Commonwealth Youth Forum, Sri Lanka – Volunteer Team Lead – November 2013
- State of the World's Volunteerism Report 2018: The thread that binds – Launch of the report – Panellist – December 2018
- ICBT Annual International Research Symposium 2018 – Research presenter – December 2018
- #Our2030 Youth Dialogue 2019 organized by UNDP Sri Lanka/ UNDP – January 2019
- United Nations Volunteers, Sri Lanka VAwards, - Recognizing volunteers – organizing Committee – 2013, 2015, 2019
- Foot Steps to Freedom II, A walk around the coast for mental health & suicide prevention – Volunteering - June 2018
- Panel member , Community Development Presentations by Young Leaders organized by UNFPA – November 2017
- #WeAre2030 Youth Dialogue & Youth incubation programme – hosted by UNDP Sri Lanka – November 2017
- IYAP Youth Matters, Youth Dialogue – September 2015
- UN Habitat Conference – Restoring Communities through Homeowner Driven Reconstruction: from post-Emergency to Development – March 2014
- UN World Water Day- Awareness walk and projects – March 2013 – Team Lead in organizing and volunteer handling
- Volunteer commendation for Twinning Schools Programme Finale organized by UNDP – April 2013 – From February to July 2013, part of the core organizing team
- United Nations Volunteers Sri Lanka, Cycling Tour 2014: Volunteering to Make a Difference – November/December 2014
- International Volunteer Day organized by UN, Sri Lanka, 2014, 2015
- National Conference on Volunteerism October 2014
- United Nations Volunteers (UNV) Workshop on 'Youth Volunteering for Development and Peace' in Sri Lanka 2013
- International Youth Day organized by UN Sri Lanka – 2012, 2013
- Delivering a speech at the event to mark the World Humanitarian Day 2013 organized by United Nations, Sri Lanka
- "Using Digital and Social Media to Address Sustainable Development" Earth Day Workshop 2012
- "Youth is the word - World Record Attempt" a Guinness World Record attempt -Volunteer – August 2011
- 1st National Scout Youth Forum - Leadership Seminar – May 2008
- Media Workshop organized by Sri Lanka Queen's & President's Scout Guild – January 2008

# CHEMPAKA EMALIN PAHAMIN



Member Organisation	Girl Guides Association Malaysia
Nominated by	Girl Guides Association Malaysia
Age Group	40-50
Languages Spoken	Fluent Bahasa Malaysia (mother tongue), fluent English, and basic Arabic

## PERSONAL STATEMENT

From 1977 to 1979 I lived in Madison, Wisconsin where I began my life in Girl Guiding as a Brownie with the Girl Scouts of USA. Almost 40 years on, I would like to offer the skills and experience that I have accumulated over the years for the development of girl guiding in the Asia Pacific region as envisioned by WAGGGS. I hope to support member organizations achieve their vision, mission and goals where girls and young women will have quality girl guiding/girl scouting experience that is relevant, exciting, accessible and learner led, which will contribute towards the Region's target of 4 million members by 2020.

I wear many hats in Girl Guiding. I am a leader of units ranging from Brownie Guides to young leaders from the ages of 7 to 20, therefore I understand the intention of WAGGGS to promote the interests of girls and young women. I am also a member of the National Executive Board and a member of the National Trainers Council. I had served in Girl Guides Association Malaysia's Constitutions and Elections Committee, International Affairs Committee and various other committees at National level which has made me aware of the needs and challenges of a member organization.

I had also served in the Working Group of the Friends of Asia Pacific WAGGGS, three years as the Chairman and three years as the Vice Chairman. Thus I understand the needs of and will contribute to the Asia Pacific Region in developing the potential of its 3.5 million members. My specialty lies in governance and structure, program and training which will enable me to match the needs of WAGGGS as an organization in its pursuit to continue being relevant today.

## SKILLS AND EXPERIENCE

### Strategic planning and visioning (developing a plan, goal, or vision for the future):

- As a National Board member, involved in the Strategic Planning Workshop for GGAM in 2013-2018 and 2018-2023 using the Capacity Assessment Tool.

### Governance and/or legal expertise:

- As Head of GGAM Constitutions Committee, revamp of Constitution putting in place the elected National Executive Board. The Procedural Team Coordinator, APRC 2007. As an Advocate & Solicitor of the High Court of Malaya, focus areas include commercial law, intellectual property, drafting agreements, policies, and guidelines.

