



## 6<sup>th</sup> Forum on Youth Programme & Adult Resources

### Participants' evaluation

#### 1. Were your expectations reached? What from your expectations were not achieved?

- yes, my expectations were reached and more. I have learned a lot and I hope it will be more focus in the future;
- yes, absolutely!;
- I think I've reached most of my expectations, it was a great thing in exchanging ideas and experiences;
- yes, I met a lot of new people;
- maybe. I will try some of the cooperatives when I came home;
- yes, it was sharing of experiences, so they were achieved, but I think I gave more than I got;
- I learned lots of things;
- I've achieved the networking-having-a-nice-time expectations. According to the knowledge (gaining news) and sharing of experiences from different countries –expectations, they have not been reached;
- I learned new things and was able to exchange some ideas and learn from others. But I needed some more practical input.
- my expectations were not achieved in cooperatives;
- yes! very much! I think the spiritual there would be better reached;
- yes;
- I have learned new stuff but I honestly noted that I have shared more;
- yes, but I was expecting to take home more tools (practical news);
- sharing and exchanging experiences in AR, new ideas and perspectives on challenges. Not enough specific output and too long discussions;
- they were more than reached! I didn't expect it would be so good, that I would learn so much.
- yes, a lot of think about, lot of different opinions; not – what is old in our program?
- expectations were reached even more, than I expected. Good focus on making actionable results;
- both yes and no – I guess I expected another level of the Forum – not that it is bad, but different. Good networking and ideas;
- reached – such a good staff. Not reached – networks were very short, no enough time for discussions, the Best practices and explain some draughts;
- yes;
- I did not have the chance to talk to adult resources manager, who has benefits in my NSA;
- my objective were achieved, and even exceeded, with the exception of one item-how to create an effective Rover section from the ground floor;
- absolutely! all my expectations were reached;
- I didn't have enough space for experience sharing, but otherwise they were met;
- I had no real expectations, I came to learn generally! I have learned a lot.
- I reached my expectations. I found people to talk about some interesting and important things to me;
- mostly reached, to go deeper into discussion about problematic specific to my NSO-it was reached during informal times but most of the WS and TS didn't go very deep;
- yes,
- yes, very good;
- yes, I have met other delegations, I think we could do more exchange and go further in discussions and solutions;
- yes, I went there to discuss how are we working on the other European organizations, but it would have better to focus on less issues in order to develop them more;
- they were met, but I missed some time to discus other things than the cooperative;
- good networking and opportunities to hear best practices from other NSO's;
- everything was perfect;
- my expectations were especially focused on sharing with others, so they were reached;
- not completed. Some WS are not creative in the way of exposition of the thematic at the level of this European event. These WS are not new and don't have new knowledge for me;
- 3x yes, but not completely;
- 2x most expectations were reached;
- excellent! this was my first forum/conference. This experience I will never forget:

- I have got some inputs for developing work at home, which were my expectations I had. As a non reached expectations I remark the lack of "how to impact" in some of the sessions;
- I was expecting more in-depth presentation (like Joao's impact);

## 2. List 3 top "ideas" that you have learned at the Forum and will bring home with you to scouts? (use your 'tiles' to help you focus)

