Glimpses of Meetings at NHQ Bharat Scouts & Guides on 30-31 March 2019
THOUGHT FOR THE MONTH

Confession of a Fault
Makes Half Amends

अपराध का स्वीकार करना ही अपराध सुधार है।

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100 years of Rangering will be celebrated throughout the world from July 2019 onwards. The Bharat Scouts and guides has constituted a special task force to suggest the activities for year long celebrations of 100 years of rangering in our country. The task force has come up with ideas for year long activities to highlight the importance of the education of girl child and the contribution of guiding in achieving all round development of young girls in India.

The conferences of State Chief Commissioners, State Organising Commissioners and State Training Commissioners were organized at the national headquarters during last week of March, 2019. The meetings drafted the schedule of events for the year 2019-2020 and also came up with ideas for growth of the movement in various aspects. The organization needs vibrancy in the activities to attract more people towards its fold, similarly people with commitment, vision and public acceptance are to be attracted to support our cause. The idea of expansion of scouting and guiding in educational institution by promoting beginners course and allowing young people to join scouting guiding activities on wearing the scarf to give them an identity of being part of movement are some of the ideas that are put forth by the members who attended the meetings.

We are seriously taking the professional services rendered by the national headquarters to state associations, the regional system has to be strengthened with people capable of delivering the services and acting as a link between states and national headquarters. The first phase of evaluating the professional structure, reorganization of regions and introducing voluntary leadership to regional operations in the form of regional committees and regional commissioner heading the regional operations is proposed. The Regional commissioner and his team of volunteers will be empowered to take decisions and execute them with a dedicated regional budget set apart for the purpose.

We hope that these initiatives will bring new energy into our association and will ensure our plans for growth achievable.

Dr. K.K. Khandelwal, IAS (Retd.)
Chief National Commissioner

个人发言
अपनी बात

2019年7月100年 Rangering 将被庆祝在世界各地。印度的Bharat Scouts and guides已经成立了一个特别工作组来建议一年的庆祝活动来庆祝100年 Rangering。该工作组提出了来自全国各地的活动来突出性别教育和为实现印度年轻女孩的全面发展所做的贡献。

春季期间，State Chief Commissioners, State Organising Commissioners and State Training Commissioners在国家总部组织了会议。这些会议制定了2019-2020年的活动日程表，并提出了为发展运动在不同方面的想法。组织需要活动的活力来吸引更多的人参与其中，同样地，有承诺、愿景和公众接受的人也应被吸引来支持我们的事业。为吸引更多的年轻人加入Scouting and Guiding，让青少年戴上领巾，让他们成为运动的一部分的想法被提出。

我们正在认真考虑由国家总部向州协会提供的专业服务，区域系统应得到加强，以拥有能够提供服务和作为各州和国家总部的联系的人。第一阶段的评价专业结构、重新组织区域并引入志愿领导来管理区域运营，由区域委员会和区域专员领导该区域运营的提议。区域专员和他的团队的志愿者将被授权做出决定并执行这些计划，同时分配一个独立的区域预算。

我们希望这些举措将为我们的协会带来新的活力，并确保我们的计划能够实现增长。

K.K. Khandelwal, IAS (Retd.)
首席国家专员

Dr. K.K. Khandelwal, IAS (Retd.)
Chief National Commissioner

प्रैवेन्ली स्पीकिंग
अपनी बात

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K.K. Khandelwal, IAS (Retd.)
Chief National Commissioner

राज्य मुख्यायुक्तों, राज्य संगठनायुक्तों एवं राज्य प्रशिक्षणायुक्तों के सम्मेलन मार्च 2019 के अंतिम समाप्ति में राष्ट्रीय मुख्यायुक्त पर आयोजित किये गए। इन सम्मेलनों में वर्ष 2019-20 की गतिविधियों की रुपरेखा स्वायत्त की गई तथा आंदोलन के बहुमुखी विकास हेतु विचार प्रस्तुत किये गये। संगठन के क्याबलाम में जीवनव्यवस्था के माध्यम से अधिक से अधिक लोगों को संगठन की ओर आकर्षित किया जा सकता है समान रूप से समाज में प्रतिष्ठित एवं व्यक्तिगत लोगों जिनके ऐसे विचार हो उन्हें संगठन से जोड़े जो हमारे उद्देश्य में सहयोग करें। शैक्षिक संस्थानों में स्कूलिंग एवं गाइडिंग का विस्तार करने हेतु प्रारंभिक प्रशिक्षण तथा नए सदस्यों को संस्था की पहचान के रूप में स्काफ पहनकर स्कूलिंग एवं गाइडिंग गतिविधियों में भाग लेने की ओर प्रेरित करना आदि सम्मेलन में भाग लेने वाले सदस्यों से आये कुछ विचार है।

हम राष्ट्रीय मुख्यायुक्त द्वारा राज्य संगठनों को प्रदान की जाने वाली पेशेवर सेवाओं को गंभीरता से ले रहे हैं, क्षेत्रीय संस्थानों को मजबूती प्रदान करने तथा राज्य संगठनों को सेवा प्रदान करने एवं राज्य एवं राष्ट्रीय इकाई के बीच कड़ी के रूप में काम करने योग्य व्यक्तियों एवं क्षेत्रीय कार्यालयों को मजबूत करना है। प्रथम चरण में पेशेवर दीवार, क्षेत्रीय संस्थान के पुनर्गठन तथा क्षेत्रीय आयुक्त एवं क्षेत्रीय समितियों द्वारा क्षेत्रीय कार्यों को स्वयंसेवी नेतृत्व प्रदान करना प्रस्तावित है। क्षेत्रीय आयुक्त तथा उनके स्वयंसेवी दलों को विभिन्न अधिकारों के साथ क्षेत्रीय कार्यों को संचालित करने हेतु अधिकृत किया जायेगा।

हम आशा करते हैं कि ये पहले संगठन में नवीन कर्ज लायेंगी तथा हमारी विकास की योजनाओं को सुनिश्चित करेंगी।

राष्ट्रीय मुख्यायुक्त
Dr. K.K. Khandelwal, IAS (Retd.)
Chief National Commissioner

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From Editor's Desk

While the whole girl guide fraternity is getting ready to celebrate another milestone in the history of guiding, that is, “100 years of Rangering”, we thought it is appropriate to revisit the essentials of guiding.

The five essentials of guiding are: (a) Working together in small groups. (b) Encouraging self-government and decision making. (c) A balanced and varied programme. (d) Caring for individual and (e) Sharing a commitment to common standard.

The purpose of guiding is to contribute to spiritual development of the girl and make her understand her own spiritual commitment while respecting spiritual choice of others, develop her social potentials to be a reliable team member and emerge herself as a confident leader. The purpose is also to help the girl develop her self esteem, gain self confidence and develop respect for herself and respect for others. It also includes supporting the girl in taking care of herself and to have a body that can adopt to her environment and actively participate in activities; create situation through which the girl will be able to differentiate between right and wrong and develop a sense of conduct; develop the intellect through activities and challenges leading to girls become adopt at processing information, making decisions and self reflection.

Let us re-dedicate ourselves to the core elements of guiding and contribute to the development of girls and young women during the centenary year of Rangering.

-Journalist.

-Editor.
Bangladesh Motorbike Rally

West Bengal State, Bharat Scouts & Guides organized a Motorbike Rally as part of the celebration of Centenary Year of Rovering. A team of 12 Adult Leaders including 03 Guiders started their journey on 7th March, 2019 from the State Training Centre, Ganganagar, Kolkata towards Mouchak to participate in the 10th Bangladesh & 3rd SAANSO Scout Jamboree held from 8th to 14th March, 2019.

The team reached Petrapole, 70 KM away from Ganganagar, the border of Bangladesh via Barasat, Habra, Bongaon, through Jessore Road at about 4p.m. The contingent faced lot of difficulties to complete all the formalities for crossing the Border on Motorbikes. But the timely Intervention by Shri Pallab Basu, State Secretary helped the contingent to get the custom clearance.

The team reached Mouchak, the Training Centre of Bangladesh Scouts Association on 8th March, 2019 at 10a.m. and was warmly welcomed by Kaji Najmul Haque, Jamboree Deputy Chief & National Commissioner (Extension Scouting), Jenab Mohammad Rafiqul Islam and Sri Arup Sarkar, Assistant Director, BS&G and Contingent Leader of the Indian Team. From Jessore they covered a distance of 270 K.M. via Magura, Faridpur, Goalandapur Ferry Ghat, Manikganj, and finally reached Mouchak, Gajipur. Print and Electronic Media of Bangladesh gave wide coverage of our participation in the Jamboree. The contingent was also felicitated by the Indian Team led by Sri Arup Sarkar, Assistant Director, BS&G, India. More than 12,000 Scouts, Guides and Leaders from Bangladesh, SAARC Countries took part in this prestigious Jamboree. It was a privilege for the team to meet Dr. K.K. Khandelwal, I.A.S. (Retd.) and Chief National Commissioner and Shri M.A. Khalid, National Commissioner (S) who blessed the team. The Jamboree was inaugurated by Shri Abdul Hamid, H.E. President of Bangladesh on 10th March.