### Fund development:

- As past Chairman of FAPW Working Group, introduction of new monetary contribution levels and other alternatives to raising and developing funds for the AP Region.

### Financial management, accounting and/or risk management:

- Running national events and managing the national Girl Guide teams for the performing arts with fixed and limited funds, raised funds for the Region beyond the financial target proposed by the AP Committee, oversee finance and operations for family legal firm.

### Leadership and leadership development:

- Have participated and facilitated in workshops on the WAGGGS Leadership Model.

### Positive influencing and advocacy:

- Constant review of the Guiding Program to make it relevant, exciting, accessible and learner led.

**Non-formal education:**

- Implementation of non-formal education in Guiding Units ranging from ages of 7-20 year olds and have produced girls that have achieved awards including the Queen's Guides annually since 2012, using Girl Guiding methods.

**Diversity and inclusiveness:**

- Running community based Open Companies that champions diversity and inclusiveness to cater for girls in schools with no Guide units and engaging mothers as volunteers to be committed to the development of the girls in the Guides program.

**Conflict resolution:**

- As Head of GGAM Constitutions Committee, Legal Team and Partner of Pahamin & Pahamin legal firm, formed the Disciplinary Committee of GGAM, use of mediation, discussion and compromise to resolve conflicts.

**Marketing and Brand promotion:**

- Organized Creative Workshop for Girls with public showcasing to market and brand promote GGAM and attended the 1st International Seminar on Intellectual Property, World Organization of the Scout Movement, in Thailand.

**Communications, public relations and/or social media:**

- Use of technology in internal and external communication, dissemination of information through social media re events and activities taking place.

**Data collection, data analysis and/or outcomes research and evaluation:**

- Experience gained through internal and external surveys pertaining to girls program and leaders training, membership growth, event feedback.

**Information technology tools, systems and applications:**

- Have access to and continuous training on various tools, systems and applications.

**Internal and External Partnerships:**

- Partnership with third parties/ external experts in delivering activities and programs for girls, including programs with other MOs through school units, World Centres, international dance competition in Russia, Green Rangers Malaysia, Tree Theatre Group advocating environmental issues through the performing arts.

**Skills/experience in working in international/global/cross-cultural settings:**

- Studied and worked in the United Kingdom for 12 years in the legal field on multinational/cross cultural/global cases. Attended Regional Conferences and worked with various MOs within the Region and beyond.

## **PERSONAL ABILITIES AND ATTRIBUTES**

Ability to think both critically and creatively: Through managing my family law firm, I have the ability to work with multicultural groups and countries. I specialize and am able to advise on intellectual property, branding, rebranding and merchandising and have the skills to write, organize, negotiate, manage, fundraise, promote causes, think creatively, monitor progress, coordinate, plan and strategize. I have knowledge of governance and management responsibilities Public speaking/facilitation/ presentation is required on a regular basis for work, in addition to mediation and counselling.

A collaborative approach: Collaborative working as part of a team of volunteers and professional staff is important. I am a member of various task force committees for GGAM with a mixture of volunteers and staff. Ability to inspire and mobilise others: My vision as past Chairman for the future of the Friends of Asia Pacific WAGGGS is for the FAPW to be a dynamic and effective fundraising support arm of WAGGGS mission in the Asia Pacific Region for the development of young women leaders.

Ability to be flexible and open to new opportunities or ways of working: I believe in and champion the involvement of girls and young women in decision making. I contribute to the review of the Policies, Organization and Rules empowering girls in decision making at various levels. Delivery and sharing of WAGGGS Programs at all levels.

Strong communication/public speaking/facilitation/presentation skills: Studied and worked in London, Kent (Bachelor of Laws with Honours in the Faculty of Social Sciences, University of Kent at Canterbury, England, 1994) and Newcastle (Master of Laws in International Trade, University of Newcastle Upon Tyne, England, 1998), in the United Kingdom from 1990 to 2002. Travelled for work and leisure to many countries in all the Regions, where I have made connections with their girl guides/girl scouts Associations.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