- new methods; difference between TC/WS/COOP; Saturday's spiritual WS;
- Cooperative-idea; killing your organization; a lot of new ideas, inspirations, best practices;
- module for leader training; keep an eye on a time management; force recognition for adults;
- wiki;
- to create our own "Woodbadge" system; how to be more relevance; how to use scout method better;
- the games that were invented in the cooperatives no. 14;
- ways of getting feedback; some energizers;
- motivation; experience; impact (the most important);
- Portuguese social networking project; gold based program system; the process of working in cooperatives;
- adult resources; how leaders learn; leader training;
- adult resources/recruitment;
- resistance for change; motivation; role of adults;
- time management skills; ideas on how to implement the Program; the spices word;
- time management resources; monitoring ways; some ideas that I took from mutual interaction;
- icebreakers; HR management; focus on gender in scouting;
- tools for implementing a new YP; ideas about progression scheme; tools about thinking about our NSO as an organization;
- working around resistance; youth empowerment;
- ways to make a training actionable (the tiles are a very good idea!!!); many ways of working on a topic-a lot of variation in techniques used; the result of our cooperative to be used at home; ideas on spiritual dimension;
- Adult resources handling; different approach on brainstorm; much more;
- "visual" daily evaluation forum; good marketing of scout products;
- clear ideas about Woodbadge; new way to aboard Scout method; new ideas to improve Training;
- internet forum only for adults; many motivation activities and ideas for ways of approaching people;
- the Cooperativa method is a brilliant idea and works well. it is the Patrol system in Adults!!!; I got several good ideas for evaluation method; the objective based youth program (as opposite to the task based program);
- change management; phases (+involvement and participation) in renewing YP; goal based progression system;
- cooperative was quite interesting; we have found an interesting module to inspire youngsters to take up leadership responsibility-organising an educational forum for EU countries;
- spiritual development through values; youth involvement should move youth; kill organization is not so easy;
- I liked the tiles idea!!!-put up something just after the session. The web page distributing the info; the idea of getting people together with idea of cooperative, share – wiki sharing;
- to integrate more the Impact and the PDCA in our network; integrate in our training the gender work; help our local group to involve in intergenerational work;
- innovation and not revolution; gender issues; and the impact I want to have on others;
- sustainability; networking;
- recruitment with 6 steps; progression is more important than results; impact by participants;
- YP implementation; Our relevance; - that I will bring home in new debate to share;
- the system of cooperatives; PDCA;
- info about change; ideas on how to reach a local level; learning organization;
- the leaders cycle (managing AR with Milutin); some good ideas for implementation new program from the Cooperativa; focus on values in scout activities (cooperative on spiritual dimension in scouting);
- list of motivators; flipcharts for overview meetings; list bad things to get to the good ones easier;
- goal based progression system; better implementing of the Patrol system; thinking out of the "scout box";
- recover the principles of the scouting from B.P (principles, law etc.); centre the attention to the girls and boy;
- more attention to the scout; the Patrol system, the law, the promises on the top of attention;
- using scout method and all elements of it; different experiences how to renew YP;
- using camcorders to make youtube video promote scouting; cultural diversity ideas – how to promote it; partnership ideas – youth councils/environment;

- what "impact" means; how to work in cooperative; how to deal with an implementation of new ideas;
- many ideas of improving Patrol system; many ideas of improving our new program project; many ideas for improving our magazines for children;
- create more descriptive diplomas for our courses; new ways to recognize people's work; implementing Woodbadge in our NSO;
- feedback methods; spiritual values; marketing ideas;
- to research for documents and resource people; about renewing our program; change management and implication;

### 3. What is the thing(s) that is missed at the Forum?

- more sun on Saturday, network sessions were too short;
- sleep, but that is not your fault ☺, there could be more icebreakers;
- some more spare time for further discussion;
- more time to debate during sessions; cooperatives would be better if there was a clear aim to work against it look too long time to find out a common aims in the star;
- free time out of the camp;
- more TS less cooperatives and WS-it would be nice to have some expert come and train;
- more participants on the camp fire;
- I think visual presentation should be more for instance we should learn different culture, different things from visual presentation;
- more time at e.g. the WS/TS. Basically more quality instead of quantity!!! And then having less different WS etc. during the whole program;
- more practical input;
- the Forum was very good...
- I miss the mass in a Portuguese catholic. I think the Portuguese team, as a hosts country could done it better and included in the program;
- coffee;
- tables to discuss "good practices";
- practical tools (ideas for activities, schemes), concrete suggestions about good practices (photocopies, resources book etc.),
- ppt of "best practices" or key note speaker might have been OK;
- time to discuss more in our Cooperativa;
- a bit more time for reflection as it was a busy program;
- I missed more time to do WS-1/2 hour is too short time to certain topic. I would have liked 2 and 1/2 or 3 hours instead to achieve more quality in the WS;
- better planned campfire;
- tiles subject could worked better;
- more time to meet the place/country;
- I honestly cant think of anything;
- I have a feeling that I missed a lot of, because I couldn't be in different places at the same time. I hope there will be a good reports, notes and afterwards...
- more structured and lead WS-we have lost quite a lot of time every time introducing ourselves and some WS were very "basic", didn't really try to solve any thing or give perspectives;
- not everything that was interesting, was answered. I still have many methodical questions (for example – is training mandatory to have a leader position in scouting?);
- some of the good ideas do not come through were you cannot hear or the instructions are not clear enough;
- more time and suitable question into the WS/topic/discussion;
- more time for networking;
- presentation of different program, materials;
- debates; neutral positions like spiritual times and especially Saturday – have been imposed to all, even to those who are not using those things in their movements (by conviction!!!);
- brief discussion/learning from each other under few topics to focus the discussion; better practical arrangements-venue, food;
- I missed more "experts". I would prefer more training and less WS. Experts with real experience and knowledge is often more inspiring;
- perfect;
- 4x some more free time for talking with colleagues about various themes, without a WS;
- more spiritual activities;
- cant imagine any;
- sleep;
- participation of some countries; more free time for sharing experiences;
- more information (at least the basic-number of participants, scouts, leaders, adults) about the various NSO;

