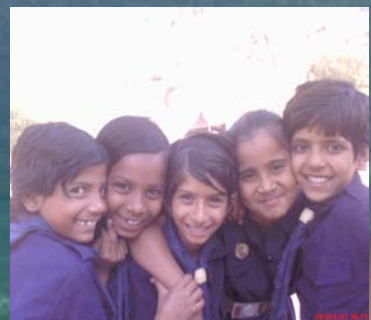




Vision 2013

The Bharat Scouts & Guides



Action Plan 2008-2010

World Organization of the Scout Movement

Mission Statement

The mission of Scouting is to contribute to the education of young people, through a value based system based on the Scout Promise and Law to help build a better world where people are self- fulfilled as individuals and play a constructive role in society

This is achieved by:

- Involving them throughout their formative years in a non-formal educational process
- Using specific method that makes each individual the principal agent in his or her development as a self-reliant, supportive, responsible and committed person
- Assisting them to establish a value based upon spiritual, social and personal principles as expressed in the Promise and Law

The Bharat Scouts and Guides, India

Vision Statement

By 2013, The Bharat Scouts and Guides, the largest and consistently growing youth movement, that will be self-reliant, value based, quality oriented, well managed and offering innovative, challenging program based on the needs of the young people

REVIEW SWOT ANALYSIS RESULTS

STRENGTHS	WEAKNESSES	OPPORTUNITIES	THREATS
Membership	Youth Program	Large number of available young people	
Organization Structure	Infrastructure		
Volunteer Leadership	Lack of Recognition to the leaders		Political influence
Dedicated Leaders	Lack of understanding on Scouting	Recognition in the Society	
Committed Volunteers	Adult resources management	Public Support	
Professionals	Lack of sufficient trainers in C/B/R/R		
Number of Trainers	Lack of committed and devoted leaders		
Scout Supply Service (in terms of annual income)	Scout Supply Service as a service (catering the needs of all states in time/capabilities)		Unauthorized Scout Supplies
	Lack of Literature in Regional languages	Mass Media	
National Adventure Institute		Former Rashtrapati/ Scouts/ Guides/ Rovers/ Rangers	
Support from Sister Organization (IFFSG)		Similar Organization	Parallel Organization
	Financial insecurities	Financial Stability	
Organizational Network	Lack of sufficient finance	ICT	
Assets (Building and Training Centers)		Co-Curricular activity in Higher Education	
		Technological development	
	Delivery of youth programme	Support to/ from other agencies	
Increased no. of Rashtrapati Scouts/ Guides	Lack of publicity		
Support from Educational Institutions	Committee system (not functioning)		
Existing Members	Insufficient trainers		
	Poor Communication		
Indian Railways Support	Shortage of adult leaders		
Award System	Inadequate infrastructure		
Literature	Poor Management		
Incentives to young people	Lack of knowledge		
Traditions/Culture			
Right approach to the training	Communication		

STRENGTHS	WEAKNESSES	OPPORTUNITIES	THREATS
C.D. Activities	Assessment not defined		
Co-Curricular activity in Secondary Education (10+2)	No accountability		
	Over dependence of gov't. funds		
	Over dependence on schools		
	Ill- conceived management areas		
	Inadequate relationship with other organization		
	Poor Documentation		
	Scout Supply Service (services)		
	Centralization of power		
	Marketing		
	Visibility		

The Bharat Scouts & Guides INDIA

STRATEGIC PRIORITIES

1. **Youth Programme** - To fulfill the needs and aspirations of young people by offering them attractive, innovative and challenging program through their involvement in decision making so as to make them responsible adults/Citizen.
2. **Growth** – To increase overall membership by 10% annually with the aim of strengthening the weaker sections.
3. **Finance** - To improve the Financial Status with optimum use of existing assets, exploring and developing new areas of finance generation.
4. **Adult Resources** - To improve the competencies of adult leaders so that they can better serve the needs of the young people and the organization.
5. **Management** - To improve the overall organizational management of Bharat Scouts & Guides so as to be responsive to the changes in the environment.
6. **Communications and Public Relations** - to develop an effective and efficient communication system internally and externally at all levels and to enhance the image and visibility of Bharat Scouts & Guides.