<b>Member Organisation</b>	<ul style="list-style-type: none"> <li>• National Commissioner for Girl Guides (2013 – 2019)</li> <li>• National Executive Board Member (2013 – 2019)</li> <li>• Vice Chairman, National Trainers Council (2018 – 2020)</li> <li>• National Commissioner for Girl Guides (2013 – 2019)</li> <li>• National Executive Board Member (2013 – 2019)</li> <li>• Vice Chairman, National Trainers Council (2018 – 2020)</li> <li>• Chairman, Country Coordinator, FAPW Malaysia (2008 – 2018)</li> <li>• Legal Counsel (2006 – 2009)</li> <li>• Ex-officio Member, National Executive Board (2006–2009)</li> <li>• Chairman, Constitutions Committee (2006 – 2008)</li> <li>• Member, Elections Committee for the National Executive Board (2007–2009, 2014)</li> <li>• Member, International Affairs Working Group (2007–2009)</li> </ul>
<b>Regional level</b>	<ul style="list-style-type: none"> <li>• Chairman, Friends of Asia Pacific WAGGGS Working Group (2011–2014)</li> <li>• Vice Chairman, Friends of Asia Pacific WAGGGS Working Group (2008–2011)</li> <li>• Procedural Team Coordinator, Member of the Planning Team, Asia Pacific Regional Conference, Malaysia 2007</li> </ul>
<b>Global level WAGGGS</b>	
<b>Other voluntary positions</b>	<ul style="list-style-type: none"> <li>• President, Parent Teacher Association, Seri Hartamas Secondary School</li> <li>• Member, Malaysian All Women's Action Society</li> <li>• Honorary Secretary, Ice Skating Association of Malaysia (2012–2014)</li> <li>• Committee Member, the Tree Theatre Group, Malaysia (2011–2015)</li> </ul>
<b>Professional/business appointments</b>	<ul style="list-style-type: none"> <li>• Legal Panel, Malaysian All Women's Action Society</li> <li>• Advocate &amp; Solicitor, Skrine, Malaysia (2002 – 2004)</li> <li>• Solicitor, Clyde &amp; Co, England (2000 – 2002)</li> <li>• In-house Legal Assistant, International Federation of the Phonographic Industry, England, (2000)</li> <li>• Trainee Solicitor, Masons, England (1997 – 1999)</li> </ul>



## PARTICIPATION IN EVENTS

<b>Member Organisation events</b>	<ul style="list-style-type: none"> <li>• Workshop in governance and WAGGGS leadership development for leaders of the organization 2018 (WAGGGS Training for Girl Guides Association Malaysia)</li> <li>• WAGGGS Advocacy training on Stop the Violence Campaign and U-Report 2018 (WAGGGS Training for Girl Guides Association Malaysia)</li> <li>• National Jamboree of the YWCA-YMCA Guides and Scouts of Norway, &gt;&gt;Futura 2018&lt;&lt; Trondheim, Norway 2018</li> <li>• Management Training Workshop 2017 in collaboration with the University of Nottingham Malaysia</li> <li>• Stop the Violence – Dating Violence Activate Training Program 2015</li> <li>• Free Being Me Training Event and Workshops for Girl Guides 2014-2019 (Planned and facilitated)</li> <li>• A Journey of Friendship and Peace 2013, Brunei Darussalam 2013</li> <li>• 60th North Star Scout Group Jamboree, Hualien, Taiwan 2013</li> <li>• 2nd National Scout Jamboree, Tikauli, Chitwan, Nepal 2013</li> <li>• “An Environmental Journey in India”, Sangam World Centre, Pune, India 2012</li> </ul>
<b>Regional level events</b>	<ul style="list-style-type: none"> <li>• Friends of Asia Pacific WAGGGS Mongolia Support Mongolia Event 2018</li> <li>• Friends of Asia Pacific WAGGGS General Assembly – Taiwan 2008, Korea 2011, Thailand 2014, Brunei Darussalam 2017</li> <li>• Asia Pacific Regional Conference – Malaysia 2007, Nepal 2016</li> <li>• Friends of Asia Pacific WAGGGS Regional Gathering – Maldives 2010, Japan 2013</li> <li>• Asia Pacific Region Workshop on Educational Program and Adult Training, Learning and Development, Philippines 2015</li> <li>• Asia Pacific Conference for Leaders of Girls “Anything’s Possible”, Australia 2014</li> <li>• Friends of Asia Pacific WAGGGS 10th Anniversary Celebration – Taiwan 2010, Hong Kong 2011, Malaysia 2012, Philippines 2012</li> <li>• Inaugural Gathering of Friends of Asia Pacific WAGGGS Australia, September 2012</li> <li>• Friends of Asia Pacific WAGGGS Asia Pacific Region 40th Anniversary, Tagatay, Philippines, November 2009</li> <li>• Friends of Asia Pacific WAGGGS Korea Fund Development Workshop for the Asia Pacific Region, October 2009</li> <li>• Olave Baden-Powell Society 25th Anniversary, Korea 2009</li> <li>• Friends of Asia Pacific WAGGGS Malaysia General Assembly – 2009, 2012, 2015, 2018</li> <li>• Girl Scouts USA Overseas Train the Trainer Course, Singapore, 2006</li> </ul>
<b>Global level WAGGGS events</b>	<ul style="list-style-type: none"> <li>• Girl Guides Association of Malaysia Delegation, World Conference, Hong Kong 2014</li> <li>• Girl Guides Association of Malaysia Delegation, World Conference, South Africa 2008</li> </ul>



