



# AFRICA

## 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 Africa 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.

Pascaline Umulisa

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 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
Juliana Adade Ofori-Kissi	Ghana Girl Guides Association
Regina Ane Assoko	Federation Ivoirienne du Scoutisme Feminin
Larissa Byll Cataria	Association des Guides du Benin
Jocelyne Sandrine Delgado	Guides du Senegal
Chantal Djebebe Ndjiguim	Association Nationale des Guides de Centrafrique
Jennifer Karina	Kenya Girl Guides Association
Florentina Bernard Mganga	Tanzania Girl Guides Association
Emmie Mpasu	Malawi Girl Guides Association
Lucia Ndanga	Girl Guides of Zimbabwe
Chidiogo Florence Nwankwo	Nigerian Girl Guides Association
Faniry Rakotoarivony	Skotisma Zazavavy Malagasy (SZM)
Roseline Souebele Mayinga	Association des Scouts et Guides du Congo Brazzaville
Rachel Tembo	Girl Guides Association of Zambia

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

### JULIANA ADADE OFORI-KISSI



Member Organisation	Ghana Girl Guides Association
Nominated by	Ghana Girl Guides Association
Age Group	50-60
Languages Spoken	Fluent Asante Twi (mother tongue), fluent English (mother tongue), intermediate German

#### PERSONAL STATEMENT

I vision a formidable Africa Region where most of the Member Organisations are able to give girls and young women quality girls' education at a very minimal or no cost to parents and guardians in the next triennium. I vision an improved curricular tailored to suit the needs of the various MOs and girl groups, and an increased number of MOs in the Region. I envisage an Africa Region that place girls and young women at the centre of all we do.

As a marketer with a wealth of experience on fundraising strategies, I will bring on board an improved funds for the region. Which will cause the cost of learning for girls and young women to drastically reduce to the barest minimum. Various fundraising strategies will be developed to help other MOs financially. My wealth of experience as an educationist will be another asset that will help improve the curricular for quality girls' education in the region. My network, influential and good communication skills will be an asset when it comes to influencing and inspiring prospective MOs (Countries) to join the World Wide Movement aimed at developing to the fullest the potential of girls and young women to become responsible citizens of their communities and the world at large.

#### SKILLS AND EXPERIENCE

I have a wealth of skills and experience in strategic planning and policy formulation. This came to bare when I led my MO with regulations, motivation, and partnerships that integrated all our systems to achieve results. For instance, I initiated the review of the constitution of my MO to WAGGGS standard during my tenure as the Chief Commissioner.

My good lobbying skills led to a partnership with Global Alliance for CleanCook Stoves to address SDG 3 (Good health and wellbeing), SDG 5 (Gender Equality) through Gender and women empowerment, and SDG 7 (Affordable and Clean Energy) by advocating and promoting universal access to affordable, reliable and modern energy services. Beneficiaries of the first phase of the project met with the female caucus of the parliament of Ghana to discuss how to make these energy sources affordable and available to all Ghanaians. Especially, those in the hinterland.

Positive influencing and advocacy is a skill I abound in. This skill aid me to succinctly and effectively direct the energy of any group I find myself in to the goals and objective of the group. This has been a great asset in my work as a Manager and other voluntary work I do. I have a good network within the Africa region, and my harmonious understanding with members of the Africa region and other MOs within the region enables easier and effective communication with all. This resulted in the creation of a pool of personal, operational and strategic network who provide support, feedback insight resources and information that helped me as a Chief Commissioner. This was evidenced when all the candidates I campaigned for during the 2016 Africa Regional Conference won the positions they were vying for.

## **SKILLS AND EXPERIENCE (CONTINUED)**

As a General Manager, I have a good knowledge and skills in financial management, accounting and risk management as it is a skill that enable me prudently manage the company. This skill made my work a success as the Harvest (a fundraising and financial strategies) Committee Chairperson in my church.

I have received a Bachelor's Degree in Marketing, another skill I use daily to ensure the survival of the company I work in. I use this skill to gain more clientele admission to the Training Centre of the Ghana Girl Guides Association – which is a major source of internally generated income for the Association.

I believe in diversity and inclusiveness. As a leader in my Church and my MO I ensured that no one is discriminated against. I encouraged those who are discriminated against and I made every effort to get them involved in activities. I encouraged a lot of the youths (both those with formal education and those without) to get involved in activities of the Association. This resulted in me being succeeded by a youth as a Chief Commissioner – the youngest Chief Commissioner the Association has ever had. I ended my tenure with over 40% of the members of Management Council being youths.

I understand the need for a robust and transparent governance system in WAGGGS, which has led to the formation of World/Regional Conferences as the key decision-making body for the Association which meets triennially. There are Boards, Committees and Working Groups which meet (physical/virtual) to deliberate and make decisions on issues pertaining to the development of the full potential of girls and young women on any part of the globe. As WAGGGS seeks to develop the full potential of girls and young women, it envisages a world where all girls and young women are valued and take action to change the world.

During my tenure as the Chief Commissioner of Ghana Girl Guides Association, my MO together with WAGGGS planned Juliette Low Seminar 2016 without ever meeting physically until a week to the start of the event. I therefore have experience both in how the governance system of WAGGGS works – both virtually and physically, which I together with my MO have adhered to and continue to strengthen.

## **PERSONAL ABILITIES AND ATTRIBUTES**

My years of work as an educationist and manager coupled with my volunteer works has made me a critical and creative thinker. Working with my MO sharpened my creative thinking skills. Critical thinking make me realise when assumed the position of the Chief Commissioner of my MO that the Association cannot rely on external sources as her major source of funding. This led to the renovation and expansion of the National Training Centre to admit more campers and attract a higher social class of clientele – thereby, increasing the internally generated income of the Association.

Though I grew up before the advent of computers and smart phones in Africa, I have been able to adapt and learn the use of these technology tools. I am very agile and take every opportunity to learn new skills. I am flexible and open to new opportunities and ways of working.

I have a collaborative approach and able to work with people of diverse background. This makes me appreciate diversities of opinion, and understand what background experience is informing the opinion and interpretation of each individual.

Good rapport with people and my personality gives me the ability to inspire others positively by motivating, encouraging and directing their interest and energy to achieve goals and objectives.

I have strong communication skills (both verbal and non-verbal) which help me properly articulate my thoughts and opinion to ensure there is always understanding of issues on board.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

<b>Member Organisation</b>	<ul style="list-style-type: none"> <li>• Board of Trustees member</li> <li>• National Training Team Member</li> <li>• Chief Commissioner (Jan, 2010 – Dec, 2016)</li> <li>• National Treasurer (Feb – Dec, 2009)</li> <li>• District Commissioner (2006 – 2009)</li> <li>• Deputy District Commissioner (2000 – 2006)</li> </ul>
<b>Regional level</b>	
<b>World Association of Girl Guides and Girl Scouts</b>	<ul style="list-style-type: none"> <li>• Host Chief Commissioner for the fifth World Centre launch and Africa sub regional conference, 2012</li> <li>• Host for training workshop for Fit for life fit for work project, 2014</li> <li>• Host Chief Commissioner for the Juliette Low Seminar, 2016</li> </ul>
<b>Other voluntary positions</b>	<ul style="list-style-type: none"> <li>• Presbyter, Emmanuel Presbyterian Church of Ghana – Dansoman (2009 – 2015)</li> <li>• Harvest Committee Chairperson, Presbyterian Church of Ghana (2016 – 2018)</li> <li>• District Presbyter, Dansoman District, Presbyterian Church of Ghana - Accra</li> </ul>
<b>Professional/business appointments</b>	<ul style="list-style-type: none"> <li>• Managing Director, Crystal Holding Ltd (Jan, 2006 – date).</li> <li>• Head Teacher, St. Anthony’s School (Sept, 1980 – Dec, 2005).</li> </ul>

## PARTICIPATION IN EVENTS

<b>Member Organisation events</b>	<ul style="list-style-type: none"> <li>• Clean Cook Educational Project, 2015-2017</li> <li>• Annual World Thinking Day Celebrations, 2001 - 2018</li> <li>• Ghana Girl Guides Association Homecoming, 2018</li> </ul>
<b>Regional level</b>	<ul style="list-style-type: none"> <li>• South-South Partnership launch</li> <li>• Africa Regional Conference, 2010, 2013 &amp; 2016</li> </ul>
<b>World Association of Girl Guides and Girl Scouts events</b>	<ul style="list-style-type: none"> <li>• WAGGGS World Conference - Edinburgh, Scotland 2011</li> <li>• Fifth world centre launch and Africa sub regional conference, 2012</li> <li>• Training workshop for Fit for life fit for work project, 2014</li> <li>• WAGGGS World Conference – Hong Kong, 2014</li> <li>• A Movement of Ideas for Growth Results Round Table Meeting - Windsor (England, UK), 2015</li> <li>• Juliette Low Seminar – Ghana, 2016</li> </ul>
<b>Other events</b>	<ul style="list-style-type: none"> <li>• Girl Scouts Summer Camp – United States of America, 2010</li> <li>• Giggles Summer Camp – Hornby Laithe (UK) 2013</li> </ul>

# REGINA ANE ASSOKO



Member Organisation	Federation Ivoirienne Du Scoutisme Feminin
Nominated by	Federation Ivoirienne Du Scoutisme Feminin
Age Group	20-30
Languages Spoken	Fluent Abbey (mother tongue), fluent French and basic English

## PERSONAL STATEMENT

My hope is to see the mission of WAGGGS, which is full of meaning and action, continue to be spread to wherever there are young girls, girls and young women, across the four corners of the Africa Region, so that it can become a strong and dynamic Region in all areas; with all Member Organisations involved in the process of development and leadership.

The vision aims to reach and value all members. I would like to see the Region crossing the border into new countries to register new members, who will benefit from the advances they can make through WAGGGS in terms of their personal development and empowerment.

Also, when succession planning is implemented, young people are more involved in the function of their Member Organisations. And my experience would be an asset for the hopes and visions for the Africa Region. For example, my time as a volunteer at the CKNF (Centre Kimou N'guessan Faustin) helped to transform girls who have dropped out of school and single mothers who have lost their taste for living, into young women who are determined to be independent.

And to lead more young people to be able to trust in their abilities and to create change, by accepting that they have to face difficulties during their missions but by facing them and turning them into challenges, by promoting Girl Scouting. My first year as Chair of the Youth Committee was an honour, but when it was time to face various missions, I have to say that I almost gave up because each one had its difficulties, but thanks to the project framework and with time, I acquired enough experience, I made it, and I ended up completing two terms.

How? By creating a youth platform to share about our internal realities which limited our choices. And with these results of best practices, that has benefited us, and helped other young people not to give up any more, and has also helped more young people to be interested in joining the succession planning process to ensure the sustainability of Girl Scouting.

## SKILLS AND EXPERIENCE

My sense of leadership determines my capacity to take initiatives to express my ideology that others also adhere to, so that together we achieve a common and positive goal. This process has allowed me to have influence during the implementation of succession planning, to separate the training programme to promote non-formal education.

My proficiency in my work experiences in national and international environments is owed to my talent for encouragement, cultural intermingling and discovering about other people.

From age 16 to 18 (2006-2008) I ran the CKNF library for the cubs every other Saturday.

Also, from age 21 to 23, I took a month of leave from university to lead a menstrual hygiene module for people visiting the CKNF, one branch of Girl Scouts.

## **SKILLS AND EXPERIENCE (CONTINUED)**

In 2014 and 2018 I was a member of the site management team for the construction of dormitories, particularly responsible for managing the timeline of the work and monitoring the activity, and in 2018 in reporting the cultural intermingling of international solidarity for the routières (explorer) branch.

That decision to become a better person on an international level led me to Sangam (India) in 2015, and my work there consisted in looking after children in a small childcare centre for parents who work on construction sites. This volunteer experience helped me to acquire strategies relating to educational programmes, based on non-formal education. From there, I became a member of the Educational Programme team for the Green branch in the current leadership team of ELAICI (Eclaireuses Laïques de Côte d'Ivoire).

I discovered Girl Scouting through the CKNF (Centre Kimou N'guessan Faustin) and the participation of countries and structures who contributed to make that a reality, and since then I have understood that it is an opening onto the world and therefore an opportunity in every moment to make Guiding known through activities and projects that garner the attention of potential investors and backers.

As Chair of the Youth Committee of my Federation, I worked on succession planning to encourage young people to take on decision-making positions. This was a good experience for me in supporting and developing leadership in other people.