National Strategic Planning Review Workshop

Bharat Scouts and Guides
National Headquarters • New Delhi, India
14-18 April 2008

ACTION PLAN REVIEW WORKSHEET

Strategic Priority: Youth Programme		
<i>To fulfill the needs and aspirations of young people by offering them attractive, innovative and challenging program through their involvement in decision making so as to make them responsible adults/ citizen</i>		
Objective 1: To review the existing youth program in all sections keeping in view the needs and aspirations of the young people by last quarter of 2010	Expected Results: Revised Boy/Girl Program is approved and available for developing support material for its implementation.	
Action Step	Who (Key Person)	Expected Outcome/ Results
1. Questionnaire to be revised and disseminated to all the states by last quarter of 2008.	Director	Revised questionnaire reaches to states for further dissemination and feedback
2. Filled up survey forms from SHQ to NHQ by 2 nd quarter of 2009.	State Secretary	Feedback is received at NHQ in form of filled up questionnaire from all states
3. Analyze and consolidate the data by 3 rd quarter of 2009.	Director	Analytical report is available for further usage
4. Organize National Level workshop to discuss the necessary amendments in the youth programme based on the data collected by last qtr. of 2009.	Director /NHQ	Recommendations are finalized for the changes to be made in the Boy/Girl program
5. Review of recommendations and submission to the Appropriate Committees and National Council for approval by last quarter of 2010.	Director	Revised Boy/Girl Program is approved and available for developing support material for its implementation

<p>Objective 2:</p> <p>To effectively implement the revised youth programme beginning first quarter of 2011.</p>	<p>Expected Results:</p> <p>Young people will be attracted, retention in units resulting in membership growth</p>	
<p>Action Step</p>	<p>Who (Key Person)</p>	<p>Expected Outcome/ Results</p>
<p>1. Prepare material for revised youth programme by last quarter of 2011.</p>	<p>JDS/G</p>	<p>Youth programme material is ready with NHQ for dissemination.</p>
<p>2. Prepare APRO, handbooks etc for revised youth programme by last quarter of 2011.</p>	<p>Director</p>	<p>States receives a set of revised materials.</p>
<p>3. Organize Seminars at State level/local level to appraise leaders on the revised program beginning 2nd quarter of 2012.</p>	<p>SOC (S/G), DOC (S/G)</p>	<p>Leaders at all levels are oriented for the implementation of the revised program</p>
<p>4. Implementation of revised Youth Programme beginning last quarter of 2012.</p>	<p>JDS/G, SOC-S/G</p>	<p>More Young people are attracted, young people stay longer in the units, membership growth.</p>

<p>Objective 3:</p> <p>To involve young people in decision-making process at all levels by last quarter of 2009.</p>	<p>Expected Results:</p> <p>Developed confidence in young people with their role in the decisions of the organization</p> <p>Role of young people will be ensured in making organizational decision in line to the needs and aspirations of the youth.</p>	
<p>Action Step</p>	<p>Who (Key Person)</p>	<p>Expected Outcome/ Results</p>
<p>1. Provide guidelines for nomination of young people in all decision making bodies at all levels 2nd quarter of 2008.</p>	<p>Director</p>	<p>Provide opportunity to young people involve in decision making as per the policy of WOSM/WAGGGS.</p>
<p>2. Obtain National council approval by 4th quarter 2009</p>	<p>Director</p>	<p>Guideline/decision ready for implementation</p>
<p>3. Nomination of young people in all the committees at all levels by the last quarter of 2010.</p>	<p>Director, State Secretary and District Secretary</p>	<p>Young people will have equal opportunity expressing their views in decision making bodies and contributing in decisions made.</p>