During the Jamboree days, the team witnessed several colourful programmes performed by the participants including Campfire, Group Dance, Adventure Activities etc.

International Scout Guide Fellowship

The International Scout Guide Fellowship, Asia pacific Region donated practi-man (dummies) for training of CPR for the members of the Bharat Scouts and Guides. Bharat Scouts and Guides will utilise the same for training on disaster preparedness at National Training Centre, National Adventure Institute and National Youth Complex situated at Pachmarhi and Gadpuri. Every year around 10000 members of the association attend training courses and adventure programmes at these centres.

The presentation was made to the BS&G at NHQ by the Treasurer of ISGF AP foundation and National Secretary of ISGF.

Formation of Daman and Diu units of BS&G, with support of ISGF formalities for formation of Daman and Diu State Association was initiated. Chief National Commissioner of BS&G along with the National Secretary of ISGF called on the Administrator and other senior functionaries of Daman and Diu administration for finalisation of the formation.
National Events

Performance Review Conference and Skill Development Training Course

Annual performance review is a key component of employee development. The performance review is intended to be a fair and balanced assessment of an employee's performance. The objective of the annual review is to provide all regular university staff and their supervisors an opportunity to:

- Discuss job performance.
- Set goals for professional development.
- Establish objectives for contributing to the department’s mission.
- Discuss expectations and accomplishments.

After a long gap, all the professionals of BSG reported at the National Headquarters, New Delhi on 24th March, 2019. The Performance Review Conference started with the opening remarks of the Director, BSG on 25th March, 2019. All the professionals submitted their performance report to the Joint Director cum Administrative Officer.

Mr. Amar B. Chetri, DD (BP), informed all professionals about the updates of WSJ, USA and Mr. Saratharaj, ASSO, NHQ has taken input session about Website, BSG India (which is under progress) and Online Registration System of BSG.

Personal difficulties were discussed in one to one meeting with Joint Director cum Administrative Officer in the evening.

On the second day, review team started reviewing under the leadership of Shri M.S. Turan for the first time in BSG and which may be an eye opener for us for further Review started with the presentation of Dy. Director Scout (P) followed by Southern Region officials. It was an opportunity to present themselves as a team and individuals in front of the Review Team starting from ROC to Jt. Directors. Review continued on the third day also with presentations, written test and one to one interview.

All the professionals were busy on the fourth day with the preparation of Programme and Training Committee and other meetings to be held at NHQ on 30th and 31st March, 2019. Each morning of the conference started with the B.P. Six, Aerobics etc. and complete with the evening sessions covering different topics every day. The Performance Review came to an end by assigning various duties in the meetings to be held at NHQ on 30th & 31st March 2019, which was again a good opportunity for professionals to evaluate themselves and to perform in a better way.

Second phase of the Performance Review started on 1st April 2019 with Skill Development Training. During the Training course the participants practiced different skills apart from Scouting and prepared SOP (Standard Operating Procedures) for different activities such as Testing Camps, Events, Day-to-Day Administration and also prepared Action Plan for the Year 2019-20 in the light of job Profiles, Vision 2024 and target assigned by NHQ and presented the same in the house.

The conference concluded with All Faith Prayer Meeting and all the professionals had gone through testing process of basic skills of Scouting.

Topics such as Protocol and Ethics, Different Awards like Rashtrapati Award, Upa-Rashtrapati Award, Prime Minister Shield, Lakshmi Mazumdar Award, and National Commissioner Shield etc. were discussed.

State Chief Commissioner’s Conference

State Chief Commissioner’s Conference and Planning Committee meeting was held on 31st March 2019 under the chairmanship of Dr. K.K. Khandelwal, Chief National Commissioner. The meeting was started with prayer. Homage was paid to the soldiers who lost their lives during the year. Dr. Khandelwal introduced the newly elected State Chief Commissioners of some states. Newly nominated National Headquarters Commissioners were also introduced.
Later, the agenda was taken up. The meeting had a fruitful discussion on important issues like census, supply of equipment, status of states, schedule of events, introduction of beginner’s course, achievements of BSG, Online registration system. All the members appreciated the efforts of the National Headquarters and all the recommendations made by the Programme and Training Committee were recommended to the National Executive Committee for approval.

After thanking the chair and the members, the meeting ended with National Anthem.

National Executive Committee
The National Executive Committee of the Bharat Scouts and Guides met on 31st March in the afternoon under the chairmanship of Dr. K.K. Khandelwal, Chief National Commissioner. The meeting was started with prayer which was followed by paying homage to the soldiers who lost their lives during the year. After self introduction of the members, the agenda items were discussed. The meeting had a fruitful discussion on important issues like census, Supply of equipment, status of states, schedule of events, beginner course, achievements of BSG, Online registration system, status of court case etc. All the members appreciated the efforts of the National Headquarters and all the recommendations made by the Planning Committee were accepted. All the members appreciated the ‘On online registration’, online shop and Beginners course, Skill India Project under Prime Minister Kaushal Vikas Yojna. Computer mobile bus given by HP was the highlight of the meeting. The chairman emphasized the need for the special efforts by the states for increase of census to cross 10 million mark by March 2021.

The meeting concluded with thanks to the chair and members and ended with National Anthem.

Seminar on Rights, Concessions and Entitlements of Persons with Disabilities
One Day National Seminar on Rights, Concessions and Entitlements of persons with disabilities was organised at Jamia Millia Islamia, Conference Hall of Law Faculty, Maulana Mohammad Ali Jauhar Marg, Jamia Nagar, New Delhi.

The Seminar was organised on March 28, 2019 by Zonal Coordination Committee (Northern III Zone) Delhi & Haryana, Rehabilitation Council of India in collaboration with Jamia Millia Islamia, New Delhi.

The organisers invited The Bharat Scouts and Guides to participate in Panel discussion with Power Point presentation.

Dr. Faijullah Khan, Organizing Secretary of the programme gave a brief report of the topics to be covered in the seminar throwing light on the role and importance in the life of the differently challenged people.

While presenting the report on the Aims, objects, Vision and steps taken in order to give inclusiveness to the persons with disabilities, Mr. Mukesh Gupta, Coordinator, Zonal Coordination Committee, Rehabilitation Council of India and Director, Vision Divyang Foundation gave emphasis on using the word ‘normal’ instead of ‘differently abled’ as it is only a difference of only one's own thought and perception; otherwise all are equal and one so called disabled can perform in a better way in many fields.

Ms. Razia Begum, Deputy Secretary, Minority Affairs, Deputy Director of Education, Govt. of N.C.T of Delhi and National Headquarters Commissioner, the Bharat Scouts and Guides threw light on the importance of the Scout –

Dr. Aquil Ahmad, Director, National Council for the promotion of Urdu language, Ministry of Human Resource Development, Govt. of India was the Chief Guest and he spoke about Rights and Entitlements of disabled persons.

The Chairperson of the seminar Prof. Ilyas Hussain, Dean, Faculty of Education, Jamia Millia Islamia, in his address, emphasised the need to strictly follow the privileges and facilities given by the law of the land.

The seminar discussed Government policies, schemes (Central and State) & Act, Rights & Entitlements related to Education.

Dr. Anil K Aneja, Department of English, University of Delhi spoke about the Rights of the persons with disabilities which include equality before the law, freedom of speech, respect for privacy, the rights of both marriage and family, the right of education, health and more. He defined disability as physical or mental impairment that subsequently limits one or more major life activities. He also informed participants about the Rights of persons with disability Act, 2016, guidelines of Department of Empowerment of persons with disabilities.

Mr. Gurdeep Singh and Ms. Humtose focused on the legal provisions and psychological impact on the children with and without disabilities including mental, social and sexual harassment irrespective of gender on children. Mr. Abhinav Upadhyay briefed about the role of media especially print media.

They expressed confidence that The Bharat Scouts and Guides can play a key role in the growth and development, Rights and Entitlements of persons with disabilities, especially children.

The Team of Scouts- Guides under the leadership of Mr. Arup Sarkar, I/C Deputy Director of Scouts (Project), Bharat Scouts and Guides, briefed the participants and guests about the Fundamentals of the movement that contribute to the development of young people in achieving their full, intellectual, emotional, social and spiritual potentiality through Power Point presentation.