It was in 2012 that I became truly interested in IT, the internet with its global gateway and its ability to connect to the world as well as its importance in improving efficiency at work, but also its difficulties. That led me to take part in the WAGGGS SURF SMART project, from which I learned a lot. Today I promote my leadership through social networks and manage pages on the internet. IT tools are undeniably useful assets in my university studies, making my research easier, etc.

Currently for our results to be effective, they require a diverse communication system that we have to learn to manage in order to become a leader who can effectively manage projects and matters related to the Africa Region. In addition, it is important to benefit from international skills, experiences and exchanges in order to know one another better, to better understand and to work more effectively to grow the Africa Region.

## **PERSONAL ABILITIES AND ATTRIBUTES**

I am a young girl who wants to live my leadership to the full, while also wishing to have people around me who can help me to develop, and that I may also influence in return.

I love overcoming creative and innovation challenges, by constantly meeting other people who are hiding treasures that I long to discover.

Among the skills I have to offer are my good spirits, and my ability to work on my own as well as in a team. Speaking in public is an asset and also allows others, through my informed leadership, to have confidence in their own capacities and assert themselves. My determination to move forward, to work hard to attain my goals and the goals of the team, would be great for the Africa Region in terms of carrying out its triennial projects and in terms of regional development. My capacity to strive for a job well done has always led me to share my points of view and opinions, and also to listen to other people in order to also learn from them. I like to work in an atmosphere of solidarity, sharing, of working together to succeed despite the obstacles to be overcome and the challenges to be faced. All the experiences in my life inside and outside Scouting have helped me to grow as a person, as well as being things to share with other people in a spirit of friendliness and sharing. Girl Scouting has made me an open person, by sharing experiences and discovering new methods that are beneficial both for me and for others.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

<b>Member Organisation</b>	<ul style="list-style-type: none"> <li>• Member of the ELAICI National Team, responsible for the educational programme, since 27 January 2018.</li> <li>• Federal Commissioner for Communications, since 1 December 2018</li> <li>• Chair of the Youth Committee 2015-2018</li> <li>• Member of the Succession Planning Team of ELAICI from 2012 to 2018</li> </ul>
<b>Regional level</b>	
<b>World Association of Girl Guides and Girl Scouts</b>	
<b>Other voluntary positions</b>	<ul style="list-style-type: none"> <li>• Member of the WAGGGS volunteer pool since 2017</li> <li>• Sangam World Centre Volunteer in July 2015</li> <li>• CKNF Volunteer for early childhood education in 2016 and 2017</li> </ul>
<b>Professional/business appointments</b>	<ul style="list-style-type: none"> <li>• Work in the ADAT group for social and cultural activities and environmental protection since 2017</li> </ul>

## PARTICIPATION IN EVENTS

<b>Member Organisation events</b>	<ul style="list-style-type: none"> <li>• BUFACI South-South partnership forum in Benin in August 2013</li> <li>• Surf-Smart training (introduction to internet and its safe use) in 2014 at the Federation's Headquarters</li> <li>• First National Leaders Camp (CDL) in August 2015</li> <li>• BUFACILI South-South partnership forum in Cote d'Ivoire in August 2016</li> </ul>
<b>Regional level</b>	<ul style="list-style-type: none"> <li>• 5th Africa Region Conference in 1998 in Cote d'Ivoire</li> </ul>
<b>World Association of Girl Guides and Girl Scouts events</b>	<ul style="list-style-type: none"> <li>• 36th WAGGGS World Conference in India in September 2017</li> </ul>
<b>Other events</b>	<ul style="list-style-type: none"> <li>• 8th Francophone Games in Cote d'Ivoire in 2017</li> </ul>



# LARISSA BYLL CATARIA



Member Organisation	Association des Guides du Benin
Nominated by	Association des Guides du Benin
Age Group	30-40
Languages Spoken	Fluent French (mother tongue), fluent English, fluent Mina, intermediate Fon, basic Swahili, basic Kirundi, and basic Spanish

## PERSONAL STATEMENT

I am very passionate about matters relating to gender, girls' education, innovative leadership, entrepreneurship, communication, protection of the environment and humanitarian actions, such as: the development of women in the promotion of peace, health and advancement in female leadership as a powerful resource to build a better world.

Aware of the challenges facing the African continent, I would like to commit for the next three years to serve on the Africa Committee in order to lead Guiding/Girl Scouting to attain its highest goals, particularly membership growth by giving more girls and young women the opportunity to benefit from our programmes and more than anything, and also by contributing to the attainment of the Sustainable Development Goals.

In fact, my skills and experience in data collection and treatment would help us to propose models and solutions that take into account the real needs of our Region while creating a results-based management framework.

We will continue to promote an environment for learning; while facilitating the development of personal and collective skills within our MOs and across our Region in general; and together with the other members of the Committee, we will participate effectively to create an environment based on teamwork, sharing information, collaboration and cooperation, both between the members but also with other partners.

Also, on the basis of my expertise in communication, I am ready to ensure the exact entry and sharing of information at the optimal moment for the benefit of the MOs but also to allow partners to be informed of news from within the Region, and of course using the different social platforms available to us, particularly Facebook, Twitter, websites, etc...

## SKILLS AND EXPERIENCE

A professional consultant in communication, marketing and management, I am the co-founder of 3hi Africa, an organisation whose vision is to create a space where expertise and networking generate growth and change in our communities. My skills are in the areas of organisational development, leadership development, and digital content creation. I bring seven years of experience in communication and marketing and three years of experience in monitoring and evaluation within this organisation. A part of my work in this firm is helping to improve the image and visibility of 3hi Africa by developing its visual identity and by actively developing its presence on all social platforms, I have also designed a website for the organisation ([www.3hiafrica.com](http://www.3hiafrica.com)). Within 3hi Africa, I have also participated in the development of growth strategies for the organisation and the development of proposals responding to the true needs of our clients, taking into account the data that we have been able to collect through a market study.

I have also participated in the organisation of several events relating to the Sustainable Development Goals (Art Through the Lens) and I documented stories for a piece of social research conducted by 3hi Africa which led to

## **SKILLS AND EXPERIENCE (CONTINUED)**

an exhibition and conferences on the theme “Redefining development in the 21st Century through a gender goal”, promoting women in predominantly male industries and men in predominantly female industries (<https://www.facebook.com/3hiconsulting/>).

A member of this global and diverse organisation since I was 8 years old, WAGGGS has allowed me to develop a sense of commitment, to strengthen my leadership skills, etc. As part of the Guide Association of Benin, I have been able to contribute to developing a succession plan and a communication plan, to annual activity programmes, strategic plans, project plans and others.

As a matter of fact, since 2013, I have acquired skills and work experiences in international and intercultural environments, particularly in Kenya, Rwanda and Burundi, among others. And since July 2016, I have been a member of the WAGGGS Africa Committee and this has been an enriching experience for me in the sense that I have been able to contribute actively to developing and implementing the Africa Region strategic plan and operational plans, and one thing I am proud of is having contributed to growth in the visibility of the Africa Region on social media thanks to the excellent work of our Member Organisations.

We have been able to reach more than 30,000 people thanks to these publications.

A passionate photographer, my experience and professionalism have also allowed me to create an image bank for the Region thanks to the moments that I have been able to capture during the activities and events that I have been able to participate in over the last 2 years.

I can talk about my progress both socially and professionally, today I am proud of both of those and I would like to be a part of doing my best to serve the Africa Region.

## **PERSONAL ABILITIES AND ATTRIBUTES**

The experience I have acquired within the movement and during my professional development to date has helped me to build my personality and develop my abilities:

To clearly communicate my vision, to maintain balance within the group I belong to by learning to listen to others and understand them, to inspire my fellow team members, to show mutual respect, to dare to persevere even in adversity, to think critically and creatively thanks to my capacity for seeing things from different angles and for appreciating various points of view, to always remain enthusiastic when faced with challenges, to know how to change and adapt to circumstances and changes, to show flexibility and be open to new opportunities or working methods, and above all, I have learned to work in a diverse environment, especially culturally diverse, for having been able to travel to different countries.

I was also able to develop a sense of responsibility, to drive change within a group by inspiring and mobilising the other members of the team, to stand out from the crowd, to inspire the people around me, to build a team by achieving goals by creating more leaders, especially young people. My strong communication skills have also allowed me to prepare training sessions and lead them, to speak in public, and to give presentations. I realised in my professional and personal lives just how important it is to help other young people to grow up by taking on their responsibilities while offering them this platform where they can bloom and develop their skills.

And as a young African leader who has great dreams for Africa; I add value by planting seeds in people’s lives.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

<b>Member Organisation</b>	<ul style="list-style-type: none"> <li>2012 – 2015 : International Commissioner, Deputy Chief Commissioner and member of the training committee</li> </ul>
<b>Regional level</b>	<ul style="list-style-type: none"> <li>Member of the Africa Committee (2016-2019)</li> </ul>
<b>World Association of Girl Guides and Girl Scouts</b>	<ul style="list-style-type: none"> <li>Volunteer at Pax Lodge – November 2008 to April 2009</li> </ul>
<b>Other voluntary positions</b>	<ul style="list-style-type: none"> <li>Coordinator of the project : Your Dream In A Shoot (<a href="http://www.3hiafrica.com/your-dream-in-a-shoot/">http://www.3hiafrica.com/your-dream-in-a-shoot/</a>) This project aims to offer children the opportunity to discover their potential, to take the time to dream and be able to talk about it. This project also aims to raise awareness among the different actors on the situation of these vulnerable children by encouraging them to contribute to realising the dream of these children. Founder of this project, since 2015 I have been coordinating and implementing several projects, within the limits of the budget and scope. I also monitor all the aspects of the different projects.</li> <li>(2013 – 2016) – African Union volunteer Deployed as a professional volunteer to FAWE in 2013, I served as communication officer for almost three years. My work principally comprised improving FAWE's public image, increasing its visibility, developing and implementing communication toolkits for the organisation, and increasing and maintaining external communication. Some of the responsibilities I held were to manage and update the website; manage and update FAWE's social media; draft, create and design the layout of promotional and educational materials; implement the communication and information plan for the FAWE Executive Director; and draft, publish and share FAWE's best practices; among other things.</li> </ul>
<b>Professional/business appointments</b>	<ul style="list-style-type: none"> <li>January 2018 to date – Consultant with 3hi Africa (<a href="http://www.3hiafrica.com">www.3hiafrica.com</a>) I contribute to the management of the company as Co-founder. I am also responsible for communication and event planning for 3hi Africa, particularly Art through the lens. In parallel, I contribute to budgeting, scope and planning of various projects in order to ascertain risks and carry out a qualitative and quantitative analysis of those risks. I am also responsible for the communication and marketing portfolio of 3hi Africa, including photography and production of videos, the management and creation of content for social media, the website, and information bulletins.</li> <li>From November 2017 to January 2018. Review of the effectiveness of Misesan Cara educational projects in six countries, all working towards equal rights for girls to education. This evaluation focused on the analysis of the effectiveness, sustainability and impact of various projects. The evaluation consisted of appreciating the work of Misesan Cara's Member Organisations within Africa.</li> <li>July to September 2017 External evaluation of the work of DefendDefenders over the last five years (2011-2016), a project financed for the promotion and protection of human rights defenders in Africa. This evaluation aimed to evaluate the effectiveness, relevance, efficiency, impact and sustainability of DefendDefenders by identifying the strengths and weaknesses of their programmes in order to improve the design of DefendDefenders' operations and programmes of in the future.</li> </ul>

## PARTICIPATION IN EVENTS

<b>Member Organisation events</b>	<ul style="list-style-type: none"><li>• Participation in sub-regional camps as part of the South-South partnership between Nigeria, Ghana, Togo and Benin (NIGHATOBE)</li></ul>
<b>Regional level</b>	<ul style="list-style-type: none"><li>• Regional Conference in Madagascar – June 2010</li><li>• Regional Conference in Nigeria – in August 2013</li><li>• Regional Conference in Kenya – in July 2016</li><li>• Training workshop for Chief Commissioners held in Rwanda in 2017</li></ul>
<b>World Association of Girl Guides and Girl Scouts events</b>	<ul style="list-style-type: none"><li>• WLDP training workshop, Pax Lodge, London – May 2008</li><li>• Fund development seminar in Togo – in August 2012</li><li>• 5th World Centre event (Prepared to Learn, Prepared to Lead) – in August 2015 in Benin</li></ul>
<b>Other events</b>	<ul style="list-style-type: none"><li>• World Thinking Day 2017 and 2018 in Rwanda and Burundi</li></ul>

# JOCELYNE SANDRINE DELGADO



Member Organisation	Guides du Senegal
Nominated by	Guides du Senegal
Age Group	30-40
Languages Spoken	Fluent French (mother tongue), fluent English, fluent Wolof, intermediate Spanish, and intermediate Portuguese Creole

## PERSONAL STATEMENT

In respect of the system of progression within Guiding, and “always being prepared to do my best to serve”, I would like to put the skills, leadership and Guiding and professional experiences, nationally and internationally, that I have acquired since I was young, at the disposal of the WAGGGS Africa Region, in order to give a voice to all young girls and young women in Africa.