Strategic Priority: Growth		
<i>To increase overall membership by 10% annually with the aim of strengthening the weaker sections.</i>		
Objective 1: To ensure overall annual membership growth by 10% with emphasis on strengthening weaker sections, beginning 1 st quarter of 2009.	Expected Results: Steady growth in membership in all sections and minimizing the intersectional gap.	
Action Step	Who (Key Person)	Expected Outcome/ Results
1. Collection of census data by the 2 nd quarter of every year	JD(SS), State Secretary	Compiled data available by every 30 th September
2. Review and fixation of the state-wise census target annually analyzing the scope of quantitative growth by sections and weaker areas to achieve 10% of the national target	JD(SS), State Secretary	Steady growth in membership in all sections minimizing intersectional gap

<p>Objective 2:</p> <p>To ensure that an effective and nation wide uniform membership registration system is established by the end of last quarter of 2008 and implemented beginning first quarter of 2009</p>	<p>Expected Results:</p> <p>The system and the registration package will be readily available to the states for implementation.</p> <p>Accurate data will be available at all levels</p>	
<p>Action Step</p>	<p>Who (Key Person)</p>	<p>Expected Outcome/ Results</p>
<p>1. Gather present registration forms and other data from all states by 2nd quarter of 2008</p>	<p>Director, NHQ</p>	<p>Registration package will be available</p>
<p>2. Analyze the data and draft the most appropriate registration system and tools by 3rd quarter of 2008</p>		
<p>3. Organize a Workshop at National level to prepare a uniform membership registration system by the end of 3rd quarter of 2008.</p>		
<p>4. Implement in four states, each of different nature, a pilot project for the year 2010 census</p>	<p>Director SHQ- State Secretary</p>	<p>New Registration system will be tested in selected states</p>
<p>5. Collect feedback on the pilot testing of the registration system and review as necessary before disseminating to all states for full implementation</p>	<p>Director</p>	<p>An efficient system available for full implementation</p>
<p>6. Review and full implementation of the system beginning census year 2011</p>	<p>JD(SS), State Secretary</p>	<p>Accurate Census Data will be available at all levels</p>

Objective 3: To reach- out to the segments of the society presently not served by The Bharat Scouts & Guides at all levels beginning first quarter of 2010.	Expected Results: Increasing membership, wider coverage and visibility.	
Action Step	Who (Key Person)	Expected Outcome/ Results
1. NHQ shall prepare a guideline including necessary tools, in identifying the segments of un-reached areas by last quarter of 2008.	JD(SS)	A guideline with necessary tools will be available to those who will be undertaking this survey
2. Produce publicity materials in respect to attract young people from un- reached areas by last quarter of 2008.		Publicity materials will be available that will attract convince young people to join Scouting/Guiding as well to the parents/guardian to send their wards to Scouting/Guiding
3 Identify the un reached areas and submit to the State Headquarters by 3 rd quarter of 2008	SOC-S/G DOC-S/G	List will be available at the state level from each district of the Scouting potential areas/un-reached areas
4. Hold meetings and discussions with the local leaders, local government bodies and with the social workers for the un-reached areas by 3 rd quarter of 2009.	SOC-SHQ, ASOC-SHQ, DOC- DHQ.	New units opened in un reached area and membership growth
5. Conduct membership registration campaigns at the un reached areas and encourage for starting both sponsored and open units, at least twice a year beginning 2010	SOC-SHQ, DOC-DHQ.	Increase in census and Scouting/ Guiding is extended to un reached areas
6. Coordination for the conduct of required no. of training course by first quarter of 2010.	STC-SHQ, DTC-DHQ.	Trained Unit Leaders are available to run the units