The participants of Scout-Guide team also gave presentation about the activities undertaken in Rajasthan and West Bengal through their two centres for the differently abled children.

Mr. Rajiv Sharma, Jt. Secretary, Mr. Karnail Singh, S.O.C.(S) & S.T.C.(S), Ms. Manjula Singh, A.S.O.C.(G), Ms. Aditi Mishra, L.T. (G) and eight Rovers & Rangers of Delhi State Bharat Scouts and Guides participated in the Seminar. Ms. Priya and Ms. Anita Gupta of Delhi State Bharat Scouts and Guides informed the participants about the changes they felt after joining Bharat Scouts and Guides organisation in Delhi State in spite of the fact that they were 90% disabled. But enthusiasm inculcated through Scout-Guide activities, aims and objectives added new strength in them.

The Seminar concluded with the distribution of certificates to the participants.
Pre-ALT Course (Scout Wing) was conducted at National Training Centre, Pachmarhi from 08th to 12th April, 2019 in which 41 participants from Andhra Pradesh, Chhattisgarh, Eastern Railway, Haryana, Jammu and Kashmir, Kerala, Maharashtra, Nagaland, Rajasthan, S.E. Railway, S.W. Railway, Tamil Nadu and West Bengal state association actively participated.

Subjects such as - Fundamentals, Course Objectives, 14 Programme Ideals, Counseling of Courses, Campfire on Courses, Helping the Course Leader, OPTRA, How Adults Learn, Unit Meeting on Courses and Assignments, Training and Testing, Micro Teaching, How to Make Training More Clear, Leadership and Qualities, Helping the Course Leader, World Adult Resource Policy etc were discussed. The importance was given on practical subject like Flag Procedure, Morning Inspection, Duty Change, Knotting, Lashing, First Aid, Mapping, Simple Drill, Troop Meeting, Micro Teaching etc.

The aim was to test the skills up to Tritiya Sopan level before recommending them for ALT Course. Demonstration of B. P. Six was given and clear all the doubts of participants was also given more importance. Micro Teaching was another challenge for participants.

The trainees were busy with various indoor and outdoor learning activities related to the development of qualities and skills of a trainer. Learning opportunities were created for the trainees through Formal sessions and Demonstration, Group Discussion, Personal and Group Assignment, Self study of handouts and provided personal support by Counselors. A session on MoP was taken by Shri Sunil Patel, Computer Operator.

The All Faiths Prayer meeting was conducted on 12th April, 2019. Shri M.S. Qureshi, Joint Director (S) NTC, Pachmarhi was the Leader of the Course.

Basic Course for Commissioners was conducted at the National Training Centre, Pachmarhi from 12th to 16th March, 2019 in which 10 participants from both Scout and Guide wings, Madhya Pradesh, Odisha and Uttar Pradesh State Associations of Kendriya Vidyalaya Sangathan attended.

Subjects like Responsibilities of a Commissioner, History of the Movement, Responsibilities of Leadership, Commissioner as Leader of the Team, What is Scouting, Patrol System, Different Sections & Branches of the Movement, Advancement of Programme of Boy/Girl, Scheme of Adult Leader Training, Public Relations, Marketing and Promotion of Scouting and Guiding, Visit to Units, Management Game, Vision 2024, World Adult Resource Management Policy were dealt.

Importance was given for practical areas like Flag Procedure, Morning Inspection, Duty Change etc. which were conducted every day. The Management Game was the most interesting subject for the Commissioners and they enjoyed it very much. During the course, Principal K.V. Pachmarhi visited the course.

On 15th March, 2019 the Grand Camp Fire was organised. Shri Sunil Patel, HWB (R) took a session on 'Messenger of Peace'.

On the morning of 16th March, 2019 All Faith Prayer meeting was conducted followed by lectures on Rallies & Gatherings, Planning & Back Dating, Job Profiles of DOC, DTC, District Secretary & District Commissioner. The course came to an end by lowering the Flag and singing of the National Anthem. Shri M.S. Qureshi, Joint Director (S) National Training Centre, Pachmarhi was the Leader of the Course.
The Bharat Scouts and Guides National Adventure Institute, National Youth Complex, Gadpuri, Palwal, Haryana

21st National Youth Adventure Programme
The Bharat Scouts and Guides National Youth Adventure Institute has been organized 21st National Youth Adventure Programme at National Youth Complex, Gadpuri, Palwal, Haryana from 08th to 12 April, 2019. 38 participants (Students and Teachers) from Eastern Railway, N.F. Railway, S.E. Railway, Uttarakhand and E.C. Railway participated in this programme.

Programmes like Trekking, Obstacles / Adventure Bases Crossing, Archery, Rifle Shooting, Horse Riding, Fun Activities, Camp Fire and Artificial Rock Climbing and Repelling were conducted. Participants also visited Delhi for expeditions to Akshardham Temple, Lotus Temple, Qutub Minar, Red Fort and India Gate and enjoyed a lot. Free Being Me activity was conducted during the programme by Mr. Shubhanshu Kumar Kori. All the participants enjoyed well.

Mr. Ramesh Sharma from Gyan Jyoti Financial Education and Lone Consultation Trust gave general awareness knowledge about the Accounting and Savings to the participants.

Mr. D.K. Mehta, Principal, JNV, Gadpuri was present at the camp fire as Chief Guest along with his family on 11-04-2018 and blessed the participants.

The Leader of the programme was Mr. Siddharth Mohanty, Asst. Director, NYC. He was duly assisted by Mr. Harish Tanwar, Jr. Er. Cum Estate Manager, Mr. Subhas Chandra Behra, WQM, Mr. Dhanraj Saini, NYC, Mr. Shubhanshu Kumar Kori, OS, NYC along with the NYC staff members.

The camp was ended with National Anthem on 12th April, 2019.

20th National Youth Adventure Programme
The Bharat Scouts and Guides National Youth Adventure Institute organized the 20th National Youth Adventure Programme at National Youth Complex, Gadpuri, Palwal, Haryana from 25th March, 2019 to 29th March, 2019. Total 04 participants from Uttar Pradesh participated in this event.

The programme included Trekking, Obstacles/Adventure Bases Crossing, Archery, Rifle Shooting, Horse Riding, Fun Activities, Camp Fire and Artificial Rock Climbing and Repelling. The participants also visited Mathura for expeditions (Shree Krishna Janm Bhumi, Gokul, Reti Raman, Vrindavan, Durga Mandir, Prem Mandir, Banke Bihari Mandir etc.) and enjoyed a lot. During the expedition they brought two man tents, equipments and utensils with them and stayed the night in the tents in the Divisional Training Centre, Northern Railway, Mathura.

Mr. Jitendra Shelke of the Indian Army was the chief guest of the expedition and the Grand Camp Fire. The Leader of the programme was Mr. Shubhanshu Kumar Kori, OS, NYC, duly assisted by Mr. Subash C. Behera, WQM, NYC, Mr. M. U. Gund, Cook along with the NYC and invited staff members.

Free Being Me activity was conducted during the programme by Mr. Shubhanshu Kumar Kori for the participants. All the participants enjoyed a lot.

On 29th March, 2019 the camp ended with the singing of the National Anthem.
Reports from States

Bihar

Bharat Scout and Guides and Gaiaug jitala vaishali durra loke samta chunaw 2019 me samhi madanad kendro me 12115 bharat scouts, gaiadus, rovers, renjaars and yunite leadars apne sahayay pradan kere.

East Coast Railway

The Members of Headquarters Open Group, Khurda Road Division extended their cooperation to the Hospital authorities to manage & run different Pulse Polio booths at Railway Station, Retang colony, Loco colony & Main Hospital of Khurda Road division from 11th to 12th March 2019. A team of Rovers and Rangers along with Doctors of main Hospital of Khurda Road undertook door to door campaign to provide polio drops to kids.

Mixed Higher Secondary School of East Coast Railway, Khurda conducted a Workshop on Skill Development at District Training Centre of Khurda from 25th to 28th March, 2019. More than 30 Scouts and Guides actively participated in the camp. Different types of skills were practiced in the camp.

Training was given on First Aid, Compass, Mapping, Pioneering, Signalling etc. Besides training, Scouts and Guides undertook many community service activities. Smt. Asraf Zamali LT (G), State Training Commissioner (G) East Coast Railway was the Leader of the Camp.