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## Other events

- Chingay Parade Singapore 2017, 2018.
  - Seongju International Life Culture Festival, Korea 2017
  - Andong International Mask Dance Festival and Competition, Korea 2016 – Girl Guides Association Malaysia Dance Team placed Third
  - 33rd Weifang International Kite Festival, The Spring of International Folk Art in IOV in China 2016
  - Second International Festival and Competition Super Dance From Folk to Modern in St. Petersburg, Russia 2014 – Girl Guides Association Malaysia Dance Team placed First for Folk Choreography (Ethnic Dance and Stylization) and Jury Award for The Best National Folk Costume
  - The Resource Alliance International Workshop on Resource Mobilisation 2012
  - 1st International Seminar on Intellectual Property, World Organization of the Scout Movement, Vajiravudh Scout Camp, Thailand 2009
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## WINNIE SUI LAN SHE TSUI



Member Organisation	Hong Kong Girl Guides Association
Nominated by	Hong Kong Girl Guides Association
Age Group	60-70
Languages Spoken	Fluent Chinese/Cantonese (mother tongue), fluent Putonghua/Mandarin, and fluent English

### PERSONAL STATEMENT

Desire of “Broaden My Horizon” was put in my personal statement for the election 3 years ago. I treasure the collaborations with my team, Member Organizations and WAGGGS’ professional staff as a present Asia Pacific Regional Committee member. The appointment has made me to understand WAGGGS’ ways of work and granted me opportunities to support the growth of AP Region through the efforts of Member Organizations. The international exposure gained from Partnership Visits, trainings, 36th World Conference as well as FAPW events let me experience the unique culture and diversity of Region. All of the above made me become a more capable candidate for the next term of AP Regional Committee.

I will continue to FULLY commit myself in the development of Asia Pacific Region by energizing the MOs’ governance through young women leadership, with training and financial supports. It does not only offer the succession plans to the MOs, it also nurtures the young ones become the leaders of global issues (say SDG) and equips them with the life skills needed in the national and international contexts. On top of the management recommendations given to those MOs I am taking care of, tailor-made trainings were arranged to Mongolia and Taiwan in the past triennium. Besides, the successful mentorship experience and pleasant relationship with the young leaders in the 36th WoCo has further proved the above developmental direction is the way we should take.

Being the communication bridge between MOs and WAGGGS or even among the MOs, feedbacks on organizational structure and practice as well as resources sharing are very important esp. for those with limited resource/information access. For example, collaboration on Stop Violence project was tried to line up between MOs; my personal network also helped to bridge the gaps between individual MOs and WAGGGS’ new staff team.

### SKILLS AND EXPERIENCE

#### Strategic planning and visioning (developing a plan, goal, or vision for the future) I have:

- Taken part in the formulation of Trainers’ Progress System/Scheme and Commissioners’ Progress System/Scheme of the Hong Kong Girl Guides Association (HKGGA) and the strategic plan of the Association as a Deputy Chief Commissioner.
- Contributed to the strategic planning and visioning of APR as the Regional Committee member.

#### Governance and/or legal expertise:

- Formulated and carried out governance training workshops for the Commissioners of HKGGA.
- Worked with MOs and APR Committee to give advice and support on governance issues during the Partnership Visits, with my 23-year working experience as management staff of HKGGA.

#### Fund development:

- Closely worked with Friends of Asia Pacific WAGGGS on fund development strategy as the liaison person from APR Committee.

## SKILLS AND EXPERIENCE (CONTINUED)

### Financial management, accounting and/or risk management:

- Done planning, checking and approving of annual budget and financial statement reports in different capacities including management staff, Commissioner as well as APR Committee member.