Strategic Priority: Finance		
<i>To improve the financial status with optimum use of existing assets, exploring and developing new areas of finance generation.</i>		
Objective 1: Ensure the implementation of revised comprehensive plan towards optimum utilization of the existing assets and funds beginning April 2009	Expected Results: All assets (in particularly the campsites hostels and buildings) and funds will be fully utilized.	
Action Step	Who (Key Person)	Expected Outcome/ Results
1. Collecting information of the present financial and assets position of Bharat Scouts & Guides by 2 nd quarter of 2009.	JDSS/State Secretary	The National and State Association will have complete records on assets (properties movable and immovable) of respective organization.
2. Analysis of information collected by last quarter of 2009	JDSS/State Secretary	Analysis report: highlighting assets and liabilities with the recommendations on how to maximize the benefits from the assets.
3. Draft financial reforms on the basis of analysis on the following areas and assist State on similar line by 2 nd quarter of 2010. a.) to improve professional competencies in financial management. b.) Maximize the income from the training centers and buildings	JDSS/State Secretary	As a result of financial reform guide, income from assets are increased
4. Ensure each district has their own scout supply service with at least basic needs of Scouts/ Guides by last quarter 2010	NHQ/SHQ/DHQ SSO/State Secretary, District Secretary	Authentic Scout/ Guide equipments easily available

Objective 2: To raise additional 10% funds, at all levels, annually, beginning April 2009	Expected Results: Increased annual income	
Action Step	Who (Key Person)	Expected Outcome/ Results
1. Appointment of Fund Raising Committee/ Financial Resources Committee by 2 nd quarter of 2009	National Commissioner/ State Chief Commissioner	A functional committee is appointed.
2. Raise additional funds 10% annually through: a.) BSG Fellowship b.) magazine subscribers c.) life/ ordinary membership d.) rental (building, campsites and other assets) e.) flag day f.) advertisement g.) supply service department h.) vocational training/ production unit on tailoring <i>* states may prepare their own annual targets</i>	Fundraising Committee/ Finance Committee	Additional income generated
3. Analytical report of the amount raised shall be prepared for the purpose of review annually	Fund Raising Committee/ Financial Resource Committee	Clear picture of target achieved
4. Produce a brochure appealing to the public highlighting different schemes where BSG accepts donations by 3 rd quarter of 2009.	NHQ- Jt. Director (SS)/ State Secretary	Brochure will be available for contacting donors.
5. Prepare a guideline on fund raising and financial management by 3 rd quarter of 2009.	NHQ-Jt. Director (SS)	Fundraising activities will be effectively practiced and funds managed appropriately
6. Organize at least one national seminar on fund raising annually beginning last quarter of 2009.	Jt. Director (SS)	Leaders will acquire knowledge and skills in fundraising (capacity building)
7. Acquire at least one additional project grant/sponsorship from other agencies annually beginning 2008	Jt. Director (SS), State Secretary	One new projects annually will be implemented.

Strategic Priority: Adult Resources		
<i>To improve the competencies of adult leaders so that they can better serve the needs of the young people and the organization.</i>		
Objective 1: To review the implementation of ARP at all levels by 1 st quarter of 2009.	Expected Results: Implementation of ARP is reviewed at all levels and a comprehensive report is available for further actions.	
Action Step	Who (Key Person)	Expected Outcome/ Results
1. Adapt the forms from WSB in conducting survey on ARP implementation situation and send the survey forms to the states by 2nd quarter of 2008 and to the Dist. Assn by 3rd quarter of 2008	Director, NHQ/ State Secretary	Updated information on the understanding of leaders on ARP and actions taken at different levels will be readily available and States will be advised by national for future actions to be undertaken
2. The state should collect the survey forms from the DA and forward it to NHQ after consolidation by the last quarter of 2008.	District Secretary State Secretary	
3. NHQ/Task Group will analyze the feedback (survey forms) and prepare report by the end of first quarter 2009 and disseminate to all states with recommendations for future actions by beginning of the 2 nd quarter of 2009.	Director	