Guarat

The free Arsh, Bhagendr Medical Camp was organized by Mahavir International Institute Suratgarh, in Chopra Dharamsala from 10th to 19th March 2019, where free check up were conducted on 10th and 11th March 2019. Shri Ram Pratap Kasania, Hon'ble MLA Suratgarh was the Chief Guest. Shri Baldev Arora, Deputy Director of Ayurvedic Department, Dr. Rajendra Singh Rathore, Chairman, Mahaveer International and other dignitaries were also present on the occasion. 170 patients were examined and 73 patients were short listed for the surgery. In this camp Rovers rendered excellent services under the leadership of Mr. Tushar Kamra of Rover Crew, Suratgarh.

On the occasion of Thinking day, Rajya Puraskar Award ceremony was organised at Raj Bhavan. 1494 Scouts and Guides were awarded Rajya Puraskar Awards and a letter of congratulations signed by Hon'ble Governor was also given to each awardee along with the Rajya Puraskar Certificates.
Shri Sabitaben Patel (Vice-President), Shri Janardhan Pandya (State Chief Commissioner), Shri N.F. Trivedi, State Commissioner (S), Shri Dayabhai Patel (State Tresurer) Shri Manishkumar Mehta (State Secretary) and various state and District officials were present in the Ceremony.

Hon'ble Governor Shri O.P. kohli ji quoted the lines of our Father of the Nation Shri Mahatma Gandhi “I pray that every home in India may have children trained like Scouts”. He also congratulated all the Scouts and Guides who received “The Rajya Puraskar Award”. He extended thanks to Shri Jitubhaui Vaghani, President BJP- Gujarat State and MLA of Bhavnagar (West) for his endless service to the Scout Guide Movement by Inspiring and supporting the 28th State Rally at Bhavnagar from 08th– 11th Feb 2018.

He wished all the guests and office bearers and appealed to them to remain present and encourage the future endeavours. In his Speech he asked the Education Department of Gujarat State to encourage the activities of Gujarat State Bharat Scouts and Guides and to help in making the Scouts/Guides tendencies in every Government College and University inevitably, in order to nurture the spirit of Love for Nation and to develop good faith.

**Jammu Kashmir**

Newly inducted students of Law School, Jammu, as Rovers/Rangers attended the investiture ceremony held at State Headquarters, Gandhi Nagar in a most professional manner and as per rules.

Scouting/Guiding believes that young people can become an asset only if they are skilled and oriented towards the service of the nation. Scouting/Guiding is the only noble movement which develops leadership qualities, co-operative spirit and moral values in youth. Shri I.D. Soni S.C.(S) addressed the Rovers/Rangers after the investiture ceremony and said that Scouting/Guiding provides a good opportunity to young Rovers/Rangers to exchange ideas and exhibit their skills and talents, and helps them to become fully aware about the values of National Integration, Service, Discipline, Patriotism, Righteous actions, and Peaceful co-existence.

Prof. Monika Narang, I/C Scouting/Guiding of Law School, Jammu University, Jammu proposed vote of thanks. She fully motivated and convinced the students that Scouting/Guiding is a tool for enrichment of life skills through proper understanding and awareness of social and national needs.

S. Sehaj Singh, (LT), Shri Sheikh Yasin (LT), S Harcharan Singh, Pre-ALT, Smt Manjit Kour, HWB and Smt Harvinder Kour HWB extended co-operation to the Rovers/Rangers to complete the Investiture Ceremony in a most befitting manner and according to the existing procedure.

**Karnataka**

State Level Specialised Course on Pioneering and Adventure for Rovers and Rangers was conducted at Dr Annie Besant State Training Centre, Doddaballapura from 1st to 5th March 2019 in which 550 energetic Rovers and Rangers from 28 Districts actively participated. Shri V.P. Bukni, Major General (Retd.) inaugurated the course. Various activities like Monkey Bridge, Commando Bridge, Suspension Bridge, Wall Climbing, Merry Go Round, Watch Tower etc. were constructed by the participants.

Shri P.G.R. Sindhia, State Chief Commissioner presided over the Valedictory function and Shri M.A. Chellaiah, Nodal Officer, Bharat Scouts and Guides, District BBMP was the Chief Guest.

State Level Coastal Trekking Programme for Rangers was organized from Ucchil to Melki in District Dakshina Kannada from 26" February to 2nd March, 2019. More than 142 Rangers from 12 Districts actively participated in the Trekking programme. Smt. Shashi Rekha was the Leader of the event and Smt. Aruna Mala was the Co-ordinator of the Programme.

Shri P.G.R. Sindhia, State Chief Commissioner inaugurated the programme. Dr. N.G. Mohan, District Chief Commissioner, Dakshina Kannada presided over the function. Shri U.T. Khader, Hon’ble Minister for Urban
Development & Minister In charge of District Dakshina Kannada inaugurated the Centenary Year of Rangering in this programme. Shri K. Abhaya Chandra Jain, Former Minister of Karnataka and Smt. Geetha Nataraj were the Guests of Honour at the valedictory function.

Divisional Level Information Course was conducted for Principals and Unit Leaders of First Grade Colleges at Bengaluru, Mysuru, Dharwad, Chitradurga, Kalburagi and Mangaluru in the month of March, 2019. More than 500 candidates participated in these courses. These Information Courses were organized at six different Regions of the State mainly for the purpose of increasing the growth of Rover and Ranger Section of the state.

Mizoram
State Council Meeting of Mizoram State Bharat Scouts and Guides was held under the Chairmanship of Hon’ble Chief Minister of Mizoram and President, Mizoram Bharat Scouts and Guides at Chief Minister’s Conference Hall on 6th March, 2019 in which 40 State Council Members participated.

Meghalaya
Hiking to Wei Sawdong, Sohra was organised by St. Anthony’s Scout Troop on 9th March, 2019 under the leadership of Shri Gary James, Special Officer. 40 Scouts participated in the Hiking Programme.

The Scout Masters and Guide Captains Meet was conducted at the Chamber of the District School Education Officer, Baghmara on 12th March, 2019 in which 55 Scout Masters and Guide Captains actively participated. Important matters such as increasing the census of Scouts and Guides of the District were discussed in the meeting.

Hiking and Nature Study Programme was organised by Royal Standard School in which 50 Scouts, Guides & Unit Leaders actively participated. They have learned to cook food without utensils.
The Bharat Scouts and Guides
April, 2019

Odisha
Professor Ganeshi Lal, H.E. Governor of Odisha presented Rajya Puraskar Certificates to the qualified Scouts, Guides, Rovers and Rangers in a colourful ceremony held at Raj Bhawan Bhubaneswar on 27th March, 2019. Senior Scout Leaders of the State were also honoured by Hon’ble Governor on the occasion.

Odisha State Bharat Scouts & Guides has always been organising service camps for the benefit of the people of state. Summer Service Camp is one of the most important camps among other camps. Every year a Jalachhatra Booth is being opened in front of the State Headquarters. Buttermilk is being distributed to the pedestrians on the road. This camp is being organised from March to May every year.

Sustainable Development Goals were conducted at State Headquarters, Bhubaneswar, Odisha State from 03rd to 13th March, 2019 in which 353 Scouts, Guides and Unit Leaders actively participated.

Inaugural ceremony was started in a grand way by welcoming the distinguished Guests with Colour party and Band party. Chief Guest inaugurated the promotional camp.

SDG goals, objectives, mission and vision and 17 points of SDG were discussed by the trainers briefly through power point presentation. All the participants, leaders and staff of the event visited slum areas of Bhubaneswar to create awareness among masses regarding sanitation, hygiene, Healthy food, quality education, road safety etc. They distributed leaflets to the people of slum areas.