My dream for Africa is an Africa where every MO is strong, independent, with leaders who are equipped, and where every girl, thanks to Guiding/Girl Scouting, discovers and develops the leader she has inside her. With that in mind, I offer my relevant knowledge and skills to the service of Africa. I will try to develop sharing of best practices, among other things.

Having benefited from a Guide education, and convinced of its value both personally and for a community, I would like to continue to work in the Region so that as many Africans as possible become Guides and I would also like to use my knowledge of the Portuguese and Spanish languages to enter those countries that speak those languages, such as Guinea Bissau, Equatorial Guinea, Cape Verde and Angola, in accordance with the guidelines and priorities of the Region.

We should develop more partnerships with international organisations and consolidate existing partnerships. We should continue our work to strengthen leadership at all levels (according to WAGGGS’ new leadership model) and advocacy, learning about and acting on the problems that are affecting young girls and young women.

In that, the message from our founder Baden-Powell, “Leave the world a little better than you found it” is, and will continue to be my leitmotif.

## SKILLS AND EXPERIENCE

Concerning strategic planning and vision, during my role as Regional Commissioner and National Commissioner, I have had to develop annual plans and programmes, and I have participated in developing a training plan for Guides and national strategic plans. As a member of the Africa Committee, I participated in developing the Africa Region strategic plan. In my professional life, I have had to develop procedures and a workplan and conduct strategic planning for all the actions to be undertaken, as well as determine the vision with managerial staff.

For governance, my positions of responsibility in the Association. And professionally, the management of programmes for which I was responsible. My legal expertise relates to rights in town planning and construction (course on construction law during my university studies).

Currently a member of the Africa Committee, with the related roles and responsibilities.

Concerning fundraising, I have received training in that regard from WAGGGS and I have put this into practice

## **SKILLS AND EXPERIENCE (CONTINUED)**

in the service of my Member Organisation and the Region. Professionally, I have held positions where I was in charge of financial management and risk management in construction (preparing budgets and responsible for all financial tasks (contact with banks, suppliers and clients, employee payments) for the construction projects at my firm).

Regarding leadership, I took part in trainings on leadership and I have trained others on that subject. In my Member Organisation, I delivered sessions on leadership. My involvement in training in my country has enabled me to train a large number of leaders and commissioners and to develop their leadership in my country. In Africa, I have also run sessions on leadership in countries I have visited. I am familiar with WAGGGS' new leadership model and I had the opportunity during Africa Committee meetings to learn more about it and learn skills in that regard, and to put them into practice.

Concerning positive influence and advocacy, I received testimonials from young sisters and people around me in my country and abroad that say that I am a role model for them. I have also taken part in advocacy activities on questions that affect young girls and women.

For marketing: I took a course on this during my university studies (in the field of construction) and I attended a session on this during a WAGGGS event.

Participation in international seminars, volunteer in world centres, member of the planning team for regional events.

Participation in the development and implementation of the G4G project "Girl for Girl opening doors" in Kenya. "The idea of this campaign is to raise enough money over 12 months to contribute to a sustainable project which will provide cheaper sanitary towels in the community, which in turn will enable more girls to go to school. All proceeds from the project will be invested through FOL's Health programmes in schools to provide latrines and facilities for girls. It will also be coupled with a hygiene/health education programme. This programme has 5 core principles - sustainability, educational opportunities, hygiene and sanitation, cost-effective, environmentally friendly."

My responsibilities as a member of the Africa Committee have enabled me to consolidate, better understand and acquire more knowledge and skills about WAGGGS and the Africa Region.

## **PERSONAL ABILITIES AND ATTRIBUTES**

For me, teamwork is vital. It is based mainly on the principles of freedom of expression, respect for others, a feeling of responsibility, of carrying out your tasks within the team so that the whole project can move forward, of communication, and also of wanting to find consensus in decision making in order to attain the objectives and goals set as part of a strategic plan.

In terms of skills, I know how to listen, take on board the point of view of others, and lead people to making the best decision for everybody.

Concerning skills for cross-cultural work, my experience as a volunteer at Our Cabaña and Sangam helped me to practice my linguistic skills in Spanish and English, as well as my leadership. That also helped me to demonstrate flexibility and opened me to new ways of working.

Regarding objectivity: knowing how to adjudicate situations on an impartial basis, even if I have a personal interest. My perseverance in terms of effort, my ability to listen, my openness of spirit, my critical thinking, my creativity, and my desire for a job well done, are some of my strengths, which have been noted by my superiors. My curiosity and my desire for continual learning and knowledge have led me to be well-informed through the internet and other media regarding Africa's economic and political situation.

In my professional environment, just as in Guiding, I have had the opportunity to work in a diverse cultural environment and to learn from others.

As a member of the planning team for regional and national events, I have had to prepare and give presentations in French and English in front of groups of people. I have communication skills and know how to speak in public.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

<b>Member Organisation</b>	<ul style="list-style-type: none"> <li>• International Commissioner 2013 to 2016</li> <li>• National Commissioner for Guide ainée (Rangers) 2010 -2013</li> <li>• Centenary Ambassador</li> <li>• From 2006 to 2009 Regional Commissioner for Guides ainée, Dakar</li> <li>• From 1999 to 2006, Leader of Guides ainée and Ménie, member of regional leadership team for the Guides ainée branch</li> <li>• Since 2009, member of training team</li> <li>• National assistant for communication and visibility of the association, 2010-2016</li> </ul>
<b>Regional level</b>	<ul style="list-style-type: none"> <li>• Member of the Africa Committee since 2016</li> </ul>
<b>World Association of Girl Guides and Girl Scouts</b>	<ul style="list-style-type: none"> <li>• Member of the Rapid Response Team responsible for new countries (Niger, Gabon and Comoros)</li> </ul>
<b>Other voluntary positions</b>	<ul style="list-style-type: none"> <li>• Programme Lead for Young Leader Network of Senegal 2010-2013</li> </ul>
<b>Professional/business appointments</b>	<ul style="list-style-type: none"> <li>• Civil Engineer since 2004</li> </ul>

## PARTICIPATION IN EVENTS

<b>Member Organisation events</b>	<ul style="list-style-type: none"> <li>• BUFACILI training for trainers camp, Ouagadougou-Burkina Faso, August 2015, NLDP facilitator</li> <li>• Since 2009, member of the planning team for leader training camps every August or September in Senegal</li> <li>• Camp for 1st, 2nd and 3rd leader training sessions, Senegal, 2007-2009.</li> </ul>
<b>Regional level events</b>	<ul style="list-style-type: none"> <li>• Induction for Chief Commissioners in the Africa Region</li> <li>• Rwanda (planning team member) 22 to 28 July 2017</li> <li>• Africa Committee Meeting from 2017 to present</li> <li>• Regional Conference in Kenya 2016</li> <li>• NLDP seminar in Kenya October 2014</li> <li>• Regional Conference in Nigeria 2013</li> <li>• Leadership and fund development seminar in Togo, July 2012</li> <li>• Leadership trail in Africa, Nairobi Kenya November 2010</li> <li>• Training for trainers French speaking Africa Region, Dakar – Senegal September 2008</li> </ul>
<b>World Association of Girl Guides and Girl Scouts events</b>	<ul style="list-style-type: none"> <li>• World Conference in New Delhi India 2017</li> <li>• Volunteer in Sangam, November 2016 to January 2017</li> <li>• Member of the planning team for Sangam's 50th birthday 2013 to 2016 as programme assistant</li> <li>• Volunteer at Our Cabaña, September to November 2012.</li> </ul>
<b>Other events</b>	<ul style="list-style-type: none"> <li>• 1 to 3 July 2007, 9th Summit of Heads of State and Governments for the United States of Africa, in Ghana. Member of the youth delegation accompanying the President of the Republic of Senegal, His Excellency Mr Abdoulaye Wade ; Guide (Girl Scout) representative on that delegation;</li> <li>• 2001 World Youth Forum in Senegal.</li> </ul>



# CHANTAL DJEBEBE NDJIGUIM



Member Organisation	Association Nationale des Guides de Centrafrique
Nominated by	Association Nationale des Guides de Centrafrique
Age Group	40-50
Languages Spoken	Fluent Sango (mother tongue), fluent French (mother tongue), and fluent English

## PERSONAL STATEMENT

I would like to become a member of the Regional Committee with the hope of sharing the experiences and skills I have acquired in the areas of leadership and non-formal education, as well as conflict resolution and others, both from my professional environment as well as from Guiding. I share the vision of WAGGGS, which is that all young women are valued and take action to change the world, by enabling them to develop their fullest potential as responsible citizens of the world. To this end, I would like to see the Africa Region rise up, capable of developing strategies for the fulfilment of young African women.

My contribution would firstly be the development of strategies with the rest of the Team, together developing plans of action (creativity) with the related activities in order to help the Region to move forward. A strategy, by definition, is a set of coordinated actions or the method used to coordinate plans of action in order to reach a predetermined goal, either in the short or the long-term. Therefore, together we can transform ideas into a plan of action, for example.

Together, I would propose engaging activities for example, in the development of educational programmes for each Member Organisation... Together, we will implement a membership growth strategy.

I would also put forward programmes to raise awareness in some areas of health (combating malaria & sexually transmitted diseases) to make the girls talk. All this in order to bring positive results across the Region.

My motivation comes from idealism, from being human, and from the institution itself. It is based on the human perspective of teamwork and on sharing social relationships.

## SKILLS AND EXPERIENCE

As a trainer/facilitator in my Association, I have some capacity and knowledge of facilitation and I have the desire to grow those skills. I also have expertise and experience of leadership that I would like, alongside my skills and knowledge of leadership, to put into the service of the young girls and women of the Africa region and to share with others. Also, the WAGGGS online learning platform (GLOW) inspired me a lot; I have shared it with the Guides in the Central African Republic who have also started that learning process which is essential for our young leaders with regard to one of the pillars of WAGGGS, i.e. non-formal and intercultural education. In the area of facilitation, I have knowledge and skills in the areas of facilitation and leadership: I learned this during the NLDP facilitator training in Kenya from 24 October to 1 November 2014. I also learned it through my training as a teacher and researcher. As a trainer, I have trained many managers and Guide leaders (chiefs) within my Association where I was responsible for the Training Team during training weekends and camps.

In my Association, I have always contributed to planning and development of strategic plans with a well-defined vision that never strays far from the vision of WAGGGS, which has contributed to the development

## **SKILLS AND EXPERIENCE (CONTINUED)**

of our Association. This is one of the skills that I would share with the members of the Regional Committee to accompany Member Organisations in that Region to attain the goals of WAGGGS.

I have experience in advocacy which is different from other approaches because of its goal, which is change. In this regard, I would be able to help the Africa Committee to build an advocacy network in order to bring positive change in the Member Organisations of WAGGGS in the Africa Region, or globally. In the area of advocacy, one clear example is that of awareness raising with regard to malaria and advocating before the Ministry of Health for the provision of impregnated mosquito nets to the population in August. We also advocated for the treatment of persons living with HIV/AIDS, which has given a positive result.

As part of my professional training, I learned about conflict management. I have participated in a capacity-building workshop on water diplomacy and the management of water-related conflicts in Abuja. This experience would allow me to share conflict resolution techniques with the members of the Regional Committee in order to help the WAGGGS Member Organisations in the Africa Region with this approach of identifying the causes of conflicts through negotiation. In the area of conflict management, I have received training on strengthening capacity for water diplomacy and the management of water-related conflicts in the Lake Chad Basin in Abuja from 21 to 25 November 2018. During this training, I acquired knowledge that I would be able to transfer into the Guiding context.