Objective 2: To ensure effective implementation of ARP at all levels by last quarter of 2010	Expected Results: Effective management of all adults in Scouting at all levels and improvement in the quality of Scouting	
Action Step	Who (Key Person)	Expected Outcome/ Results
1. Organize an awareness workshop to emphasize the concept of ARP at national level by 3 rd quarter of 2009	Director	Awareness on ARP in key leaders from National and State associations
2. Emphasis by NHQ on formation of ARP committee at state level by last quarter of 2008 District level ARP committee to be formed by 2 nd quarter of 2009	Director/State Secretary	Committees are appointed at state and district levels
3. Organize state level awareness seminar on ARP by last quarter of 2009	State Secretary	Awareness on ARP in key leaders from State and district associations
4. National Adult Resources Committee/Task Group to review/develop Adult Resources Policy in line with WARP and tools for its implementation by 3 rd quarter of 2010	Director	Policy available for implementation
5. Disseminate to all states and conduct meeting for responsible persons for implementation of the policy at all levels last quarter of 2010	Director	Leaders are oriented in the implementation process
6. Implementation of ARP at all levels 2 nd quarter of 2011	Director/ State Secretary	Better management of adult resources at all levels
7. Half yearly meetings of ARC Chairman, Secretary to evaluate and review the implementation of ARP at National, State and district levels from 4 th quarter of 2011	Director/ State Secretary/ District Secretary	Continuous improvement in the management of Adults in Scouting/Guiding by implementing ARP
8. Review Adult Resources Policy based on the recommendation/experience in the field by last quarter of 2013	Director	Revised ARP will be available for implementation

<p>Objective 3:</p> <p>To review and establish an effective Scheme of Training (training system) in line with the Adult Resources Policy (WOSM and WAGGS) by last quarter of 2013.</p>	<p>Expected Results:</p> <p>Appropriate training will be available for all positions in Bharat Scouts and Guides at all levels</p>	
<p>Action Step</p>	<p>Who (Key Person)</p>	<p>Expected Outcome/ Results</p>
<p>1. Organize Sandhan by 2nd quarter of 2012</p>	<p>DDSLT / DDGLT</p>	<p>Updated information from the field on the SOT and necessary recommendations for future changes will be drafted</p>
<p>2. Adopt the revised training scheme (training system) by last quarter of 2013</p>	<p>JDS/JDG</p>	<p>Revised SOT (training system) is available for implementation</p>

Objective 4: Ensure that by 2010, leaders in all positions at all levels are competent in the area of their responsibilities.	Expected Results: Effective management of the Association and quality Scouting at all levels	
Action Step	Who (Key Person)	Expected Outcome/ Results
1. Prepare tools for conducting Training Needs Analysis by first quarter of 2009.	Director DDSLT and DDGLT STC-SG	Tools will be available to the TNA team for the analysis
2. List out the personnel and group them based on the training needs last quarter of 2009	DDSLT/DDGLT STC-S/G	Number of Trainees in each group will be identified for each training events to be conducted
3. Design training for the groups as above by second quarter of 2010	DDSLT/DDGLT STC-S/G	Customized training available for individuals
4. Revise the existing pool of resource persons based on the competencies required to run the training activities by 3 rd quarter of 2010	DDSLT/DDGLT STC-S/G	Trainees will acquire needed knowledge and skill in their functions
5. Conduct specialized training courses beginning last quarter of 2010	DDSLT/DDGLT STC-S/G	Appreciation for the Movement by the leaders and increased enthusiasm/ Motivation
6. Revitalize existing Awards systems and recognize eligible leaders beginning last quarter of 2008	Director/ State Secretary	Uniformed and quality training by the trainers based on the Handbooks
7. Publish trainers handbooks on Wood badge courses, specialized courses by last quarter of 2010	DDSLT/DDGLT	
8. Establish a Translators' pool inviting at least five volunteer leaders who are competent in translating from English to Hindi and other recognized constitutional state languages by 1 st quarter of 2009		Human Resources available for translation
9. Begin translation of books beginning 1 st quarter of 2009		Availability of publications in Hindi and other Regional languages