Rajasthan
Rajasthan राजस्थान राज्य भारत स्कॉट एवं गैड्स जिला मुख्यालय सीकर के तत्वावधान में जिला सत्तरीय स्कॉट गैड्स प्रतियोगिता रैली खाद्यशाम में दिनांक 19 मार्च 2019 को आयोजित की गई जिसमें 1890 स्कॉट, गैड्स, रोवर, रेंजर, स्कॉट एवं गैड्स केंद्र ने भाग लिया। श्री बसंत कुमार जाट, सी.ओ. स्कॉट सीकर ने रैली का प्रतिष्ठित समुदाय कैदा रथ अथतियों का स्वागत स्काफ एवं प्रतीक चिन्ह प्रदान कर समाप्तित किया। रैली के दौरान इस्तेमाल, मार्चपार्ट, शिखर, कला, साहित्य गतिविधियाँ, भाषण, निबंध, पोस्टर, वेबमूथ, शारीरिक प्रदर्शन, विवाज, प्राथमिक सहायता, लोकगीत, लोकनृत्य, सामाजिक देशभक्ति गीत व स्कॉटरमा आदि प्रतियोगितायें आयोजित की गई। इस अवसर पर श्री जी.सी. वर्मा ने नेपाल गैड्स कोर योजना की जानकारी स्कॉट गैड्स को प्रदान की एवं अच्छे कार्यों के लिये बधाई दी।

राजस्थान राज्य भारत स्कॉट एवं गैड्स जिला मुख्यालय सीकर के तत्वावधान में श्री खाद्यशाम लखीं मेला शिखर कला जिला सीकर में दिनांक 22 मार्च 2019 को आयोजित किया गया जिसमें 1710 स्कॉटर्स, गैड्सर्स, रोवर्स, रेंजर्स, स्कॉटर्स एवं गैड्स केंद्र ने 1 लाख 67 हजार घण्टे अपनी निषुद्ध सेवायें दी।

शिखर का उदघाटन श्री अनुल कुमार गांधे, भा.प्र.से. (सेनी.) पूर्व मुख्य आयुक्त (स्कॉट) एवं श्री अशोक कुमार मेला मंजिल स्कॉट खाद्यशाम एवं अन्य अतियों के किया।

सेवा शिखर के दौरान पेयजल एवं प्रसाद वितरण तथा प्राथमिक चिकित्सा आदि कार्यों में प्रतियोगियों ने अपनी सेवायें दी।

राज्य पुरस्कार स्कॉटर्स, गैड्सर्स, रोवर्स एवं रेंजर्स वितरण समारोह स्कॉटर्स गैड्स युवा सेंटर, जयपुर, जयपुर, राजस्थान में दिनांक 29 मार्च 2019 को आयोजित किया गया जिसमें 5949 स्कॉटर्स, गैड्सर्स, रोवर्स एवं रेंजर ने भाग लिया। भारतीय नी सेना के पूर्व मुख्य एडमिनिस्ट्रेटर माधवन सिंह के मुख्य आदिवास, राजनीति स्कॉटर्स गैड्स समारोह के अयोग्य डी अरुण चंद्रवीर्दी की अयोग्यता एवं डी.जे.सी. फातिमा, एवं राज्य मुख्य आयुक्त विश्वेश्वर आदिवास में स्कॉटर्स गैड्स राज्य पुरस्कार समारोह आयोजित किया गया।
VISION STATEMENT

- The Bharat Scouts and Guides is the largest uniformed youth organisation in India with a membership of more than 5.7 million. The organisation is trying its level best to reach out to the youth of every corner of the country through different kinds of programmes and activities.
- To reach the youth, we have well-organised group of adult leaders and leaders of adults who are competent to cater to the needs of our young boys and girls through well-established training system.
- The Bharat Scouts and Guides Scout Guide Welfare Fund is established in 2019. You can contribute to share to support the youth of the movement.

OBJECTIVES

- Empowering Scouts and Guides to help our communities.
- Subsidy for participation in international event.
- Enhancement of Scouts and Guides activities.

MANAGEMENT

- National Executive Committee is the supreme body to take decisions for utilization of the principal and the interest amount received from The Bharat Scout and Guides Scout Guide Welfare Fund.

MAKE YOUR CONTRIBUTION

- by D.D./cheque or through internet banking
- All contributions towards The Bharat Scouts and Guides is exempted under sec. 80G (5)(VI) of the Income Tax, act 1961, vide letter no. DIT(E)/2008-09/T-1235/245 dated 08.05.2009.

BANK DETAILS

- Account Name: The Bharat Scouts & Guides
- Account No.: 1075842422
- Bank: Central Bank of India
- Branch: DDA Building Vikas Minar
- IFSC Code: CBIN0281467
- MICR Code: 110016053

MEMBERSHIP CATEGORY AND PRIVILEGE

<table>
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<th>Donation and Membership Category</th>
<th>Fee INR</th>
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<tr>
<td>Friend of BSG (Bronze Pin)</td>
<td>25000.00/USD 50</td>
<td>Bronze Pin with Certificate signed by Chief National Commissioner</td>
</tr>
<tr>
<td>Friend of BSG (Silver Pin)</td>
<td>5000.00/USD 100</td>
<td>Silver Pin with Certificate signed by Chief National Commissioner</td>
</tr>
<tr>
<td>Friend of BSG (Gold Pin)</td>
<td>10000.00/USD 200</td>
<td>Gold Plated Pin with Certificate signed by Chief National Commissioner</td>
</tr>
<tr>
<td>Friend of BSG (Platinum Pin)</td>
<td>100000.00/USD 200</td>
<td>Platinum Pin will be presented by the President, BSG, India.</td>
</tr>
</tbody>
</table>

Scout/Guide Chancellor Rs. 101486

Platinum Pin with 0.16 ct Diamond will be presented by the President of The Bharat Scouts and Guides.

He/She will be awarded BSG Scout/Guide Chancellor Gold Plated badge, scarf and P. Cap.

His/Her bio data will be published in the BSG, NHQ Magazine and on the roll of honour.

He/She shall be invited in all the functions of the NHQ and in the Region where he/she resides.

I, therefore, strongly appeal to support the movement by contributing to the Scout Guide Welfare Fund.

With profound regards

Dr. K.K. Khandelwal, [AS6]
Chief National Commissioner
The Bharat Scouts and Guides
THE BHARAT SCOUTS AND GUIDES
Creating a better World

VISION STATEMENT

By 2024, The Bharat Scouts and Guides will be a globally visible, consistently growing, self-reliant, premium youth movement that is gender-balanced, vibrant and responsive to trends.

Providing young people with value-based, attractive and challenging youth programme, through competent leaders, effective communication, optimum use of technology and efficient management.

REACH US

The Bharat Scouts and Guides
National Headquarters
Lakshmi Mazumdar Bhawan
16, Mahatma Gandhi Marg
I. P. Estate, New Delhi - 110002

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SCOUT GUIDE WELFARE FUND

MEMBERSHIP FORM

Note: Fill the application in readable capital letters

State
Name
Postal Add
Pincode Date of Birth
Email ID Mobile
PAN Introduced by

YOUR CONTRIBUTION

- Friend of BSG (Bronze Pin) 2,500.00 / USD 50
- Friend of BSG (Gold Pin) 10,000.00 / USD 200
- Friend of BSG (Silver Pin) 5,000.00 / USD 100
- Friend of BSG (Platinum Pin) 1,00,000.00 / USD 2000
- SCOUT / GUIDE CHANCELLOR Rs. 10 Lakhs

Donation to BSG is exempted from payment of Income Tax under section 80G.
All Cheques/Demand drafts may be sent in favour of “The Bharat Scouts and Guides” payable at New Delhi.

- Demand Draft
- Cheque
- Online transfer

FOR OFFICE USE ONLY

Date of receipt : Receipt No.
Chief National Commissioner
Date
Director
Date
West Bengal

District Level Executives’ Meet of West Bengal State Bharat Scouts & Guides was organized at State Training Centre, Ganganagar Campsite on 24th March, 2019.

The meet was inaugurated by Shri Shyamal Kumar Biswas, State Commissioner (Scout). Executives of both the wings from 19 District Associations of the State attended this important annual Meet.

The meet finalized the schedule of State Events for the year 2019-20 including Free Being Me, Messenger of Peace, Vision 2024, Achievement of the current year etc.

The meet evaluated the performance of the year 2018-19 and finalized the tentative schedule of State Events for 2019-20 after long discussion.

Joint State Secretaries, State Training Commissioners and State Organizing Commissioners of both the wings and other senior Office Bearers of the state were also present in the meet.

Chaturtha Charan & Heerak Pankh Certificate Presentation Ceremony of Cubs and Bulbuls for the year 2018-2019 was held at State Training Centre Ganganagar Campsite on 24th of March, 2019 in which 150 Cubs, Bulbuls and their Leaders participated.

Shri Debaditya Chakrabarti, IAS (Retd.), State Chief Commissioner presented the Certificates to the Cubs & Bulbuls in a glittering and colourful ceremony. In his inspiring speech State Chief Commissioner congratulated all the Cubs & Bulbuls and encouraged them to be good and active Scouts & Guides.

Western Railway

On the occasion of “Mahashivratri Mela” at Kashivishwanath Temple, Vadodara, more than 51 Scouts, Guides, Rovers and Rangers of Western Railway State Bharat Scouts and Guides, District Vadodara rendered their selfless services to the thousands of devotees attending the Mahapujan at temple.

On the occasion of National Polio Day- 2019, a team of Scouts and Guides with the assistance of Medical staff provided Polio Drops to 115 children in the Railway Units. The services rendered by the Scouts & Guides were highly appreciated by the public and the authorities.