## **PERSONAL ABILITIES AND ATTRIBUTES**

As a good leader, I have the capacity of having a critical vision in order to help to correct the negative ideas so that they become positive ideas, in order to help our organisation, which is the Regional Committee, to become better and flourish. In the same way, I have the capacity of listening, which is an important element of the life of a leader, as WAGGGS advocates for leadership development for its Member Organisations; which would allow me to share these skills with other members in the Region. Within my Association, I have always worked with young women, and I get on very well with them, as during meetings or discussions, I listen to them, I let each person express themselves, and we always make the decisions that affect everyone together.

As a leader, I am flexible, which allows me to put myself in others' shoes to understand them, to get to know their needs, in order to work with them in close collaboration and participation.

I know the meaning of sharing. One example is that as part of my training on GLOW (online learning) I shared this learning with young leaders from my Association. This is one of many examples.

As a trainer, as part of my calling and in my career, I am used to speaking in public during seminars and debate conferences, in public in amphitheatres, and giving lectures; facilitating seminars; making presentations, communicating, raising awareness, and other tasks. All these skills I would put at the service of the Committee, where appropriate.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

<b>Member Organisation</b>	<ul style="list-style-type: none"> <li>• Member of the National Team</li> <li>• International Commissioner</li> </ul>
<b>Regional level</b>	<ul style="list-style-type: none"> <li>• Volunteer in the WAGGGS facilitator pool</li> </ul>
<b>World Association of Girl Guides and Girl Scouts</b>	<ul style="list-style-type: none"> <li>• Volunteer in the WAGGGS facilitator pool: I applied with the approval of my Association to the volunteer pool as a facilitator. After filling in the form, I received the notification that I have been accepted as a volunteer, I am on the Mobilize site and I regularly receive information.</li> </ul>
<b>Other voluntary positions</b>	<ul style="list-style-type: none"> <li>• WAGGGS facilitator pool</li> </ul>
<b>Professional/business appointments</b>	<ul style="list-style-type: none"> <li>• Teacher and Researcher at the University of Bangui (Doctor in Hydrogeology)</li> </ul>

## PARTICIPATION IN EVENTS

<b>Member Organisation events</b>	<ul style="list-style-type: none"> <li>• Leader/manager of training of the National Guide Association of the Central African Republic in Bangui, Bossangoa.....from 2014 to 2017</li> </ul>
<b>Regional level events</b>	<ul style="list-style-type: none"> <li>• Participant in the training « Prepared to Learn, Prepared to Lead » from 8-14 August 2015, Benin, Porto-Novo (Fifth World Centre Event)</li> </ul>
<b>World Association of Girl Guides and Girl Scouts events</b>	<ul style="list-style-type: none"> <li>• Participant at the WAGGGS training for trainers and facilitators on the National Leadership Development Programme (NLDP) in Kenya: 24 October-1 November 2014 (Certificate as a trainer/facilitator)</li> <li>• Member of ICCG, based on the Christian faith</li> <li>• I participated in the world assembly (World Council) of the ICCG in Rome from 25-30 June 2015, as part of which there was a pilgrimage to Rome</li> <li>• I also participated in the world assembly (World Council) of the ICCG in Kigali, Rwanda, from 11 to 16 July 2018</li> <li>• Note that during these meetings, the constitution and bylaws of the ICCG were amended and adopted.</li> </ul>
<b>Other events</b>	<ul style="list-style-type: none"> <li>• National training: trainer at camps and training weekends: 25-30 June 2015 in Bossangoa, 15-21 August 2017 in Gbaloko, Bangui 25-01 November 2018</li> </ul>

# JENNIFER KABURA KARINA



Member Organisation	Kenya Girl Guides Association
Nominated by	Kenya Girl Guides Association
Age Group	30-40
Languages Spoken	Fluent English and basic French

## PERSONAL STATEMENT

I envision that Africa Region MOs shall all have good governance structures with relevant Policies and Guidelines in place coupled with higher visibility within and out of the Region. My vision and hope is of a vibrant and relevant Regional body that gives support to Member Organisations which in turn are vibrant and give girls opportunities for greater global influence.

As Chief Commissioner, I have attained much experience in leading an MO. I'm conversant with achieving success in Membership, Governance, Programmes, Training, Fund Development, Relationship to Society and importantly giving girls more opportunities at National and International level. Success in the above areas has largely been as a result of putting proper governance structures in place, requisite policies and guidelines and having a clear Strategic Focus.

Based on my experience at KGGA, I could make a difference in Africa by using my knowledge and skills in having the Committee:-

- Focus on assisting M.O's that have weak governance structures to improve;
- Assist M.O's in Strategic Planning which will in turn make the M.O's relevant and offer the girls more opportunities in leadership development;
- Empower the M.O's on relevant strategies for recruiting and retaining girls and Volunteers and how to provide them with more opportunities for global influence;
- More visible and able to liaise & partner with Governments, Friends of Guiding, Corporates and Alumni who could act as Regional Ambassadors to raise funds to support different M.O's in their trainings and sponsor more girls in Leadership development.
- Forge local partnerships to have more International Programmes for the girls in the region modelled on the VESS Programme.

During my term as C.C, we have had favour from Government, Partners & the Office of the First Lady of the Republic. As an individual member of the Regional Committee together with other members I will provide guidance, mentorship and support to M.O's:

- In their areas of need to strengthen their leadership based on lessons learnt in the 6 years of leading a growing M.O. to enable them have institutional capacity to deliver effective Programmes at National Level;
- On how to work with volunteers supported by a secretariat at the H.Q's that is effective and efficient.

I love Guiding!

## **SKILLS AND EXPERIENCE**

As a Visionary Leader I have honed my skills in Strategic Planning and have managed to steer KGGGA into putting in place a ten (10) year strategic Plan. As a Board member in different National and State Corporations I have acquired skills in Strategic thinking and I have attended various trainings in National and International programmes including a training on strategic IQ, at Harvard Business School. As a Board member in different National and State Corporations I have acquired skills in Strategic thinking and I have attended various trainings in National and International programmes including a training on strategic IQ, at Harvard Business School. In 2017 my achievements were recognised and I was awarded as East Africa's Regional Winner in Welfare & Civil Society Organization Sector of CEO Global's Most Influential Women in Business and Government 2017 awards.

Having served in various high profile Organisations as a Board member and Chair of Boards, I have had the opportunity to study and be conversant in the area of governance and leadership. To keep abreast with current trends and best practice, I attend a Governance workshop every year. I have vast experience having served as Director of both public and private companies. After many years of struggling I have managed to steer KGGGA into putting in place a strong governance framework.

I am a team leader and believe in developing great leaders. My passion as that of the movement is providing young women with opportunities for self-development through leadership in order to be responsible citizens. I am a product of others that believed in me and I am passionate about developing others. In recognition of my leadership abilities and valuable contribution made to society & industry, I was awarded a recipient of "Women Leadership Achievement Award (WWLCA) in 2015 in Mumbai, India. I have continuously attend personal and professional trainings in leadership every year and I attended a Women in Leadership programme in London UK by Crown Agents in November 2018 .

I am passionate about Positive influencing, advocacy and community action programmes on issues that affect the girls and have actively engaged on matters of violence against girls and young women and body confidence, including supporting girls against early marriages. I address critical social issues at all levels including the family and have published three (3) books on family relationships. I am an authority in the area of Conflict resolution based on my passion and training. When I joined KGGGA, there was conflict, today, we have achieved great communication, good working relationships and trust among the members. Professionally I am a Psychologist, a Certified Professional Coach, and my skills of negotiation, conflict management and resolution are on point. I infuse the same to the team that I serve.

I am a firm believer in brand positioning which I have successfully done for KGGGA and on a personal level as a Professional Coach and Psychologist. I have steered KGGGA and it currently has brand presence and good reputation in the region. I am a natural marketer and have run successful brands beyond girl guiding. This gives me an edge where communications, public relations and/or social media presence is concerned. As an individual I am a Brand and a reputable household name.

## **PERSONAL ABILITIES AND ATTRIBUTES**

I am a creative and critical thinker with the ability to be flexible and open minded. I am open to opportunities around me and believe that I can learn from every individual that I interact with both young and old. I sure give credit to my training as a Certified Professional Coach and Psychologist, because of the skills and tools I have acquired in my training and coaching practice. I am a good listener, empathetic providing a non-judgmental attitude to those I engage with. I am a team player, and believe that the different gifts that others bring on the table are valuable for a winning team. I have lead strong vibrant teams and won National and International awards as a result.

I inspire, motivate and transform lives, one person at a time on a daily basis. Transparency and Integrity is important to me and expect the same values in the teams I lead. I am passionate about uplifting the lives of others and believes my purpose in life is to positively influence by stimulating, training equipping, and encouraging individuals to achieve their full potential. I love mentoring, particularly young women, pouring myself to them and providing opportunities for them to learn, lead and grow.

I believe in continuous learning and invest in myself, my teams and individuals that I have potential. I am positive, and extremely energetic. My energy is contagious and infuses a team thus leading with enthusiasm and positive energy.

I have been a professional key note speaker for over 10 years with a strong, inspiring and timely message of overcoming adversity and coping with life issues both at a personal & professional level. I am known to leave the listeners not only motivated but enriched and transformed for productivity and better living. I am a sort after speaker for both public and private organizations.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

<b>Member Organisation</b>	<ul style="list-style-type: none"> <li>Chief Commissioner Kenya Girl Guides Association (April 2013- April 2019)</li> <li>Assistant Treasurer National Council Member (April 2006-April 2009)</li> </ul>
<b>Regional level</b>	
<b>World Association of Girl Guides and Girl Scouts</b>	
<b>Other voluntary positions</b>	<ul style="list-style-type: none"> <li>Anchor Relationship Network, Director</li> </ul>
<b>Professional/business appointments</b>	<ul style="list-style-type: none"> <li>Central Bank of Kenya Pension Fund , Board Chairman</li> <li>Kenya Reinsurance Corporation, Director</li> </ul>

## PARTICIPATION IN EVENTS

<b>Member Organisation events</b>	<ul style="list-style-type: none"> <li>World Thinking Day- February of each year</li> <li>Annual National Camp Competition-November each year from 2013</li> <li>Training and Capacity Building events</li> <li>Annual Commissioners Conference- April of each year from 2013</li> <li>Annual General Meeting-April of each year from 2013</li> <li>Fund raising events graced by H.E. First Lady of the Republic of Kenya; Breakfast with partners;</li> <li>Annual Dinners with Commissioners/Partners;</li> <li>Award Ceremonies in appreciation of trailblazers</li> <li>Leadership Forums</li> </ul>
<b>Regional level events</b>	<ul style="list-style-type: none"> <li>Africa Regional Conference (Lagos, Nigeria)- 2013</li> <li>Africa Regional Conference (Nairobi, Kenya)- 2016</li> <li>National Leadership Development Programme (NLDP) Training-2014</li> </ul>
<b>World Association of Girl Guides and Girl Scouts events</b>	<ul style="list-style-type: none"> <li>35th World Conference (Hong Kong) - 2014</li> <li>Commonwealth Commissioners Conference- 2014</li> <li>36th World Conference (India)- 2017</li> <li>WAGGGS NLDP training-2014</li> </ul>
<b>Other events</b>	<ul style="list-style-type: none"> <li>Kenya's National Days Celebrations;</li> <li>Embassies National Days Celebrations;</li> <li>Partner engagement events;</li> <li>Capacity building and networking events</li> </ul>

# FLORENTINA BERNARD MGANGA



Member Organisation	Tanzania Girl Guides Association
Nominated by	Tanzania Girl Guides Association
Age Group	30-40
Languages Spoken	Fluent English, fluent Swahili and basic French

## PERSONAL STATEMENT

The vision for Africa region for the next triennium is to keep supporting our member organization so they can keep growing in numbers and quality. Africa region to be able to have 2million - 3million by 2021. This can be achieved by conducting training, following up all the agreed plan, those prospect member organisations with a lot of potential to grow should be supported in a special way so they can bring more numbers.

To Increase our visibility. This will be our vision to work on that to have all Africa countries with Girl guides movement. This will help our visibility to be more and our presence to be everywhere. The visibility will be in Girl guides events, National events, International events and to give our helping hand whenever needed like in different calamities.

For the coming triennium I would keep encouraging young women to take leadership position in different levels starting from Unit level, National level, and Regional level as well as International levels. This will encourage other girls' young women to be more ambitious and aim higher. When they see examples of other young people in the higher position it will motivate them to reach there too and believe that it can be done.