### Leadership and leadership development I have:

- Carried out “Prepared to Learn, Prepared to Lead” Workshops, WAGGGS Leadership Model & mindsets training workshops for Leaders, Commissioners and Trainers of HKGGA, GS Taiwan and GS Mongolia.
- Contributed to the Leadership development plan/training framework of GG Pakistan and GS Mongolia.
- Reviewed the organizational structure & Adult Training Scheme of GS Mongolia, together with the offer of Leaders’ and Trainers’ training.
- Nurtured the Lead & Principal Trainers of HKGGA, by acting as mentor and coordinator in the capacity of Principal Trainer.

### Positive influencing and advocacy:

- I have inspired the young women and Leaders of 4 MOs in the preparation of Forum Session presentations for the 36th World Conference. Close relationship among each other no matters within or outside the Girl Guiding /Girl Scouting business.

### Non-formal education I have:

- Encouraged and supported the MOs in AP Region to review/implement the Educational Programme (EDP), promoted the WAGGGS Global Programmes.
- Provided non-formal education to girls and adults as a Guider and Trainer of HKGGA since 1975.

### Diversity and inclusiveness:

- I have solved the queries raised up by the MOs under WAGGGS’ new organizational staff structure implemented in 2016. Bridged the gap between the parties caused by culture diversity.

### Marketing and Brand promotion I have:

- Introduced AP Projects to FAPW supporters, new members in Country events and FAPW Assembly.
- Supported FAPW - Hong Kong Chapter on membership development and successfully recruited at least 15 new members in a recent year.

### Communications, public relations and/or social media:

- I have promoted WAGGGS’ Mission, Vision & Value Proposition to other NGOs during the Partnership Visits through various meetings and media interview.

### Internal and External Partnerships:

- I have worked closely with Chinese Young Pioneers to build strong working relationship. Encouraged inter action and support for shared programs and training as a professional staff of HKGGA. Been involved in organising the 1st and 2nd Friendship Caravan to China involving HKGGA, Mainland China and international participants.

### Skills/experience in working in international/global/cross-cultural settings I have:

- Completed all the tasks assigned as a working crew in the 36th World Conference, together with international volunteers/staff.
- Served as an APR committee member from 2016-19 in a harmony atmosphere.

## PERSONAL ABILITIES AND ATTRIBUTES

The abilities and attributes required are well demonstrated in the last triennium when I served as an APR Committee member and from the work I accomplished including the Partnership Visits, WAGGGS trainings, 36th WoCo and FAPW events. In fact, my guiding and professional working experience as well as trainer’s background had equipped me with the necessary capabilities.

My friendship network over the APR also proved me as an open-minded and good team player after years of involvement in Guiding. The wide age range and various social backgrounds also illustrated my flexibility and inclusiveness. Love and respect underlay in the BP’s promise and I am proud to say the sisterhood is exactly what I gained from living the Promise.

In my point of view, availability is a crucial factor affecting the performance as an APR Committee member. As a full-time guiding member, I am sure I can continue to carry out my commitment fully in my next term of service and actualize what is planned strategically for the goodness of AP Region.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

<b>Member Organisation</b>	<ul style="list-style-type: none"> <li>Principal Trainer 12/2003 - present</li> <li>Deputy Chief Commissioner (Training) 04/2014 – 08/2016</li> <li>Certified Trainer 1981-2003</li> <li>Guide Section Leader 1975-1980</li> </ul>
<b>Regional level</b>	<ul style="list-style-type: none"> <li>Member, Asia Pacific Regional Committee, WAGGGS, 2016-2019</li> </ul>
<b>Global level WAGGGS</b>	<ul style="list-style-type: none"> <li>WAGGGS Accredited Trainer 1996-present</li> </ul>
<b>Other voluntary positions</b>	
<b>Professional/business appointments</b>	<ul style="list-style-type: none"> <li>Assistant Chief Executive (HKGGA Staff) 1991-2003</li> <li>Prog. &amp; Training Executive (HKGGA Staff) 1985-1991</li> <li>Training Officer (HKGGA Staff) 1980-1985</li> </ul>