Strategic Priority: Management		
<i>To improve the overall organizational management effectiveness and efficiency of Bharat Scouts & Guides so as to be responsive to the changes in the environment.</i>		
Objective 1: To strengthen the Organizational & administrative structures and system with involvement of appropriate number of young people by last quarter of 2009.	Expected Results: Efficient management of the organization where young people are equally involved in the management at all levels	
Action Step	Who (Key Person)	Expected Outcome/ Results
1. Form a Task group comprising Professionals, Volunteers & Experts from BS&G members by 2 nd quarter of 2008 to review the organization and administrative structures	Director, NHQ	Formation of Task Group
2. Task Group completes the review and submits its recommendations by the first quarter of 2009	Director	Report is submitted to the National Commissioner for further actions
3. Re- establishes Regional Headquarters within the region by the end of third quarter of 2008	Director	Regional Headquarters are located within the geographical areas easily accessible to the states
4. Subject to the availability of funds, equip headquarters at all levels with modern amenities (office equipment, furniture, electronic gadgets etc.) by last quarter 2010	Director/State Secretary/ District Secretary	Well equipped Headquarter offices

Objective 2: To establish and implement an effective performance management system at all levels up to last quarter of 2009.	Expected Results: Committees will be effective at all levels.	
Action Step	Who (Key Person)	Expected Outcome/ Results
1. Formulate an effective Performance Management System for all committees and its members at all levels by last quarter of 2008	Director	System is in place for approval of the Council
2. Approval by the National Council by last quarter of 2008	Director	PMS ready for implementation
3. Implement performance appraisal system at all levels beginning first quarter of 2009	Director	Improved performance of the Committees
4. Conduct performance Review at all levels twice a year for all professionals of the organization starting from third quarter 2009	Director/ State Secretary	Improved performance of individuals, Targets are achieved in set times

Objective 3: To become learning organization by last quarter of 2013.	Expected Results: Bharat Scouts and Guides will have all the elements of Learning organization and will be steadily moving in achieving its mission.	
Action Step	Who (Key Person)	Expected Outcome/ Results
1. SWOT Analysis to be done annually at national and state level starting 2 nd quarter of 2008	Director/State Secretary	Situational analysis will be available
2. Acquire and disseminate materials on learning organization by last quarter 2008	Jt. Director (SS), State Secretary	Materials available at all levels
3. Organize a National Seminar on Learning Organization by 3 rd quarter of 2011	Director, NHQ	Understand learning organization
4. Organize state level seminars on Learning Organization by the second quarter of 2011	State Secretary	Awareness and moves towards learning organization

<p>Objective 4:</p> <p>To establish/strengthen a Research and data center at national and state levels by the last quarter of 2010.</p>	<p>Expected Results:</p> <p>Authentic and updated information and data will be available at National and state levels.</p>	
<p>Action Step</p>	<p>Who (Key Person)</p>	<p>Expected Outcome/ Results</p>
<p>1. Appointment of full time Research and Data in-charge first quarter of 2009</p>	<p>Director/ State Secretary</p>	<p>Data Centre will be provide</p>
<p>2. Set up a research and Data Centre managed by a competent team by the first quarter of 2010</p>	<p>JD (SS), State Secretary</p>	<p>Data will be easily available at National and State Level</p>