To build more partnership in our Region. These partnerships includes with Government, private sectors, NGO's, UN agencies, Boys Scout, old and retired people who can donate something for the benefit of our young girls and women in Africa. We can explore all the options we have and make good use of them. These partners will assist us in both ways I.e. In kind and Cash which will give us a mileage to reach our goals.

Another vision for the next triennium will be to increase our value by branding ourselves in an appropriate way. Our new brand 'FOR HER WORLD' to be advocated and used. Our girls and young women should understand that the movement and all activities it is about them so they should feel proud and have the sense of ownership as well.

## SKILLS AND EXPERIENCE

In the field of strategic planning and visioning, I am currently a Committee member of Africa Region and planning strategically has been part and parcel of our volunteer job. We have developed the plans, set vision as well as prepare for the future of girls and young women in Africa. We planned to reach 2million members in Africa by 2019 which we have achieved and planned to have more young women in leadership by 2019 which we have achieved in high percentage. We have also planned strategically to manage our budget and give priority to all MO's with special needs, sponsorship etc

I have been an Africa Committee Member for 3 years. I manage to lead youth in Africa, to bring them together and have a common forum where we can chat, share best practises as well as share information and opportunities. As a committee member we assist our MO's to make the best decisions, solve conflicts and do things for the interest of the girls and young women.



As a committee member we partners with different stakeholders in order to get fund which will help our movement to make a step forward. We also manage our financials as a Region and assess all the risks in our MO's. We never over or under spent the budget for our region. Every single money is used accordingly to what is budgeted for.

As a committee member I have managed to develop my leadership skills through different WAGGGS trainings. I have shared my leadership skills with young leaders as well. I have inspired many young girls to take chances in leadership positions within their MO'S. In our Regional Committee meeting we have gone through WAGGGS leadership model which help or work to be easy in supporting all MO's. I have supported leadership in others by encouraging youth of Africa to take leadership position from very low level to higher level

I have been positive influence for Tanzania Girl Guides and Africa Region. I have proved to many girls and young women that holding Regional position is possible. Through me, many girls have put themselves forward whenever leadership position appears. They have believed that it is possible to be a good leader while you're still young. I have become Africa Region young committee member for advocacy and I have shared a video to encourage girls and young women below 30 years to put themselves forward to be elected to become Africa Committee Member. I believe this will be positive influence to many girls and young women in Africa.

I have been volunteering training in Tanzania Girl Guides Association and all this is non -formal education. Also, actively training Free Being Me, Leadership skills, Volunteering and other MO's activities which start with training.

As an Africa Committee Member my team has been full of diversity and inclusiveness. All our MO's are different and I embrace them with all the differences and we move forward towards our goals. Africa Region has English and French speaking MO's. As a Committee Member I work with all and provide the support needed with the support of other Committee Member.

With conflict resolution, I have been involved in solving some minor conflicts in my MO. I have managed to stay neutral and give my opinion on what is right and what is wrong.

As an Africa Committee member I have managed to facilitate some internal and external partnerships for our MO's and I have assisted to strengthen the partnership and friendship of Tanzania Girl Guides Association with Boys Scouts, Government as well as women Members of Parliament.

I have been serving Africa Region for the past 3 years and I have been working with international/global with a lot of cross culture issues and setting. I have managed to deal with it in a very positive manner and produce positive results as well. I have been working with my relationship manager from Asia Pacific Region. We had different culture and settings but we managed our MO's very well with a very good relationship among ourselves.

The mission of WAGGGS is to make sure girls develop to the full potential and become responsible citizens. All girls to be able to give it all for the benefit of herself and others as well. The vision is to keep reminding our girls and young women that their valued so they should take action to change the world. Their presence is very important for the movement and the changes should start with them. A WAGGGS goal is to stand tall and support the movement, meet the target and eliminate all forms of violence against women, gender equality etc.

These entire aspects guides the Region Committee Members to deliver to the expectation to all MO's keeping in my mind the vision, mission and the goals of this movement.

I understand very well the diversity of the Regional context in the WAGGGS setting. We have differences in our MO's but we all maintain the common goals of our movement .That is why we can survive and become one of biggest movement for girls in the World. The Africa MOs includes French and English speaking countries .With all this diverse in context of WAGGGS we harmonise and bring together all girls for the benefit of the movement.

Being a member of Africa Region Committee for the 3 years I have managed to understand very well the structure and been able to explain to our MO's. I have understood the WAGGGS structure and to make sure that our MO's understood the structure as well.

## PERSONAL ABILITIES AND ATTRIBUTES

I have the ability to think critically and creatively in a much matured manner and a calm mind. For the past three years I have been doing this for the benefit of my Region. I have been very creative in order to make sure that we move forward and accomplish our plan. For example thinking critically and creatively and decided to record the video to be shared with Africa Region in order to encourage other girls and young women to contest and become for Africa Committee member.

I am very flexible and open to new ideas as well as changes. I have embraced opportunities on my personal level as well as Regional level.

A collaborative approach is something I have kept close to my heart. As a Regional Committee member I have been listening and learning from others. From the MOs I am supporting and other team members. I have been able to see things in different perspective and appreciate the differences. I have learned to agree and to differ and to come with one outcome for the benefit of the girls and young women.

I have been able to work closely and efficiently as a volunteer and with WAGGGS staff. During my 3 years I have kept my communication and deadline as agreed. We have supported each other for the benefit of our Region. I have and I can embrace and appreciate the culture diversity. Our Region comprises different MO'S with a lot of diversity. The beauty lies on the differences.

I have the ability to inspire girls and young women. I have been a good example for my Association I believe getting a chance to serve the Africa Region again I promise to keep inspiring and mobilise many girls in Africa. I am very good in communication /public speaking. I have been giving speeches in front of very high profile people in my Association. I have good presentation skills. I work as a human resource person in my regular job. I prepare and present different issues to our clients and some facilitation as well. In this category I am very strong and these skills can be shared with other Africa MO's.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

<b>Member Organisation</b>	<ul style="list-style-type: none"> <li>• Volunteer (July 2016 to date)</li> <li>• Member of the National Board (January 2014 July 2016)</li> <li>• Trainer</li> <li>• Dealing with relation to society</li> <li>• Young leader</li> <li>• Champion of prepare to lead prepare to learn</li> <li>• Champion of Free Being Me</li> <li>• All these ended on July 2016</li> </ul>
<b>Regional level</b>	<ul style="list-style-type: none"> <li>• Member of Africa Region Committee</li> <li>• Active in the movement/Volunteer</li> </ul>
<b>World Association of Girl Guides and Girl Scouts</b>	<ul style="list-style-type: none"> <li>• Member of Africa Region Committee</li> </ul>
<b>Other voluntary positions</b>	<ul style="list-style-type: none"> <li>• Director of the Saga Magazine (of philosophy students of the National University) - August 2018</li> <li>• Editor of Saga Magazine - February to July 2018</li> </ul>
<b>Professional/business appointments</b>	<ul style="list-style-type: none"> <li>• Assistant Manager Human Resource &amp; Administration</li> <li>• Senior Human Resource &amp; Administration</li> </ul>

## PARTICIPATION IN EVENTS

<b>Member Organisation events</b>	<ul style="list-style-type: none"> <li>• All National Events.</li> <li>• White House Events for the Boys Scout</li> <li>• Hand over event</li> </ul>
<b>Regional level</b>	<ul style="list-style-type: none"> <li>• Regional Conference</li> <li>• Regional Meetings</li> <li>• Leadership Training</li> </ul>
<b>World Association of Girl Guides and Girl Scouts events</b>	<ul style="list-style-type: none"> <li>• World Conference</li> <li>• FBM Training</li> <li>• Prepare to Learn Prepare to Lead</li> <li>• Leadership skills</li> <li>• Communication and body language training</li> </ul>
<b>Other events</b>	<ul style="list-style-type: none"> <li>• Business dinner events (My MO's)</li> </ul>

# EMMIE MPASO



Member Organisation	Malawi Girl Guides Association
Nominated by	Malawi Girl Guides Association
Age Group	30-40
Languages Spoken	Fluent Chichewa (mother tongue), and fluent English

## PERSONAL STATEMENT

I have always been passionate about women development, so much so that in my early days as a student teacher, I would take extra-long hours to see to it that my girls in class perform as good as the boys. My personal belief is that Girls can do much much better! I believe there is still untapped potential among girls, and empowering them to become responsible citizens of their nations is the pathway to tapping this potential! This is my driving force in longing to contribute to WAGGGS' vision and mission that empowers women and young girls to fully develop their potential and impact their generation; and joining the Africa Region Committee will ensure I contribute to this.

My hopes and vision for Africa Region spins around having a more connected region where MO's are very visible among each other, depend on each other and implement more actions on girl empowerment together. I believe that if MO's co-exist, there would be a rich and meaningful exchange of ideas and thus having actions that are more vibrant and effective. I want to put my skills and expertise to better use through taking part in the development and implementation of Girl Guiding Activities at Africa level and support and strengthen MOs according the changing needs of girls and young women. In doing this, I know for sure that I will grow my skills even more and become a better leader myself, consequently becoming a better role model for girls and young women in Africa.

I believe that joining the Regional Committee will be a great opportunity to contribute my skills at a global level, and I look forward to this great opportunity!

## SKILLS AND EXPERIENCE

I am a member of the National Executive Board for my MO as Educational Program Chairperson, responsible for its strategic focus, planning and governance. I am currently working on updating the associations books. As HR Manager, I craft and communicate strategy, manage change, etc. I am also a founding member of Wecare Youth Organisation working with trustees and board members' of the organization.

On fund development and finance I am in the National Fund Development Team where I organize and execute fundraising activities. I run a personal Events Business where I manage accounts.

I am a natural Leader; involved in mentoring girls, career guidance and supporting them through their leadership journey. I attended the National Orientation on the New WAGGGS Leadership Model. I am part of the Malawi Free Being me Team and I manage its outreach programs.

I was a Remote Delegate for CSW 2018; been part of Campaigns like Activism against Gender Based Violence; Voices Against Violence; etc. I was sensitizing communities, delivering and communicating statements and lobbying stakeholders.

I learnt diversity, inclusiveness and working in international/global/cross-cultural settings from various WAGGGS events, and I apply it in my work with girls by ensuring each is respected and takes part in activities regardless of their tribes, beliefs.

## **SKILLS AND EXPERIENCE (CONTINUED)**

In communications, marketing, brand promotion, public relations and social media I market MAGGA on Social media, involved in marketing initiatives, involved in drafting Communications to stakeholders. Also 90% of the personal business clients that I manage come through social media.

During my first and second degrees, I conducted scientific Research's and wrote papers. I designed studies, collected and analysed data and made recommendations to my country. I also conduct research and HR Trends, and use the results to advise Management at my work. I also did a research and involved in Theater for development to bring change in communities on Gender Based Violence, Stop Early Marriages under Creative Centre for Community Mobilisation, a Malawi NGO.

I worked with the Team that developed the HR system at my work place. I am conversant with the Computer, I always have access to the internet, and able to use communication tools like Skype, Zoom.

I have been influential in developing Partnerships for MAGGA e.g for Tree Planting to have seedlings provided, Reusable pads, etc. I am a member of Wecare Youth Organisation and I develop partnerships with sponsors and schools in caring for orphaned children.

I understand WAGGGS strives to develop the potential of girls and young women in order for them to become responsible citizens of the world, ensuring they are empowered to take action in changing their world. This means taking action on issues affecting them like leadership, gender equality, confidence.

WAGGGS operates around the world, across different cultures, in five regions which means working with different traditions, races, languages, etc. to achieve a common goal world-wide. The varied organisational structure of Member Organisations comes in as the organisations are different in terms of size, membership and also settings.

## **PERSONAL ABILITIES AND ATTRIBUTES**

In working with young girls, in my personal events business, and also in my professional work, I am able to think both critically and creatively in order to succeed.

Starting from my previous teaching experience, as I worked with different people with varied personalities, from all walks of life, I developed the ability to be flexible and open to new opportunities or ways of working.

I have very good interpersonal skills and as such I collaborate very well with people, I am able to listen and learn from others, I appreciate things from different perspectives and appreciate diverse points of view. This puts me on the right path to learn a lot from people as well.

I am a team player as I believe in a team I go further and faster, as compared to working alone. I developed an appreciation of cultural diversity through my work with WAGGGS and Malawi Girl Guides.

As a young leader who mentors and coaches, I am a role model to many girls and I inspire and mobilise others. In secondary school, I was the only girl in my school, among boys, after a long time, to be selected to go to a public university, and even the newspapers did a story on this. This also gave me an edge to be able to inspire others, girls in particular.