#### 4. Feeling and comments before leaving...

- now I am a bit scared because I know how much we have to do;
- it was very nice experience and I met a lot of interesting people;
- the spiritual event was weird, a little sad to go home;
- I feel sick, tired, but happy. Was an existing experience to meet and exchange with so many different NSO/NSA;
- always nice to meet new people and scouts are very open minded;
- the Forum was very useful for me, I am going to bring many ideas with me;
- thanks for a lot of fun and good time;
- the spirit between the people was very good;
- I feel good;
- sad to leave the sunshine; it's a cool centre, but because of the loud music and lack of a smaller rooms, it is not that good for group work;
- sad, because I have to leave, but hopeful for the future and motivated and also bring some changes to my NSO;
- very good;
- what will be the next one;
- friendship;
- great friends and mood to be there. I love it.
- I always like to come to these events because I get to know a lot of different people and enlarge my knowledge about other ways to work with scouts;
- Cooperatives should have been tighter managed-first two sessions spent on meaning and defining a work. WS different in levels/output;
- It was a good forum. I learned a lot. I hope I can use the information + tools at home;
- share some things, a lot of opinion back to home, great time;
- very well organized; very useful; I am happy that came to this Forum;
- sad to leave nice people and the sunshine here, but good to go home with lot of new ideas and plans for NSO;
- very good;
- excellent job;
- the Forum was a new experience for me and I found it to be excellent. It was well planned, well organized and well executed. I learned so much. Prior to coming I felt slightly nervous about not knowing anybody and everybody knowing everybody else, but the openness and friendliness experienced from the first moment (arrival to the airport) and all throughout the Forum was exemplary truly scouting as its very best);
- very enthusiastic to go home and bring things..;
- it was quite useful time spend, especially because of the cooperatives, which I was at first most afraid of;
- that was great!!!
- it was good to see and hear about scouting from other countries. This forum has given inspiration and ideas;
- great to be here, great to exchange with so many different organization, just a feeling that it is possible to have more impact if we focus in just few topics;
- sad to leave-happy to go home;
- 2x very sad to leave;
- awareness of European scout spirit;
- was an interesting sharing time but there was not enough time to develop the interesting ideas. It would be better to focus less issues.
- happy, informed, enthusiastic, tired;
- great experience!;
- love! a lot of info in limited time, but it was quite ok;
- 3x thank you;
- congratulations;
- keep on needs... to the 7<sup>th</sup> forum;
- thank you for interesting program and the nice weather ☺ ;
- I have a feeling of having worked a lot, in my cooperative, achieving a nice outcome. I just regret a lot of having with others all experiences;
- don't want to go from this great weather, great place and especially great people with great ideas and great program, prepared by the great planning team;

#### 5. Program (design, relevance, topics selected, cooperatives, evening program)

##### Did you have enough space to interact with other colleagues?

- 2x yes, I have enough space to interact with others;

- 13x yes;
- still only cold water during the night;
- yes, I had a lot of time to speak and share the things;
- could have more time to connect with people, less filled day-schedule;
- 2x not enough time to be with other colleagues;
- yes, good with all the coffee breaks to socialize/network;
- not enough;
- no, many WS were longer than planned – shorter breaks! More non scheduled time or scheduled for “speed dating”;
- no, I haven’t;
- there could be more networking and more time for presenting Best practises;