Strategic Priority: Communication and Public Relations		
<i>To develop an effective and efficient communication system internally and externally at all levels and to enhance the image and visibility of Bharat Scouts and Guides</i>		
Objective 1: Set up effective communication network using the internet/intranet by first quarter of 2009: <ul style="list-style-type: none"> - National level - all states of BSG - 10% districts in each state 	Expected Results: Effective communication at least between State, regional and national level.	
Action Step	Who (Key Person)	Expected Outcome/ Results
1. LAN and Wi-Fi facility to be made available at NHQ by last quarter of 2008	Director	Effective communication within the NHQ and internationally
2. Obtain computer with internet facility and assign operator/s in all states by last quarter of 2008	Director /State Secretary	Effective communication between National and states and amongst states
3. Identify and install computer/s with internet facility and computer operator/s in at least 10 % Districts by 1 st quarter of 2009	State Secretary/District Secretary	Effective communication between states and districts, and amongst districts
4. Conduct National level ICT Workshop for State level computer operators of states last quarter of 2008	Jt. Director (SS)	Trained ICT personnel will be available up to state level
5. Conduct State level ICT orientation Programme for Dist level computer operator/s by 2nd quarter 2009	State Org Commissioner	Trained ICT person will be available up to District level

<p>Objective 2:</p> <p>To increase the visibility of Bharat Scouts and Guides by organizing at least two activities in the society involving local people & other agencies annually at all levels beginning 3rd quarter of 2008</p>	<p>Expected Results:</p> <p>Increased visibility and enhanced positive image of Scouting and Guiding in the society.</p> <p>Membership increase</p>	
<p>Action Step</p>	<p>Who (Key Person)</p>	<p>Expected Outcome/ Results</p>
<p>1. To conduct a seminar at the district level to find out and list suggested activities that is most appropriate according to the needs of the area by third quarter of 2008</p>	<p>SOCs/DOCs</p>	<p>Local level need based activities are identified</p>
<p>2. Organize two selected activities inviting/involving external public, other agencies, media personnel at State/District/ National levels annually beginning first quarter of 2009</p>	<p>Jt. Director /SOC/DOC</p>	<p>Increased visibility, networking, resources, membership</p>
<p>3. Celebrate</p> <ul style="list-style-type: none"> - <u>2009</u> The Centenary of Scouting in India - 2010 The centenary of Girl Guiding in the World - 2011 Centenary of Girl Guiding in India 	<p>JDS/JDG</p>	<p>Image and visibility of scouting/guiding will be develop and scope for increase in membership</p>
<p>4. Develop Web site in all the state level by beginning of 3rd quarter of 2009</p>	<p>Director/State Secretary</p>	<p>Visibility of scouting/guiding will be increased globally</p>

<p>Objective 3:</p> <p>By last quarter of 2010, analyze how BSG members and external public perceive Scouting and Guiding</p>	<p>Expected Results:</p> <p>Analytical report on the BSG image will be available for further planning in order to maintain/enhance image of Scouting and Guiding nationally and internationally that would help in increasing membership, cooperation with other organization.</p>	
<p>Action Step</p>	<p>Who (Key Person)</p>	<p>Expected Outcome/ Results</p>
<p>1. Prepare questionnaires for survey and send to the states by first quarter of 2009</p>	<p>JDSS</p>	<p>Questionnaires will be ready for implementation</p>
<p>2. Conduct an image survey on how the public perceives Bharat Scouts and Guides by the last quarter of 2009.</p>	<p>State Secretary</p>	<p>Feedback collected from the public will be available for further analysis</p>
<p>3. Prepare analytical report and disseminate to all the states by the end of first quarter of 2010</p>	<p>Director</p>	<p>BSG will come to know how public perceives Scouting/ Guiding and report would help for further planning</p>
<p>4. Based on the survey report develop a strategy to further enhance the image of the Bharat Scouts and Guides by the last quarter of 2011.</p>	<p>Director/State Secretary</p>	<p>Growth of membership takes place</p> <p>Image building takes place</p> <p>Public support</p>

Objective 4: To formulate an effective communication Policy of BSG by last quarter of 2010	Expected Results: Effective communication	
Action Step	Who (Key Person)	Expected Outcome/ Results
1. A Task group involving communication experts to be formed to formulate the effective communication policy at NHQ by first quarter of 2009	Director	Policy formed
2. The policy to be adopted by an appropriate forum by third quarter of 2009	Director	Policy adopted
3. The implementation of the policy as a Pilot project to be under taken in one state of each region by NHQ by fourth quarter of 2009	JD(SS)/ State Secretary	Evaluation of the pilot project will give the feedback on the competency of the policy
4. Revise the system based on the feedback from the pilot project by the last quarter of 2010	JD(SS)	Final policy will be ready for implementation
5. Implementation of the communication policy at all levels beginning 1st quarter of 2011	JD(SS)/State secretary/DCC	Effective communication policy at all level starts functioning