State Level Training Team Meet of Western Railway State Bharat Scouts and Guides was conducted at Board Room, Divisional Rail Manager’s Office, Vadodara on 28th March, 2019. Trainers of both the wings under the chairmanship of State Training Commissioner (S) & State Training Commissioner (G) actively attended the meeting. Shri Rajesh Chaudhari, State Secretary and Shri S.M. Salim, Assistant State Secretary were also present. Their inputs and guidance were welcomed by all the trainers in finalizing the State Plan for the year 2019-20.
Mizoram
Scouts and Guides of Sacred Heart School visited Bethel Centre (Orphanage Home) at Sazaikawn and taught different types of games to the children. They also cleaned the surrounding area and donated one bag of Potato and a large number of clothes to the children.

Meghalaya
The Scouts and Guides of Mayfair School and Stephen Gabriel's Hr. Sec. School took active part in volunteering in the “Operation Zero Litter” organized by Shillong Municipal Board held at Police Bazar on 23rd March, 2019. The main objective of the drive is to steadfastly maintain the greenery and cleanliness within the Centre.

Odisha
Odisha State Bharat Scouts and Guides organised Swachh Bharat activities in the Districts of Saharanpur, Bhubaneswar, Dhenkanal, Puri, Kendrapara and Jagatsinghpur in the month of March, 2019. More than 500 Scouts, Guides and Unit Leaders participated with full enthusiasm. Scouts and Guides cleaned Public areas like Railway Stations, Hospitals, Roads and Toilets etc. The services rendered by the Scouts and Guides were highly appreciated by the Public and the Government.

Quiz Time 236?
(For below 25 years only)
Note: Your answers along with recent passport size photographs should reach us on or before 15th May, 2019.
The names and photos of first five lucky winners with correct answers will be published in the Magazine of May, 2019 issue

1. Where was the first Headquarters of BS&G located?
2. When did the Equipment dept. Shift to Headquarters of BS&G?
3. When & where the Govt. allotted land for the Headquarters of BS&G?
4. Who laid the foundation stone of National Headquarter Building?
5. Who opened the National Headquarters building officially?
6. When & where the Fourth National Jamboree was held?
7. Which Proficiency Badge was introduced after the emergency in 1965?
8. In which year “SANGAM” the world Guide centre opened formally?
9. When & where the 1st Rover / Ranger Leader conference was held?
10. When & where the fifth National Jamboree was held?
International Women's Day

East Coast Railway

On the occasion of International Women's Day, a mega Blood Donation camp was organized jointly by Samarpita Social Foundation Trust and Shastriji Open Scout & Guide Group, Mancheswar of East Coast Railway, Bharat Scouts and Guides at Central Hospital, Mancheswar on 8th March, 2019. 20 Rovers, Rangers and Unit Leaders actively participated. They also donated blood. 60 units of blood was collected and handed over to Capital Hospital and Red Cross Blood Bank.

Karnataka

International Women's Day was celebrated at Kondajji Basappa Auditorium, State Head Quarters, Shanthi Gruha, Bangalore on 28th March 2019 in which 250 Guides actively participated.

Dr. Pramoda Devi Wadiyar, Vice-Patron, Karnataka State Bharat Scouts and Guides was the Chief Guest. Smt. Pruthvi Sindhia and Smt. Amuktha Mahapatra, from the Centre of Educators were the guests of honour. President of the event Sri Kondaji. B Shanmukhappa, Vice President, The Bharat Scouts and Guides. Sri P.G.R Sindhia, State Chief Commissioner. Sri K. Gangappa Gowda, State Secretary graced the occasion. The invitees and the Participants were welcomed by Smt. Geetha Nataraj, State Commissioner (G).

Rajamatha Dr. Pramodadevi Wadiyar unveiled the pictures of Women achievers which were exhibited and also the Picture of His Highness Sri Nalvadi Krishna Raja Wadiyar, Maharaja of Mysore, First Chief Patron of Boys Scout of Mysore (now called as The Bharat Scouts and Guides, Karnataka) and inaugurated Scout open unit in the State Headquarters on his name by Lighting the Lamp and Paying Floral tribute.

Rajamatha expressed that Women's Day Should not be restricted to one day, and women can achieve anything if they make up their mind.

Dr. B. L Bhagyalakshmi, Asst. State Commissioner explained the theme of International Women's Day “Balance for Better”.

Smt. Pruthvi Sindhia in her speech opined that if women have to empower, 50% reservation is necessary for Women in all the fields and also in Political field.

Smt. Amukta Mahapatra told that as per the theme “Balance for Better” could be achieved only by giving opportunities to women in all the areas.

Sri. P.G. R Sindhia, State Chief Commissioner, praised the Royal Patronage given to All-round Development of Karnataka and The Bharat Scouts and Guides. He also mentioned about the suggestions and support given by Rajamatha, Vice-Patron. He told that various schemes and programmes are planned by The Bharat Scouts and Guides, Karnataka for women Empowerment.

Sri. K.B Shanmukhappa, in his Presidential Speech explained the status of women in Indian culture for centuries.

Prizes were distributed to the winners of the Games / Competitions.

All the Office Bearers, Invitees, Electronic and Print Media and Rangers participated in the Function.

Smt. K. V. Shyamala, State Training Commissioner (G) conducted the programme.
Strategies for becoming a learning organisation

What is a learning organisation:-(Peter Senge (1990) popularised the term in his best-seller book “the Fifth Discipline” He defines it as “an organisation where people continually expand their capacity to create results they truly desire, where new and expansive patterns of thinking are nurtured, where collective aspiration is set free and where people are continually learning how to learn together”. Now the term is widely used in management and training development circles. Other definitions of Learning Organisation include the following: “A learning organisation is an organisation skilled at creating, acquiring and transferring knowledge and at modifying its behaviour to reflect new knowledge and insights”. Garvin (1993).

“A Learning organisation that learns powerfully and collectively and is continually transforming itself to better collect, manage and use knowledge for corporate success” (Marquardt,1996). “An organisation (learning company)” that facilitates the learning of all its members and continually transforms itself” (Pedler, Burgoyne & Boydell, 1998)

Hence, based on the above definitions, LO are:
1. Adaptive to their external environment.
2. Continually enhancing their capability to change and adapt.
3. Encouraging both collective and individual learning.
4. Sharing and using the learning to do better.

Why is it critical to be a Learning Organisation:-There has been emphasis on learning and innovation to survive in the 21st Century. Arie de Gues of the Royal Dutch Shell once said that the only way to remain competitive is to learn faster than your competitors. They must learn faster and adapt to the rapid change in the environment or they simply will not survive. Current demands on organisations require learning to be delivered faster, cheaper, and more effectively to a fluid work place and mobile work force, which are affected by daily changes in the marketplace more dramatically than ever before (Marquardt, 1999). Rapid advancement in ICT has helped to promote the swift transfer of knowledge. Organisations have to invent new products and ways just to stay ahead, otherwise they soon become obsolete. Knowledge has doubled every two to three years and competition has increased as a result of globalisation. Today, the most sought-after talent is the ability to originate. Many of the world’s leading companies now regards innovation as a form of risk taking and learning from failure. The current emerging theme is to make a new mistake and learn from it but don’t make the same one again.

Characteristics of a learning organisation – Uses information technology to inform and empower its work force.
– Shares and disseminates information in ways that prompt action.
– Fosters a learning climate by challenging status-quo and basic assumptions, encouraging questioning, feedback, diversity and a passion for continuous improvement.
– Encourages risk taking and experimentation but avoids jeopardising the basics security of the organisation.
– Considers strategic planning and policy making as a learning process and management decisions as experiments.
– Provides ample self-development resources and facilities to all members, encouraging them to take responsibility for their own personal growth and learning.
– Encourages all members of the organisation- employees, customers, suppliers, and stakeholders to participate in major decision-making.
– Learns collaboratively and openly across borders.
– Readily learns from success and failures of other organisations through joint events, research, etc.
– Rewards and values learning at all levels.

Systems thinking is a discipline for seeing things holistically. It is a framework for seeing interrelationships rather than things, for seeing patterns of change rather than static “snapshots.” It is a set of general principles, distilled over the course of the 21st century, spanning fields as diverse as the physical and social sciences, engineering and management.

“It is also a set of specific tools and techniques, originating in two threads: in ‘feedback’ concepts of cybernetics and in ‘servo-mechanism’ engineering theory dating back to the 19th century. During the last 30 years, these tools have been
applied to understand a wide range of corporate, urban, regional, economic, political, ecological and even physiological systems. And systems thinking are a sensibility, for the subtle interconnectedness that gives living systems their unique character.”