I am a Teacher by profession, and have strong communication, public speaking, facilitation and presentation skills. I facilitate girl guiding and WAGGGS projects sessions during camps and trainings at my association. At work, I facilitate new hire orientation trainings, policies, code of conduct, and disciplinary courses to staff, alongside making various presentations to management.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

<b>Member Organisation</b>	<ul style="list-style-type: none"> <li>• Educational Program Chairperson – National Executive Board – 2019 – Present</li> <li>• National Trainer – Free Being Me – 2016 - Present</li> <li>• Regional Youth Commissioner 2016 – 2018</li> <li>• National Resource Mobilisation Coordinator 2013 - 2016</li> </ul>
<b>Regional level</b>	
<b>World Association of Girl Guides and Girl Scouts</b>	
<b>Other voluntary positions</b>	<ul style="list-style-type: none"> <li>• Founding Member for Wecare Youth Working Organisation</li> </ul>
<b>Professional/business appointments</b>	<ul style="list-style-type: none"> <li>• HR Manager for Airtel Malawi – 2015 - Present</li> <li>• Graduate Trainee, then HR Manager for Opportunity International Bank Malawi – 2009 - 2015</li> </ul>

## PARTICIPATION IN EVENTS

<b>Member Organisation events</b>	<ul style="list-style-type: none"> <li>• Free Being Me National Training and in Schools</li> <li>• Stop Early Marriages and Promote Girls Education Campaigns</li> <li>• Activism against Gender Based Violence Campaigns</li> <li>• Voices Against Violence Campaigns with MAGGA and UN Women</li> <li>• Annual General meeting; Thinking Days Ceremonies</li> </ul>
<b>Regional level</b>	
<b>World Association of Girl Guides and Girl Scouts events</b>	<ul style="list-style-type: none"> <li>• 9th Helen Storrow Seminar in March-April 2014 at Our Chalet, Switzerland with the theme “Young Women Leading for a Greener Future”</li> <li>• Free Being Me Festival @ Sangam in August 2015</li> <li>• Remote Delegate for the 62nd UN Commission on the Status of Women (CSW) from 12-23 March 2018</li> </ul>
<b>Other events</b>	

# LUCIA RUVRASHE NDANGA



Member Organisation	Girl Guides Zimbabwe
Nominated by	Girl Guides Zimbabwe
Age Group	20-30
Languages Spoken	Fluent Shona (mother tongue), fluent English, basic French, and basic Malagasy

## PERSONAL STATEMENT

Guiding has played an integral part of the development of millions of women's and my development into the young lady I am today and because of that my vision for Africa region is that more girls be a part of guiding in all the four compass points of Africa and I can support that more if I am part of the regional committee especially among special needs girls so as to promote more diversity because we are an all-inclusive organisation. This will be done through membership development of this special group of women and girls and also working as a committee to deliver programs and trainings that will ensure their full participation e.g. having material available in braille for the blind and also having them represent girls at regional and international events and in carrying out community projects and as a committee member I will be able to work with MOs in my region to realise this vision and hope.

My hope is that more youths especially high-school leavers and young women (18-30years)- a group that is not very involved compared to others can participate in their MOs and activities in Regional and International programs and help the region to develop and work collaboratively as a whole to better serve and fulfil the vision to enable women and girls to develop to their fullest potential. Being the regional committee member I can be the voice of the young women in the region, the bridge between the experienced and less experienced, promote a collaborative work approach and ensure sustainability of guiding and Africa region and all its great work.

My vision is that we have more girls in Africa region participating and involved in WAGGGS events and representing the continent. Furthermore my hope is that Regional MOs can exchange the guide experience in their organisations to promote growth.

## SKILLS AND EXPERIENCE

Although I have no work experience I am currently a law student at Makerere University and I participate in mootings giving me some legal expertise. In 2019 as part of the Youth Exchange South to South YESS preparatory course planning and facilitator's team I got some experience to develop leadership in young women in different cultural settings as part of exchange experience well as during the 2017 National Young adults training where I was facilitated on membership growth. During my YESS preparatory course in 2017 as a participant and in 2018 as a Helen Storrow participant I was trained and got familiar with the WAGGGS leadership model as well as an understanding of the World Association, its mission, vision and goals.

My skill and experience include working in International settings when I worked at Fanilo Madagascar Association for six months in the YESS program doing membership recruitment, campaign on menstrual hygiene management and an environmental project. This same skill is currently being developed as a WAGGGS Advocacy Champion working with eleven other dynamic young women as global advocates for women. It was also as a part of the YESS program that experience in diversity and inclusiveness was honed, as the YESS team we had to tailor our activities and programs to accommodate the language religious and social differences in order to recruit the 2340 recruits we got and to deliver successful campaigns and trainings. I fancy myself an advocate of women when I am not reading cases at school, thanks to my training at the Young Women's Advocacy Forum last year I am currently doing my advocacy project on colorism in Zimbabwe to influence the Minister



## **SKILLS AND EXPERIENCE (CONTINUED)**

of primary, secondary and tertiary education in my country to support in schools at all levels body confidence education to help shed light and minimise colorism. Furthermore I am working with a wonderful team of young women to develop the advocacy in girls and young women in my country as the Action on Body Confidence Program Coordinator in my country and I am one of the 12 Young Advocacy Champions for WAGGGS and will be attending be attending the 63rd Commission status for women in New York with 9 other dynamic young women representing 10 million women and girls in 150 countries, being their voice and champion to influence government and civil society organisations' to assist women and girls where they come from.

I helped broker partnership with the Zimbabwe National Council for the Welfare of Children for a campaign done last year against child sexual exploitation as well as applying to the biggest mobile network in the country to support the campaign to send texts to support the campaign. Furthermore I was part of a team at my MO to develop a partnership with Nduna an ICT organisation to train our young leaders in Information technology and computer skills. As part of my involvement and contribution to the MO that has fostered and promoted my growth as a woman not only was I involved in communications and media promotion of YESS on Facebook and radio plus television in Madagascar but currently I manage the FACEBOOK page of Girl Guides Zimbabwe as an administrator posting guide activities and programs as well as responding to questions and inquiries for the Association on various issues.

In conclusion I have a tad bit of experience in strategic planning, formulating two of the core initiatives of the YESS project 2018, the Green tech generation which was solar training in guiding provinces and the Yes Girls' Can campaign vision objectives and campaign strategy and the overall project work plan as the Acting Project Coordinator at the time.

## **PERSONAL ABILITIES AND ATTRIBUTES**

I am a creative and critical thinker who took the initiative to apply and get approval to run the Action on Body Confidence program in Zimbabwe for 2019. As a YESS participant I successfully learned to adapt and open myself to learn a new culture and guiding experience. As part of YESS team Madagascar and currently with the Action on Body Confidence team I worked and am working respectively with others to achieve objectives. When I participated in the FkNorway youth camp to complete our group tasks I managed to take time to listen to other group members from different countries and learn about their diverse background and see things from their point of view. Furthermore to come up with a foolproof my Advocacy project listening and appreciating the points of views of fellow Young Women's Advocacy Forum helped to formulate a better project.

Despite having hectic school activities and schoolwork I take some time to volunteer at Uganda Girl Guides and be involved and when I'm having my holiday I actively volunteer at Girl Guides Zimbabwe and an NGO Keepers Alert for people living in the streets. As part of a community project we started a guiding unit of Single mothers living in plastic houses, we gave them training on Financial management and worked and engaged with well-wishers, one who went on to invested some seed money in to their business ideas and they went on to raise money to help themselves move to real houses which Roteract Zimbabwe had helped identify and paid three months' rent for before they took that responsibility in January 2019.

Due to my strong presentation and facilitation skills gained from facilitating young leader trainings and YESS home Association training I was then asked to facilitate at the WAGGGS YESS preparatory course 2019 in Uganda.

I am currently a WAGGGS Advocacy Champion and I will be attending the 63rd Commission status for women in New York with 9 other dynamic young women representing 10 million women and girls in 150 countries , being their voice to draw government and civil society organisations' attention to their challenges and plights in the public service sphere and how they can address these challenges to make the life of the girl child better by speaking to them and sharing their raw and real-life experiences. This will be the platform for me to inspire and mobilise governments and organisations to empower women and a platform to practice presentation and public speaking skills.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

<b>Member Organisation</b>	<ul style="list-style-type: none"><li>• Action on Body Confidence Zimbabwe project Coordinator</li><li>• YESS Alumnae Zimbabwe Chairperson</li><li>• YESS Program Acting Coordinator Nov 2017 - March 2018</li><li>• YESS Program Peer March 2018- July 2018</li></ul>
<b>Regional level</b>	
<b>World Association of Girl Guides and Girl Scouts</b>	<ul style="list-style-type: none"><li>• Advocacy Champion</li></ul>
<b>Other voluntary positions</b>	
<b>Professional/business appointments</b>	

## PARTICIPATION IN EVENTS

<b>Member Organisation events</b>	<ul style="list-style-type: none"><li>• National Council Meeting March 2018</li><li>• Think Tank 2017</li><li>• National Executive Meeting 2017 October</li></ul>
<b>Regional level</b>	<ul style="list-style-type: none"><li>• YESS Program 2017 January - July</li><li>• Kusafiri Madagascar 2017 April</li></ul>
<b>World Association of Girl Guides and Girl Scouts events</b>	<ul style="list-style-type: none"><li>• Helen Storrow Seminar 2018</li><li>• Young Women's Advocacy Forum 2018</li></ul>
<b>Other events</b>	

# CHIDIOGO FLORENCE NWANKWO



Member Organisation	Nigerian Girl Guides Association
Nominated by	Nigerian Girl Guides Association
Age Group	30-40
Languages Spoken	Fluent English, fluent Igbo and basic French

## PERSONAL STATEMENT

I would like to bring my academic and professional experience to contribute to the development of Girl guides in the areas of Education, leadership and advocacy. I wish to see more girls join the movement and achieve their fullest potentials as responsible citizens of the world without any barrier.

I am passionate about Girl Guiding, the learning support we enjoy through quality leadership training and mentorship, it has shaped my thinking and way of life, I hope to see more girls reached, especially in the rural African communities. I will also ensure that the leadership development programme of MOs are tailored to ensure that girls and young women take the lead in their various MOs, it is not enough to empower someone with leadership skills, girls and young women in Africa needs to start taking active participation in Governance any place they find themselves as it is done in developed countries of the world, they do not need to be 60 years old before taking key positions in their MOs, remember we learn by doing !The Africa region is large, but our membership is not impressive to me, during my tenure as a board member I hope to support MOs increase their membership strength and work assiduously with countries working towards full membership of WAGGGS. There is still room for membership growth in the Africa region.

Advocacy is one area I want to bring my strength into full bearing, I love to influence positive change on issues I care about by writing to policy makers for quality change. This skill I assure you I can bring on board to assist MOs in packaging result-oriented advocacy activities that will help them get the change they wanted in any area of their interest according to their need.

## SKILLS AND EXPERIENCE

I am very passionate about leadership development. I have the experience and the skills too, personally learnt by doing from my early days as a guide captain in my secondary school days, from there to several other positions. I appreciated the people that aided my growth process, consequently I love developing leadership skills in others. As a member of the board I will bring in my bulk of experience in supporting girls and young women, MOs that have needs in leadership development. As a young leader in my MO, I have been given different positions in which I served credibly, am convinced I can do same in the Africa regional board if elected. I am very much prepared for this job role as guiding has continuously over the years equipped me with all the things I needed for this through the numerous state, national and international programmes I have been exposed to from cradle. Like my participation in the Juliette Low Seminar in 2006 with the theme "Leadership in an International Setting" - it changed my perspective and empowered me as a leader. I have also participated in World Leadership Development Programme (WLDP). All these have given me a better understanding of WAGGGS' leadership model.

I have good skills in positive influencing and advocacy, ability to write quality proposals to channel a desired change is one of my numerous strength which I tend to bring on board if elected, this will help the region to

## **SKILLS AND EXPERIENCE (CONTINUED)**

achieve the desired change that is anticipated. Over the years I have been directly and indirectly involved in pursuing a desired change through various strategic processes of influencing policy makers on issues that affects girls and young women. One good example was the case of following through the process of domestication of the Nigeria law on stopping the violence against girls and young women in my state.