EVALUATION CRITERIA

When	What	How	Who
<p>National Level Last quarter of 2008 Periodically at National level End of each phase</p>	<p>Action vs. Outcome Objective vs. Achievements Achievements vs. Vision</p>	<p>Survey Visits Meeting Interview</p>	<p>Director NHQ JD (SS) JD S/G DD S (LT) DD G (LT) National Committee</p>
<p>State Level First quarter of 2009 End of each quarter Periodically End of each phase</p>	<p>Action vs. Outcome Objectives vs. Vision Achievements Vision</p>	<p>Survey Visits Meeting Interviews</p>	<p>State Secretary JOC S&G STC S&G State Committee</p>
<p>District Level Last quarter of 2008 Every three (3) months</p>	<p>Action vs. Outcome Objective vs. Achievement Achievement vs. Vision</p>	<p>Survey Visits Meeting Interviews</p>	<p>District Secretary DOC, DTC (S&G) District Committee</p>

SUPPORT INFRASTRUCTURE

	Suggested Infrastructure	Remarks
1. Overall Monitoring of plan implementation	District Executive Committee <i>Planning Committee</i> <i>Executive Committee</i>	DCC <i>Task force to be created</i> <i>(Meets every 3 months)</i>
2. Monitoring Plan by Priority Area		
• Youth Programme	Scout/Guide Sub Committee DC (S&G), DOC (S&G) 2 HQCM 2 Youth (Sub Committee, S&G)	DD(BP/GP) DOC (S&G) <i>S&G Commissioners</i> <i>(SOC(S/G))</i>
• Growth	Scout/Guide Sub Committee DC (S&G), DOC (S&G) <i>Growth Committee</i>	JD(S/G) <i>S/G Commissioner</i>
• Finance	Finance Sub Committee <i>Finance Committee</i>	Director/CAO Treasurer <i>State Treasurer</i>
• Adult Resources	Adult Resource Planning Committee Adult Resources Committee <i>Adult Resources Committee</i>	JD(S/G) DTC <i>STC(S/G)</i>
• Management	Planning Committee <i>Planning Committee</i>	Director District Secretary <i>Ex Sub Comm/SS</i>
• Communications and Public Relations	Public Relation Committee PR Committee	PRO District Secretary <i>PRO Head Committee.</i>

Note: Two (2) Youth in each Committee

Legend:

National
District
State

Recommendations

1. Formation of Task group at National Level to implement the recommendation of Strategic Planning Review Workshop as per the Action Plan.
2. The support structure for continuous monitoring and implementation be assigned/appointed as suggested by the workshop.
3. State to nominate a Coordinator and a Strategic Planning Review implementation Committee to develop its own Strategic Plan and its implementation procedure.
4. Future Strategic Planning Review body must prepare in advance with facts and figures and it must be available at the workshop.
5. WAGGS theme and priorities should be taken into account in each steps of action plan.
6. In future Strategic Planning Review Workshop all committee members and key personnel who are responsible for the implementation of the plan should be available as full time participants.

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2. Mr. Girish Yadav – Western Railway
3. Mrs. Anita Ankulnerkar - Madhya Pradesh
4. Mrs. Arindam Bhattacharya - West Bengal
5. Mr. B. P. Gupta – Arunachal Pradesh
6. Mr. Narendra Sah – Uttarakhand
7. Ms. Brij Rani Mathur - Rajasthan

**National Strategic Planning Review Workshop
at NHQ from 14 to 18 April 2008**

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