**Systems thinking** teaches how to see things as wholes. Systems language is a way of expressing ideas that subtly retracts the subconscious to structure data in circles rather than straight lines. Systems thinking is more than a problem-solving methodology. It does away with boundaries that we invent and then find ourselves trapped inside of. Why apply systems thinking to organisations? Because it can keep them from being overwhelmed by complexity, the kind of that causes people to say, “There is nothing I can do. It's the system” Mastery refers to a special level of proficiency.

“**Personal mastery** is the discipline of continually clarifying and deepening our personal vision, of focusing our energies, of developing patience and of seeing reality objectively.” Its roots lie in eastern and western spiritual traditions and in secular traditions. Personal mastery is the discipline that connects personal learning and organisational learning.

**Mental Model.** “Mental models are deeply ingrained assumptions, generalisations or even pictures or images that influence how we understand the world and how we take action.” The culture of the organisation is often a reflection the beliefs and value systems of the founder, which represents his or her mental model.

**Shared Vision** In organisations, such mental models control what people perceive can or cannot be done. Real change rarely takes place until management teams change their shared mental models. In an organisation, a shared vision binds people together around a common identity and a sense of destiny. A genuine vision causes people to do things because they want to and not because they have to. The discipline of building a shared vision is something like creating a sculpture from a block of stone. The vision builder uncover” pictures of the future” that are common to all organisational players and inspire commitment.

**Team learning** is a tool for raising the collective IQ of a group above that of anyone in it. Through team learning, the whole becomes smarter than the parts. The disciplines of team learning include dialogue, a form of talking and thinking together. One aspect of this discipline is to recognise and overcome patterns of defensiveness that undermine group learning. It is important because the teams and not the individuals are the fundamental learning unit in a modern organisation; unless the team can learn, the organisation cannot learn.

**New Roles for leaders** According to Senge, (1990) leaders in a LO play three new roles as a ‘designer’, ‘teacher’ and as a ‘steward’

As a **designer**, the leader is responsible for creating a shared vision of the future based on current reality, for advocating desirable core values, for conceiving policies, structures and developing learning process that converts these ideals into action and continuous improvement.

As a **teacher**, the leader is committed to helping organisational members validate their mental model and encouraging them to look at things from a big picture, systems perspective. He is also a champion for learning at all levels in the organisation.

As a **steward**, the leader set the direction, operating from a sense of responsibility to align members and the mission of the organisation for mutual benefits.

---

**Answer Quiz 235**

1. 22nd February, 1971
2. Lady Baden Powell
3. Dr. Rajendra Prasad the 1st President of India
4. On 28th November, 1961 at Ashok Hall Rashtrapati Bhawan
5. Dr. S. Radhakrishnan (The officiating President of India)
6. 225 Scouts 100 Guides
7. In 1937
8. In 2002
9. In 2007
10. At NTC, Pachmarhi from 29th to 31st May, 1962
हाँ द जोश
जम्बूरी...बांग्लादेश जम्बूरी......

तीसरा सांसो एवं 10वीं राष्ट्रीय स्काउट जम्बूरी राष्ट्रीय स्काउट प्रशिक्षण केंद्र, मोंसुक गाजीपुर, बांग्लादेश में दिनांक 8 से 12 मार्च 2019 की अवधि में आयोजित हुई जिसमें भारत की ओर से 200 प्रतिभागियों ने भाग लिया।

दिनांक 10 मार्च, 2019 को गरिमामध्य समारोह में बांग्लादेश के महामहिम राष्ट्रपतिगण ने जम्बूरी का विशेष शुभारंभ किया। अपने आर्थीवन के पश्चात् उन्होंने बांग्लादेश राष्ट्रीय प्रशिक्षण के एक नयी धारा का उद्घाटन भी किया।

भारत स्काउट गाइड के सभी युवा प्रतिभागियों ने जम्बूरी की सभी प्रतियोगिताओं में उत्साहपूर्वक भाग लिया। इसी बीच राजस्थान के राज्य मुख्यालय में पदस्थ नएंगनाइंजर श्री एल.ए.राम के नेतृत्व में भारतीय दल का एक दुकान ने एक दिवसीय राजधानी धारा के दर्शनीय स्थलों का भ्रमण किया।

भारतीय दल का उत्साहवृत्ति करने के लिए राष्ट्रीय मुख्यायुक्त डॉ. क्रेमे. खण्डेलवाल एवं श्री मोहम्मद खालिद, श्री मोहनदी जी भी जम्बूरी उद्घाटन शिविर में उपस्थित रहे।

ग्लोबल डेवलपमेंट विलेज में भारतीय दल द्वारा लगाये गये स्टॉल एवं ग्राफिक कैंप फ्यायर समारोह में राजस्थान के दल ने तूरीय स्थान प्राप्त किया एवं 100 सदस्यीय दल द्वारा प्रस्तुत किये गये "जम्बू रो" की प्रतियोगिता की दर्शनवार व अवधियों ने उत्साहपूर्वक प्रशासन की। जम्बूरी अवधि में भारतीय दल को शिविर निर्माण में प्रवृत्त दिवस उत्कृष्ट पताका प्रदान की गई।

जम्बूरी का आयोजन ही युवाओं को एक साथ लाना, उनमें आपसी समझ निर्मित करना, बिन्मान गतिविधियों के माध्यम से अपने आपको तैयार करना, जिम्मेदार नागरिक के रूप में जम्बूरी एक साथक उदाहरण है जिससे ये वातावरण निर्मित किया और अपने उत्कृष्ट उद्देश्य में पूर्णतया सफलता प्राप्त की।

---

कुटा और खरगोश

एक बार की बात है कि एक खरगोश मरती में घूम रहा था। अचानक एक शिकारी कुत्ते की नजर उस पर पड़ गई तथा वह तेजी से खरगोश के पीछे भागा। खरगोश ने भी कुत्ते को देख लिया था। अतः वह अपने प्राण बचाने के लिए सिर पर पांव रखकर भागा। परन्तु शिकारी कुटा निकट आता चला गया और अधिक भागने में असमर्थ होकर खरगोश एक जाड़ी में घुस गया।

शीघ्र ही शिकारी कुटा भी वहाँ आ पहुँचा तथा जाड़ी के पास खड़ा हो गया। कुछ समय विश्राम करने के पश्चात् खरगोश जाड़ी से निकल कर अपनी मांद की ओर भागा। कुटा भी पुनः उसके पीछे तेजी से भागने लगा।

कुटा देर तक खरगोश का पीछा करने के बाद कुत्ते ने खरगोश को अपनी मांद में घुसने से पहले ही घेर लिया। वह कभी उससे चाटता और कभी उससे दांतों से काटता था। अतः खरगोश बोला, “मैं तुम्हें अपनी मित्र मानूं या शत्रु? यदि तुम मित्र हो तो मुझे काटते कैसे हों? और यदि तुम शत्रु हो तो मुझे चाटते कैसे हों।” यह सुनकर कुटा सोच में पड़ गया। अंततः पाकर खरगोश अपनी मांद में घुस गया। कुटा अपनी मुख्तार पर पछाड़ता हुआ वहाँ से चला गया।

शिक्षा : दोगला अपनी ही हानि करता है।
A MESSAGE TO PARENTS

-Dr. Annie Besant

If I had a dozen sons – I have only one – I would send them all into the Scout Movement, as soon as they could enter its lowest grade. And I would send the daughters into the Girls Guides, under similar conditions, to being at the beginning. Now do you think that I could say anything stronger than that, as a recommendation to you, who read this, in the way of advice as to joining the Scouts or the Guides, according as you are a boy or a girl?

If you are wondering why I write so strongly, I will tell you why I do. It is because I have seen Cub and Scouts and Rovers, and I know what a useful lot they are, as boys and as men, and so also with the Girls.

They are good citizens of their country, ready to work for it; ready to live for it, ready to die for it. That is the idea conveyed by the word “Citizen”. It means a man who is fit to be a man who is fit to live in society, fit to live among a group of other people.

We put this in another way in our Scout Pledge. We promise to “do a good turn every day”. As you know, a good turn is some helpful act, for which you are not paid in any way, except by love which cannot be bought or sold. And you promise on you to do good things without being made to do them. It is the voice of good within you, bidding you to do some good act which you are not ordered to do by some one who has the right to give an order to you.

You see why you should do a thing that you feel, inside you, that you ought to do. That inner feeling is good voice speaking inside you, and if you do it, you will become a good and noble man, and help you nation to hold up her head among the Nations of the World.

And so God be with you, Brothers, for I, though in a woman’s body, am your Brother Scout.

Perhaps, you may like to know that I took the Scout’s Pledge from our Chief Scout, Sir Robert Baden Powell, here in Madras, at a big Scout Rally.