As a professional in the field of education I am very passionate in the transfer of knowledge using any practical means. I believe in creating relevant youth learning experiences through our tested and proved method; Non formal education. I am very conversant with the education pedagogy and I have been using it to create the desired learning atmosphere, this is one of the key skills I can bring to the board. The field of education inspires me the most, it is one service area I hold dear to my heart. I am eager to support MOs to strengthen their non-formal education as a tool for Girl-Guiding. I have facilitated learning under varied programmes in education both within and outside Girl-Guiding.

Making Girl-Guiding more diverse and dynamic is one of my major areas of interest. It pains my heart that millions of girls are yet to have access to Girl-Guiding due to one barrier or the other, especially in Africa. I will like to see more girls and young women become part of this great association, guiding is not for the elites or the rich. I am very much interested in taking guiding to that very girl in the village without access to education and basic amenities of life, these girls abound in our societies. Recently we embarked on an inclusive project of taking Girl-Guiding to the girls in rural areas who dropped out of school.

Concerning communications, public relations social media and information technology I can only say candidly that am slightly above average. I can relate digitally in any media tool, am very much computer literate with a diploma certificate to show for it, though still have room for further growth and development.

Finally I am very knowledgeable about the Mission, Vision and Goals of WAGGGS. It has always been my guiding principle ever since I joined guiding.

## **PERSONAL ABILITIES AND ATTRIBUTES**

Critical and creative thinking is the core of what I do on a daily basis as a classroom teacher. Classroom problems have to be approached with a fresh perspective, I do not see barrier when faced with any challenge.

I am curious, optimistic and imaginative. I see problems as an opportunity to think on another level for quality decisions. I have served in several committees in state and national boards where my critical and creatively thinking abilities were immensely useful.

Flexible to the core, I can embrace change, am very open to new ideas and I can work with a wide spectrum of people. Planning has always come handy to me, but I do adjust accordingly in case of unforeseen circumstances. We have had instances where I and my team planned a state camp and some things came up, which would have made me and my team to call off the camp or strike it off before agreed date but thanks to this skill we continued.

Team player per excellent, I strongly recognize that there are other people in the team that also has something to contribute to the success of the board. I appreciate individual strengths and weaknesses in a team, playing down individual weakness and I try to see ways of combining the strength of all for an overall success of the board. I believe no man is an Island, and together we achieve a lot. Am very teachable, I enjoy learning new things. My opinion may not always be the best, I listen a lot to great innovations and ideas because no one is a compendium of knowledge.

Numerous guiding activities I have been involved in over the years has opened my mind to the rich cultural diversity of WAGGGS as a big family, I have been opportune to work in sessions with people from diverse cultural groups and we worked well, this attribute will help me to work better in the board.

Finally, I have good communication skills, I have made speeches at local, state, national and international level. I may not be a public speaker or an Orator, but I do communicate in clear and appealing manner without complex challenge.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

<b>Member Organisation</b>	<ul style="list-style-type: none"> <li>• Assistant State Commissioner 2016-till date.</li> <li>• Assistant State Commissioner Incharge of Projects 2015-to date</li> <li>• State Youth Leader 2004 -2009</li> <li>• National Youth Commissioner 2010-2012</li> </ul>
<b>Regional level</b>	
<b>World Association of Girl Guides and Girl Scouts</b>	<ul style="list-style-type: none"> <li>• Associate Member – World Board 2011-2013</li> </ul>
<b>Other voluntary positions</b>	<ul style="list-style-type: none"> <li>• Programme Manager – Community Secondary School, Umuokpu, Awka 2016-till date</li> </ul>
<b>Professional/business appointments</b>	<ul style="list-style-type: none"> <li>• Zonal Secretary Science Teachers Association of Nigeria, Awka Branch, 2019-till date</li> </ul>

## PARTICIPATION IN EVENTS

<b>Member Organisation events</b>	<ul style="list-style-type: none"> <li>• National Advocacy Camp Nigeria</li> <li>• State Youth Empowerment Camp</li> <li>• Surfsmart Pilot Training Lagos Nigeria</li> <li>• National Advocacy Camp on Voices Against Violence</li> <li>• State Yearly Camps (So many that I cannot remember all)</li> </ul>
<b>Regional level</b>	<ul style="list-style-type: none"> <li>• 11th Africa Regional Conference held in Lagos 2013</li> </ul>
<b>World Association of Girl Guides and Girl Scouts events</b>	<ul style="list-style-type: none"> <li>• Juliette Low Seminar 2006 (Sangam, India)</li> <li>• 33rd World Conference July 2008 (Johannesburg, South Africa)</li> <li>• World Leadership Development Programme (WLDP, 2009, Pax Lodge, London)</li> <li>• 34th World Conference July 2011 (Edinburgh, Scotland)</li> </ul>
<b>Other events</b>	

# FANIRY DOMOHINA RAKOTOARIVONY



Member Organisation	Skotisma Zazavavy Malagasy – Mpanazava eto Madagasikara
Nominated by	Skotisma Zazavavy Malagasy – Mpanazava eto Madagasikara
Age Group	40-50
Languages Spoken	Fluent Malagasy (Mother tongue), fluent English, and fluent French

## PERSONAL STATEMENT

I have a number of aspirations for Africa Region which I am proud to belong to. A region which will continue to grow in terms of membership so that it can be a source of inspiration for the 4 other regions within WAGGGS. A region that will endeavor to offer quality guiding experience to its members by offering non-formal education based on the WAGGGS initiatives that should be adapted to fit into the African context in order to that to enable thousands and millions of African girls to fully develop their potentials and become positive change-makers in a continent crippled by poverty, inequality, gender discrimination, violence, and many other social issues that need to be addressed in order to reach sustainable development. I strongly believe that girl guides can and must play a role in helping the continent thrive.

My vision is that of an Africa region where more girls and young women can make their voices heard and participate in the decision-making process about important issues affecting girls in their MOs so that girls and young women are at the heart of the non-formal education provided to them through the guiding experience.

A region with visionary, skilled and well-trained leaders who will put in practice the 6 mindsets of a leader, based on the WAGGGS leadership model. My experience as the International Commissioner to my MO for 8 years will enable me to help more young women and leaders across the continent have access to the multiple international opportunities offered by WAGGGS and beyond.

In addition, I strongly believe that guiding is a pertinent and relevant in Africa through the community engagement and its positive impacts.

Moreover, I believe that the MOs within Africa region can enhance their visibility by improving their communication strategies through existing communication tools and technology. In this regard, my language skills as a bilingual translator can be used to serve the Africa region enhance communication and visibility.

## SKILLS AND EXPERIENCE

As the International Commissioner to my MO since 2010 up to now, I have a good command of the vision and mission of WAGGGS about which I have been providing training session to hundreds of district and national commissioners, as well as young leaders. In addition, as a member of our national board for 8 years, I have been working closely with our former and current Chief Commissioners, in the drafting and implementation of our strategic planning at national level.

The active participation of our MO in various events organized by WAGGGS and the fact of having members of our MO who has responsibilities at regional and global levels enable us to be updated with all WAGGGS offers, initiatives and latest updates and to adapt them to fit our local context. We have developed and implemented a strategic plan, which is aligned with that of WAGGGS, and which is based on three main points : 1) More opportunities for more girls 2) greater global influence and 3) a strong and vibrant association I can use my experience in strategic planning within my MO to get inspired and develop my own strategic plans to reach the goals and aspirations I have for the Africa region.

## **SKILLS AND EXPERIENCE (CONTINUED)**

Being in guiding since the age of 7, I have gone through all the leadership steps in guiding, from being a patrol leader, a guide leader, a district commissioner and an international commissioner. All those leadership roles have enabled me to develop and put in practice the six mindsets of a leader including leading for oneself, leading relationships, leading in context, leading for girls' empowerment, leading for innovation and leading for impacts. In addition, while working with young women in my role as the Federation Coordinator to the YESS programme and in my MO, I have learned that true leaders support other young people to become leaders. I firmly believe in the strong potentials of young women within guiding in general, and in Africa in particular and I believe that we need to provide to all the young African women out there a platform where they can make their voices heard, develop their potential and become strong leaders contributing to the development of their MOs and the African continent.

Before becoming the international commissioner, I was a district commissioner in charge of the educational programs in my district. That experience enabled me to work on the content of the educational programs to our young members.

In terms of advocacy, I work closely with the Youth committee members in our MO at national level to conceive advocacy messages to be delivered to authorities during official national events, both within my MO, Mpanazava eto Madagasikara and at Federation level.

As in Madagascar, we are a Federation composed by three different associations, I benefit from the experience of interacting and working alongside fellow guides from the two other to one another's differences and specificities and to turn them into our strengths, as we could learn from the strengths of each association and support one another in our growth areas. Personally, I could learn from each of the association on how to include specific groups such as disabled girls, girls from rural areas and economically vulnerable girls into guiding.

In my role as the international commissioner to my MO, I co-lead the communication department in my MO with another national commissioner and in this regard, I am in charge of communication at international level. I have a good command of oral and written communication in English and French. As part of my role as a federation board member and national board member of my MO, I have given numerous media interviews in order to promote our activities. I also take part in promoting our activities on social media.

As the international commissioner of my MO, I am used to working in inter-cultural settings as we have worked with several groups from the UK, France, Africa and Asia within the framework of the YESS girls movement that I coordinate at Federation level. All these international programs as well as my participation in various international within WAGGGS and in my profession have shaped my mindset in such a way as to respect cultural diversity and to consider it as our greatest wealth.

## **PERSONAL ABILITIES AND ATTRIBUTES**

Within the framework of my profession as a language instructor in a language centre for adult learners, one of the goals of our Institute is to help our learners, not only to learn the language through various communicative approaches, but also to help them develop their critical thinking by discussing local and global issues and suggesting solutions to them. To do so, I use varied and creative methods through games, songs, role-playing, group discussions, and problem solving, among other methods.

Flexibility and open-mindedness are certainly personal traits that characterize me. Having been in girl guiding since the age of 7, I am familiar with teamwork and exchange of different points of view. I am convinced that there are many ways to reach one goal and I am open to ideas which are necessarily mine but which may be effective. In my profession, we often take part in workshops during which we share different teaching and facilitation methods that we use in class. This allows us to make use of varied teaching and facilitation methods.

Within the framework of guiding, I have had multiple occasions to act as the Master of ceremony during national and international events on my MO and at Federation levels. For example, I have been the master of ceremony during most of our World Thinking Day celebrations at federation level and during the 9th regional conference for the Africa region. I feel comfortable speaking in public because of my profession and thanks to my experience in guiding.



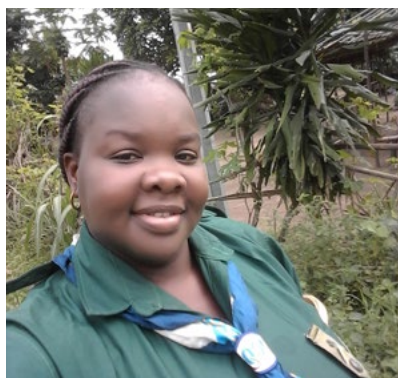
## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

<b>Member Organisation</b>	<ul style="list-style-type: none"> <li>• Member of the National Board of my MO since 2018 up to now</li> <li>• Free Being Me National Trainer since 2015</li> <li>• Federation YESS Coordinator since 2017 up to now</li> <li>• Member of the Federation Board of Skotisma Zazavavy Malagasy since 2010 up to now</li> <li>• International Commissioner since 2010 up to now, supporting the national commissioners to integrate Wagggs initiatives into the educational curriculum for the members</li> <li>• District Commissioner (2002 -2010)</li> <li>• Member of the National Board and International commissioner (2010 -2018)</li> </ul>
<b>Regional level</b>	<ul style="list-style-type: none"> <li>• Federation YESS Coordinator since 2017 up to now</li> </ul>
<b>World Association of Girl Guides and Girl Scouts</b>	<ul style="list-style-type: none"> <li>• Member of the Pool of Wagggs Volunteers in the mobilize online platform</li> </ul>
<b>Other voluntary positions</b>	<ul style="list-style-type: none"> <li>• Choir leader at church</li> </ul>
<b>Professional/business appointments</b>	<ul style="list-style-type: none"> <li>• Bilingual translator (French – English) and English Language Instructor</li> </ul>