## PARTICIPATION IN EVENTS

<b>Member Organisation events</b>	<ul style="list-style-type: none"> <li>Girl Scout Association Mongolia event - Ulaanbaatar, 2018, 2013, 1997, 1996</li> <li>Taiwan FAPW event – Taipei 2018</li> <li>Girl Guide International Camp-Penang, Malaysia 2018</li> <li>Girl Scouts Taiwan “Connect, Grow, Explore, Impact” Workshop – Taipei 2017</li> <li>Girl Scout Mongolia “Prepared to Learn, Prepared to Lead” Workshop-Ulaanbaatar 2017</li> <li>Girl Scouts Taiwan “Prepared to Learn, Prepared to Lead” Workshop–Taipei 2017</li> <li>Girl Scout Mongolia Train-the-Trainers Training – Ulaanbaatar, 2013, 2018</li> <li>National Training-Trainers Workshop - New Zealand 2004</li> <li>Girl Guides Association of Thailand Train the Trainers Training – Thailand 2000</li> <li>International Training for Trainers – Australia 1988</li> </ul>
<b>Regional level events</b>	<ul style="list-style-type: none"> <li>FAPW General Assembly – Brunei 2017</li> <li>12th APR Conference – Nepal 2016</li> <li>APR Workshop “Prepared to Learn, Prepared to Lead” – Philippines 2015</li> <li>2nd AP Friendship Caravan – China 2001</li> <li>1st AP Friendship Caravan - China 1998</li> <li>Sangam World Centre Programme – India 1995</li> <li>The APR Workshop for Advanced Trainers 1987</li> </ul>
<b>Global level WAGGGS events</b>	<ul style="list-style-type: none"> <li>36th World Conference – India 2017</li> <li>OBPS – Hong Kong 2014</li> <li>29th World Conference – Canada 1996</li> <li>28th World Conference – Denmark 1993</li> </ul>
<b>Other events</b>	<ul style="list-style-type: none"> <li>APRC Meeting – Bangladesh 2018</li> <li>APRC Meeting – Taiwan 2017</li> <li>Partnership Visit – Mongolia 2017</li> <li>Partnership Visit – Pakistan 2016</li> </ul>

## MAIYA TWAYANABASU



Member Organisation	Nepal Scouts
Nominated by	Nepal Scouts
Age Group	30-40
Languages Spoken	Fluent Newari (mother tongue), fluent Nepali, Hindi and intermediate English

### PERSONAL STATEMENT

Being born as a woman is a boon. But to prove it we have to overcome many kinds of curses that come our way. Every girl, every woman should feel proud of what they are. I hope WAGGGS can inspire young girls and women to feel special about themselves. WAGGGS being a dedicated international association working for strengthening of girls and women in the world, I am pretty sure it can make beautiful and committed changes. In the next triennium the Asia Pacific Region can:

1. Organize several events for the girls of school going age, high school girls and women to fight against different kinds of violence.
2. Bring many girls who are deprived of school education into education.
3. Make aware and equip young girls and women about developing technologies and their application.
4. Bring many girls into Girl Guiding and Girl Scouting; create forums and platforms for them to develop as young leaders.

I was a brownie, then a girl scout, then a ranger, scout master for several years and finally was serving as a deputy district commissioner in Bhaktapur district of Nepal. I was awarded Leadership Award for District /State leaders by APR WAGGGS 2012. I have beautiful, long and rich memories of scouting. But many who were like me did not continue. Some shared the reasons and some did not. I can give my ears to untold reasons, I can write about them. I can be their voice. I am sure it will help the Region and WAGGGS to know the cause of drop outs, the challenges in maintaining its membership.

I love to work with females and help them spend secured, improvised, independent and skilful lives.

### SKILLS AND EXPERIENCE

Besides being a scout leader for several years, I remained as a secondary level environment science teacher for 10 years. I was awarded best teacher of Environment Science for continuous three years 2009, 2010 and 2011 in my district.

I worked in a local radio station called Bhaktapur FM 105.4 MHz for continuous 12 years as a program presenter. At the same time, I worked for a national radio, Radio Nepal for 2 years and gave voice in English and Nepali for more than 2 dozens documentaries. I produced a radio program about scouting in Nepal for more than 5 years.

The programme named as 'Scout Darpan' meaning a mirror of scouting. The program was composed of international, national and local scouting news. Besides, interviews with scout personnel lured many audiences. I trained many girl scouts and boys scouts and also the scout leaders to produce radio programs and to speak confidently in front of many people. I managed the fund to on air the program. I got help from local organizations, scout units and the schools itself. I, with the help of my colleagues raised funds selling T-shirts, caps, windcheaters, woggles and other stuffs during different scouting activities.