“Loyalty to Country is of the highest Value for Keeping men's views balanced and in proper Perspective. Service for others and self-sacrifice must necessarily include readiness to serve one's Country”.

-Lord Baden Powell

Gone Home

Shri M.P.S. Malik, Founder member of Ramjas Scout Foundation Delhi left for heavenly abode on 12th April, 2019. He was instrumental in promoting Scouting and Guiding in schools managed by Ramjas Foundation, New Delhi.

We pray for eternal peace of the departed soul.
Earth Day and the role of Scouts and Guides

D. R. K. Sarma, LT(C)
National Headquarters Commissioner (Cub)

Earth Day is celebrated on 22nd April every year. It is the largest and most widely celebrated global event. On this day, we realize what an amazing planet we live on. It is the only planet in our solar system with incredible biodiversity. As part of Earth Day Celebrations, we make efforts to protect our planet and its environment. The theme for the Earth Day 2019 is proposed as “Protect our Species”.

A species is a group of organisms that can reproduce and create fertile offspring. 84 lakhs of species classified into six groups were created on the earth. During the long history of the planet, many species were extinct globally due to climate change, volcanism, floods and droughts. In recent years, vast majority of flora and fauna have also been extinct due to the direct or indirect human activities. To cite an example, the commonly seen sparrows are slowly disappearing. Large varieties of fish are no more seen in the oceans. Every living being has a right to live on this planet and we should not disturb their existence. In the absence of such species there is going to be imbalance in the ecosystem. We have the threat of Global warming in the 21st century. As we look at the present pace of CO₂ emissions, scientists estimate that the average temperature of the earth may rise between 1.5 degrees Celsius to 5.3 degrees Celsius by the year 2100.

Sources of CO₂ emissions:

- Massive use of fossil fuels like coal, oil and gas
- Deforestation- Trees help regulate the climate by absorbing Carbon dioxide. When the trees are cut down, the carbon stored in the trees is released into the atmosphere.
- Intensive farming – in place of manures, use of fertilizers which release nitrous oxide that cause Global warming
- Mining
- Waste disposal
- Exploitation of natural resources

Due to the climate change through the above sources, the ice in polar regions melts and Ocean levels will increase by 18 cm in the years to come. Some of the species on the earth disappear. Human beings find scarcity of food and water. The weather conditions like heat waves, droughts, floods and cyclones will be rampant.

As mentioned above, let us look at the solutions to this serious problem:

- Renewable energies: The first way to prevent climate change is to move away from fossil fuels and we should go in for alternative energy sources such as solar, wind, biomass or geothermal.
- Energy and water efficiency: use of LED lamps and innovative shower systems.
- Sustainable transportation: use of battery operated or electrically operated transport system.
- Sustainable agriculture and forest management: better use of natural resources to make agriculture greener and prevention of massive deforestation.
- Consumption and recycling: consumption of food, water or energy etc. should involve responsible habits and innovative methods to recycle the waste.

Let us see what role our scouts and guides can play in controlling the climate change and Save our Earth.

A scout or guide is a friend to animals and loves nature is part of our Scout/Guide law. In fact scouting is outing. It means scouting is communicating with nature. All our activities are out of doors. The Founder of this movement had well thought of the conservation of nature and designed all scout/guide activities linked with nature.

There are more than 15 proficiency badges in scout and rover sections related to nature covering seeds, plants, trees, insects, birds, fish and animals besides regular activities listed under progressive training of Cub/Bulbul/Scout/Guide/Rover and Ranger sections. Scouts and Guides, in general, should work for these proficiency badges and campaign for the protection of our species and environment. That will be a great contribution towards creating a better world.
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<td>BA0010</td>
<td>Pravesh Badge all Sections (each)</td>
<td>₹ 5.00</td>
</tr>
<tr>
<td>BA0010</td>
<td>SOPAN Badges (each)</td>
<td>₹ 5.00</td>
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<tr>
<td>BA0010</td>
<td>Rank badges All section Scout Wing (each)</td>
<td>₹ 3.00</td>
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<td>BA0011</td>
<td>Rank Badge Guiders</td>
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<td>BA0011</td>
<td>Shank Badges (each)</td>
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<td>BA0011</td>
<td>Rashtrapati Award Badge - Metal Pin</td>
<td>₹ 16.00</td>
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### Upcoming Events

#### International Events

<table>
<thead>
<tr>
<th>Date</th>
<th>Name of Event/Course</th>
<th>Venue</th>
<th>Circular No. Date</th>
<th>Last date of Application</th>
</tr>
</thead>
<tbody>
<tr>
<td>14th to 20th Nov. 2019</td>
<td>Juliette Low Seminar 2019</td>
<td>Pune, Maharashtra</td>
<td>09/1st Feb. 2019</td>
<td>20th February, 2019</td>
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</table>

#### National Events from May to June-2019

<table>
<thead>
<tr>
<th>Sr.</th>
<th>Event Name</th>
<th>Date</th>
<th>Venue</th>
<th>Circular No. Date</th>
<th>Last date of Application</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Mother's Day</td>
<td>31st May 2019</td>
<td>All over India</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>World Environment Day</td>
<td>5th June 2019</td>
<td>All over India</td>
<td></td>
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<tr>
<td>3</td>
<td>National/Rover/Ranger Samagam to celebrate closing of Centenary year of Rovering</td>
<td>10th to 14th June 2019</td>
<td>NTC, Pachmarhi</td>
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<tr>
<td>4</td>
<td>World Day Against Child Labour</td>
<td>12th June 2019</td>
<td>All over India</td>
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<td></td>
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<tr>
<td>5</td>
<td>International Day of Yoga</td>
<td>21st June 2019</td>
<td>All over India</td>
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</table>

#### National Adventure Programmes, National Adventure Institute, Pachmarhi, Madhya Pradesh from April to June-2019

<table>
<thead>
<tr>
<th>Sr.</th>
<th>Event Name</th>
<th>From</th>
<th>Dated</th>
<th>From</th>
<th>To</th>
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<tbody>
<tr>
<td>1</td>
<td>405th National Adventure Programme</td>
<td>06.05.2019</td>
<td>12.05.2019</td>
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<td>2</td>
<td>406th National Adventure Programme</td>
<td>16.05.2019</td>
<td>22.05.2019</td>
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<td>26.05.2019</td>
<td>01.06.2019</td>
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<td>408th National Adventure Programme</td>
<td>10.06.2019</td>
<td>16.06.2019</td>
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<td>409th National Adventure Programme</td>
<td>18.06.2019</td>
<td>24.06.2019</td>
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#### National Adventure Programme, NYC, Gadpuri from May to July-2019

<table>
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<th>Event Name</th>
<th>Month</th>
<th>From</th>
<th>Reg. Fee</th>
<th>Dev. Fee</th>
<th>Camp Fee</th>
<th>Total Fee</th>
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<tr>
<td>1</td>
<td>24 NYAP</td>
<td>May</td>
<td>06-10-05-2019</td>
<td>100/-</td>
<td>200/-</td>
<td>2200/-</td>
<td>2500/-</td>
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<tr>
<td>2</td>
<td>25 NYAP</td>
<td>May</td>
<td>20-24-05-2019</td>
<td>100/-</td>
<td>200/-</td>
<td>2200/-</td>
<td>2500/-</td>
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<tr>
<td>3</td>
<td>26 NYAP</td>
<td>May</td>
<td>27-31-05-2019</td>
<td>100/-</td>
<td>200/-</td>
<td>2200/-</td>
<td>2500/-</td>
</tr>
<tr>
<td>4</td>
<td>27 NYAP</td>
<td>June</td>
<td>17th to 21st June 2019</td>
<td>100/-</td>
<td>200/-</td>
<td>2200/-</td>
<td>2500/-</td>
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<tr>
<td>5</td>
<td>28 NYAP</td>
<td>June</td>
<td>24th to 28th June 2019</td>
<td>100/-</td>
<td>200/-</td>
<td>2200/-</td>
<td>2500/-</td>
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<tr>
<td>6</td>
<td>29 NYAP</td>
<td>July</td>
<td>01st to 05th July 2019</td>
<td>100/-</td>
<td>200/-</td>
<td>2200/-</td>
<td>2500/-</td>
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<tr>
<td>7</td>
<td>30 NYAP</td>
<td>July</td>
<td>08th to 12th July 2019</td>
<td>100/-</td>
<td>200/-</td>
<td>2200/-</td>
<td>2500/-</td>
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</tbody>
</table>
Glimpses of Meetings at NHQ Bharat Scouts & Guides on 30-31 March 2019

12th National Cabboree - Sri Lanka from 6th to 8th April, 2019
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