## PARTICIPATION IN EVENTS

<b>Member Organisation events</b>	<ul style="list-style-type: none"> <li>• World Thinking Day celebration as a member of the planning team since 2010</li> <li>• Participation and facilitation of workshops on WAGGGS initiatives including Free being me, surf smart, STV, SDGs, environment, ... since 2014 up to now</li> <li>• Participation and facilitation of session during national camps for branch leaders , district and national commissioners since 2014 up to now</li> <li>• Organizational support during Kusafri 2017, Artsforchange in Madagascar</li> <li>• Support in the organization of activities organized by the Federation of Girl Guides and Girl Scouts in Madagascar (ToT Be the Top in 2015, training on nutrition in 2018 et 2019, HSS-Pop Up Madagascar in 2018 and 2019, ....)</li> </ul>
<b>Regional level</b>	<ul style="list-style-type: none"> <li>• Organizational support and translation during the 9th Africa Regional Conference in Madagascar (2010)</li> <li>• Participation in the Free Being Me training for trainers in Rwanda in 2015</li> <li>• Participation in the YESS Girls Movement planning meetings (Tanzania in 2016, Rwanda in 2017, Zambia in 2018)</li> <li>• Participation in the event “MO Governance and Girls in Lead” in Rwanda in 2017</li> </ul>
<b>World Association of Girl Guides and Girl Scouts events</b>	<ul style="list-style-type: none"> <li>• Participation in the WAGGGS World Conference in Hong-Kong in 2014</li> </ul>
<b>Other events</b>	<ul style="list-style-type: none"> <li>• Participation in the “Youth Summit” organized by FK Norway/ NOREC within the framework of the YESS Programme in March 2017 and 2019 in Oslo Norway</li> </ul>

# ROSELINE SOUEBELE MAYINGA



Member Organisation	Association des Scouts et Guides du Congo
Nominated by	Association des Scouts et Guides du Congo
Age Group	20-30
Languages Spoken	Fluent French and intermediate English

## PERSONAL STATEMENT

As a Guide, WAGGGS' trainings have allowed me to build my leadership capacities. As a result of that, I have benefited from journeys which have been very useful in the life I am living at the moment. I believe in the ability to change the lives of more than 10 million young girls and young women in the world. Moreover, I am a part of it too, the fact that I dared to apply for such an important level of Guiding is proof of my self-confidence and hope. The proximity of the Africa Committee to its MOs has been an asset. Alongside my sisters, I will invest in:

- Supporting the mission of WAGGGS in strengthening the potential of members by extending all trainings to members;
- Recruiting members to grow the membership in my Region;
- Improving communication so that together we will have an impact on even more girls.

My vision is to make the MOs more dynamic and more visible.

## SKILLS AND EXPERIENCE

I have always been at the centre of planning for our projects in the Yali-Congo association, projects funded by the American State through the US Embassy in Congo.

When I was leader of a group, I developed a strategic vision for each activity, whether it was camping or increasing the visibility of my MO or any other project, it was part of my actions.

As a Guide leader, I support the leadership development of my team.

As a Guide, I live my life in accordance with Guiding principles and the Guide law.

I have learned to use IT, I have not only obtained a certificate in administration, but I have also worked as an administrative assistant.

I have had a lot of experience in my many international trips as part of the exchange programmes I have participated in. Thanks to WAGGGS. I have taken part in several work meetings with people from different cultures, within Guiding, in my professional life, and for trainings.

## PERSONAL ABILITIES AND ATTRIBUTES

- Capacity for critical and creative thinking
- Capacity to show flexibility and be open to new opportunities or working methods
- Capable of listening and learning from others
- Capable of working effectively as part of a team of volunteers and staff
- Capacity to inspire and encourage others
- Strong skills in the areas of communication/public speaking/facilitation/presentation

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

<b>Member Organisation</b>	<ul style="list-style-type: none"> <li>• Regional Commissioner for Programme (2018)</li> <li>• Leader of the Southern District 1 (2014-2017)</li> </ul>
<b>Regional level</b>	
<b>World Association of Girl Guides and Girl Scouts</b>	
<b>Other voluntary positions</b>	<ul style="list-style-type: none"> <li>• Advocacy champion 2018</li> <li>• Advocacy network member 2017</li> </ul>
<b>Professional/business appointments</b>	<ul style="list-style-type: none"> <li>• Director of Studies 2018-</li> <li>• Volunteer teacher of secondary education (English) 2011-to date</li> </ul>

## PARTICIPATION IN EVENTS

<b>Member Organisation events</b>	<ul style="list-style-type: none"> <li>• Training- 2010, 2012, 2014, 2016...</li> <li>• Camps: 2010, 2012, 2014,</li> <li>• Awareness-raising project with UNDP, UNICEF, France-Volontaire, (on breastfeeding, cohabitation – 2016, 2018</li> </ul>
<b>Regional level</b>	<ul style="list-style-type: none"> <li>• WLDP- Burundi 2011</li> </ul>
<b>World Association of Girl Guides and Girl Scouts events</b>	<ul style="list-style-type: none"> <li>• CSW59-NY 2015, CSW63-NY 2019</li> </ul>
<b>Other events</b>	<ul style="list-style-type: none"> <li>• YALI-USA-2014, YALI advisory board East Africa 2014-2015</li> </ul>

# RACHEL TEMBO



Member Organisation	Girl Guides Association of Zambia
Nominated by	Girl Guides Association of Zambia
Age Group	50-60
Languages Spoken	Fluent English and basic French

## PERSONAL STATEMENT

My vision and hopes for the African Region in the next triennium is to add on to the already existing developments through ensuring that all countries in Africa join the WAGGGS family by offering my expertise and experience in designing tools and plans that will assist MO and PMO to effectively grow at all levels. Being a part of the Africa region will enable to provide leadership to all members of the Region at all levels as I know this will ensure we as a region reach our fullest potential. I will aim to promote leadership that is creative, that thinks critically and one which promotes unity and team spirit. My aim through shared ideas will be to take the Africa region to a level where positive change is acceptable and where girl's rights and voice will be heard and respected. I believe that it is only when one has seen the impact of an organisation that they will want to be part of it, therefore, I will ensure that visibility of what we as a Girls organisation are doing is visible because that way, we will be able to attract more countries to join. This in turn will give us more girls and young women to empower in life skill and groom them to be better citizens of their countries.

## SKILLS AND EXPERIENCE

As a Senior teacher for Languages and Information and Communication Technology (ICT) to 1500 students and 85 teachers. My department prepared strategic plans annually and termly with objectives to equip learners and teachers with the desired skills in line with the school's vision. (Education for the real world) 1997 – 2016) I was involved in reviewing the Strategic Plan and training materials to the WAGGGS standard(2014 – 2018).

Furthermore, in 2016, I was part of a team that developed a Resource Mobilization Strategy in Uganda, 2016. The learnt skills have made our Association to be self-sustaining through fund raising activities. The training I underwent in Malawi in 2018 for Fund Development was able to equip me in how to assess the strength of risks involved in any venture we as an association would take.

The Chief Commissioner orientation introduced me to the WAGGGS leadership model which has empowered me in knowing oneself, knowing other people and allowing for lifelong learning. Guiding is non-formal education and I believe it should make a difference to the girls learning from the academic classroom environment. During Girl Guide time girl should be allowed to learn in small groups, at their own pace in their own path.

Diversity and inclusiveness made our National Board to be more effective as it comprises of different age groups, different professionals and coming from different regions of the country. Inclusiveness of a Youth Commissioner who is below 25 years has made us understand the Youth's needs better and I now hold progressive meetings with them.

Mostly I have had to practise conflict resolution in my Association to unit members of the National Board. In addition I had to bring two groups of champions to work together for the progressiveness of their country to join WAGGGS in Mozambique.

## SKILLS AND EXPERIENCE (CONTINUED)

For our voices to be heard, we have learnt to use every opportunity to make ourselves visible and we this year, we made a calendar which shows all the events we had last year, the Facebook page is used very well for updates. Collecting data using the Provincial structures has assisted us to learn what the different needs are for each region of our country e.g. menstrual hygiene or early marriages. Communication using social media platforms has been information to easily be shared. Partnering with NGOCC and WAGGGS (YESS project) has made us reach girls and young women in unreached areas.

As a Rapid Response team member, I have been greatly exposed me to international /global/ cross-cultural settings.

The main mission, vision and goals for WAGGGS focus on empowering girls and young women to reach their fullest potential and to enable them become better citizens of their societies. WAGGGS has five regions, Africa, Western Hemisphere, Asia Pacific, Arab and Europe. These have each a Chairperson and Regional Director. The Chairperson is supported by five other elected members while the Regional Director is supported by members of staff. Members Organisations are headed by a Chief Commissioner who works with a team of National Board members.

## PERSONAL ABILITIES AND ATTRIBUTES

Having gone through many different situations, a Senior teacher, a school Head teacher and now a Chief Commissioner, I have developed an approach of thinking through different situations with an open mind before making a decision. I have learnt to think emphatically. This has helped me make better and long standing decisions than before. Having a creative mind has helped me come up with ideas that have enabled our Association rise above its challenges in a positive way. For example recruiting more Private schools has assisted the Association rise more funds that have enabled us support under privileged girls to be members of the Association. Despite my age I am able to interact with girls and young women of all ages, race, cultural background and nationality. This is because I believe that for every person that one meets, if you are attentive enough, you will learn something. I listen a lot and think through before responding. It has taught me to get more meaning from what is being said. Working with a diverse membership of my Association and the champions of Mozambique has assisted me to appreciate diverse opinions. I am a flexible person and have managed to work with a diverse of people who I had never met before (WAGGGS training in Maputo 2018) and another two in Maputo (2019) I was able to work, learn and share my experiences with them. I am able to communicate promptly when need arises and share information effectively.

## VOLUNTARY AND PROFESSIONAL APPOINTMENTS

<b>Member Organisation</b>	<ul style="list-style-type: none"><li>• Chief Commissioner</li><li>• Public Relationship (2007 – 2010)</li><li>• Commissioner Centenary Ambassador (2007 –2012)</li></ul>
<b>Regional level</b>	
<b>World Association of Girl Guides and Girl Scouts</b>	<ul style="list-style-type: none"><li>• Rapid Response Member</li><li>• Capacity Building Facilitator</li></ul>
<b>Other voluntary positions</b>	<ul style="list-style-type: none"><li>• Country Lead – Comoros and Mozambique</li><li>• Guide Leader of a Unit of 200 girls (1997 – 2014)</li></ul>
<b>Professional/business appointments</b>	<ul style="list-style-type: none"><li>• Senior Teacher Information &amp; Communication Technology and Languages Head of Department (2003 – 2015)</li></ul>

## PARTICIPATION IN EVENTS

<p><b>Member Organisation events</b></p>	<ul style="list-style-type: none"> <li>• General Council meetings (Zambia) 2007, 2010, 2013, 2017,</li> <li>• Updating of MO Strategic Plan, Resource Mobilisation Strategic Plan, reviewing of Constitution with the General Constitution</li> <li>• Celebrating WTD , International Day of the Girl (2016, 2017,2018) Hosting the YESS project Home Coming and Planning meeting</li> <li>• Organising a National and Regional Training for Guide leaders from Zambia and Malawi (2018)</li> <li>• Review of National Training curriculum for girls – 2018</li> <li>• Training the National Board in WAGGGS Leadership model and Fund Development strategies - 2018</li> </ul>
<p><b>Regional level</b></p>	<ul style="list-style-type: none"> <li>• Africa Regional Conference (Zambia) 2008</li> <li>• Trainer of Trainers Training ( Uganda)</li> <li>• Regional conference (Kenya) 2016</li> <li>• Fund Development Boot camp (Uganda) 2017</li> <li>• Chief Commissioner Orientation ( Rwanda) 2017</li> <li>• Hosting Africa Region Committee and World Chair (Zambia) 2018</li> <li>• Fund Development training and review meeting (Malawi) 2018</li> </ul>
<p><b>World Association of Girl Guides and Girl Scouts events</b></p>	<ul style="list-style-type: none"> <li>• World Conference (Hong Kong ) 2014</li> <li>• Round Table Meeting (London) 2015</li> <li>• World Conference (India) 2017</li> <li>• Hosting the World Board Chair (Zambia) 2018</li> <li>• Girls Experience and FBM training (Mozambique)</li> <li>• Hosting YESS Planning and Home Coming Seminar (Zambia) 2018</li> </ul>
<p><b>Other events</b></p>	<ul style="list-style-type: none"> <li>• Attended a centenary celebration in Kedah, Malaysia- 2010</li> <li>• Attended Girl Not Brides Conference (Zambia) 2016</li> <li>• Worked with champions in Mozambique in preparing for their WAGGGS membership (Constitution, National Training materials and Action Plans) 2019</li> </ul>