## SKILLS AND EXPERIENCE (CONTINUED)

My passion in media led me to become a publisher and an editor of an educational magazine too. Regular efforts in my interest took to me a reputed media, BBC. I have been working for BBC as a Kathmandu correspondent since May 2016.

I have an experience of working as an interpreter for foreign delegates. Besides, hosting live programs on mass is my other special area of interest. I started becoming master of ceremony earlier than starting a radio program. I am blessed with good presentation skill. I can deliver well in Nepali, Newari and English language. In the due course of time, I have had the experience of hosting numerous local programs, many national and few international programs.

Having a long and rich experience of scouting in Nepal and in communication sector for more than a decade I can be of help to Regional Committee in Non-formal education, enhancing the understanding of the World Association, its Mission, Vision and Goals the complex and diverse Regional context in the WAGGGS setting and the varied organisational structure of Member Organisations.

I can also help in marketing and brand promotion, communications, public relations, social media, leadership and leadership development and positive influencing and advocacy.

## PERSONAL ABILITIES AND ATTRIBUTES

Earlier, I was a secondary level teacher. I am now a journalist by profession. I produce stories for BBC Nepali Service. It includes interviewing people from different walks of life, talking to people on different issues and make comprehensive reports based on them. Learning to ride a scooter is a matter of a great privilege for girls in my country where public transportation is most of the time not up to the expectation. I ride a scooter, record the interviews on my own either in the studio or in my recorder. I often use mobile to record the interviews. To edit long interviews to short and making it meaningful and attractive piece is indeed a challenging thing one has to do.

I feel comfortable speaking to people. I like meeting and talking to new people. I like to listen to their stories. Through their stories, I can learn on my own and pass on good messages to people though writing or speaking. I stay optimistic. I seek opportunities to do good even during hard times.

I lead a media company on my own in my home town. I have been an editor of a monthly educational magazine 'Nuwagi' and an online [www.nuwagi.com](http://www.nuwagi.com) since last 7 years. Finding relevant, new and strong issues every day is indeed a huge challenge in media. But with the help of my colleagues and staff, we have been continuing the company and expanding every year. Besides I can do marketing. I have prepared radio jingles and paper ads for different organizations.

Speaking on mass fearlessly is my ability. I can speak 4 different languages: Nepali, Newari, Hindi and English. I can also help people bring confidence to speak in the mass, produce radio programs and host certain programs in the mass after certain training.

Belonging to a farmer family I have experienced different agricultural practices. I know the cream of working together and staying nature and understanding the nature.

I have always been welcoming to new opportunities to learn and work. If I am elected as a regional committee member, I am sure the region will get a potential member to achieve the goals of WAGGGS in the region.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

<b>Member Organisation</b>	<ul style="list-style-type: none"> <li>Deputy District Commissioner of Bhaktapur since 2010</li> </ul>
<b>Regional level</b>	<ul style="list-style-type: none"> <li>Young Adult Member of APR Programme Sub-committee for the term 2004-2007, WOSM</li> </ul>
<b>Global level WAGGGS</b>	
<b>Other voluntary positions</b>	
<b>Professional/business appointments</b>	<ul style="list-style-type: none"> <li>Journalist, BBC correspondent since May 2016</li> <li>Publisher &amp; Editor of monthly educational magazine 'Nuwagi' and <a href="http://www.nuwagi.com">www.nuwagi.com</a></li> </ul>

## PARTICIPATION IN EVENTS

<b>Member Organisation events</b>	<ul style="list-style-type: none"> <li>Jamborees, Camporees, Scout leaders seminar in the National Headquarter, Lainchour, National Youth Forum, Workshops on first aid, Leadership and Regional Strategic Plan Training, 2011, Adventure Trail Programs, Blood Donation, Pioneering Training, many training and service camps.</li> </ul>
<b>Regional level events</b>	<ul style="list-style-type: none"> <li>21st APR Scout Conference and Youth Forum Brunei 2004</li> <li>5th APR Scout Leaders Summit, 2006</li> <li>5th APR Scout Youth Forum Japan, 2007</li> <li>22nd APR Scout Conference Japan, 2007</li> </ul>
<b>Global level WAGGGS events</b>	
<b>Other events</b>	<ul style="list-style-type: none"> <li>South Asian Children's Forum India, 2009</li> <li>6th International Adventure Programme India 2004</li> </ul>