### Did you have enough space to present your work and good practices

- in some TC, WS it was too short time, but I got the basic information;
- yes, but the presentation of cooperatives at the end would have been great;
- for me there was enough space to present my ideas and thoughts;
- we didn’t present our “best practices”, because you didn’t invite our representative to do it;
- took too much time of it;
- yes, but I think that some people didn’t understand;
- we like EXPO – it is very useful;
- get every NSO to put a link on their internal NSO website;
- I had enough space;
- no, I think we should have had 1 or 2 hours to sit and be able to talk with others about good practices. After the ppt in the evening;
- higher focus for me in advance;
- 9x yes;
- the Best practices time should be improved;
- I think that there could be more timeslots for the Best practises from different countries. The sharing the material from your country – just to show them is not working if they are all taken from where you leave them. I still miss my calendar and scout leader handbook.
- 2x not enough;
- yes, absolutely!, perfect! But I felt like many had misunderstand the concept;
- no, to cooperatives haven’t time to test ad hock;
- maybe require some structured basic information to include in the ppt?;

### How do you find *wikiperativas*? How can we involve more people on-line?

- 2x I think it will be very good tool to use, because we couldn’t hear all the cooperatives what they did. It is a good basis of information;
- good idea! will come by time;
- aim for cooperative not clear enough before the forum;
- too little involvement of participants before the forum;
- is it important?
- don’t know because it was difficult to be on-time;
- wikiperativas is very necessary to share our cooperatives with other people;
- no;
- I like it. You can involve by asking for feedback after implementing an ideas;
- focus on one day – enrolment, participation – a long time on before and short time of working;
- very good idea. Can we involve more people from home to help working on this? Is it ok to ask more people to make a login on the website and get involved in the work?
- didn’t really get idea-I guess the cooperative is a good idea/place to work-but it need to be explained much more before starting the work, not just written! The wikiperativas didn’t work from our PC-spent time trying to use it –so, so far we haven’t used it;
- cooperative was a good idea, but couldn’t understand what was expected with online explanation, only here..;
- wikiperativas are still weird;
- good mix and acceptable for all;
- 2x very good initiative; it should be efficient to keep this on-line for a long time and launch other topics;
- 2x yes;
- Introduction and support from Radu since he was mostly with us in the group the first day;
- publicity (mailing list);
- I think wiki on this forum wasn’t have a great impact, because of the temp of the event. But it is a nice way to share with others;
- wikiperativa is a good form to join work;

- our cooperative didn't really understand what was asked to do until almost the end;
- it is a very good idea, but maybe it would be great if we had organised some future works..;
- 2x wiki is cool;

### Did the team react to your feedback from the 'daily evaluation'

- 9x yes;
- yes, hot water in the shower ☺
- time schedule sometimes chaotic;
- you didn't use it;
- don't know
- yes, thanks;
- didn't notice any "daily evaluation" time;
- it was nice to get warmer coffee than first days-so the evaluation of that was heard;
- included comments – good;'
- only positive reactions, so no need to react. Keep on the good work!;
- yes, that was a simply idea to know in the moment the real feel of all of us;
- they reacted very well – hot coffee and even hot shower – you guys are fantastic!;

### 6. Other comments

- good WS;
- keynote speaker is too short;
- too much program at the night out;
- lot of time to interact – that is good;
- wiki were a little hard to work with, so it didn't work.
- The cooperatives could have been better explained. It is a difficult topic. Too less time to create something relevant. Should we have focused at the process or the result? The coach could/should have played a better/more central role. Maybe "team" could have made some pre-expectations questions before the forum.
- organise same online collaboration days;
- very nice venue and very friendly planning team made the 6<sup>th</sup> Forum special! Thanks also to the local Portuguese group.
- good program-different methods of working (active/passive) was good. There was enough space to interact, but time for cooperatives was short. We also missed our coach in the cooperative. Best practices better spread them in a few sessions. 1.5 hour was too long to remind them all. Saturday much people were too tired to give good feedback on other cooperatives. Sometimes the WS seemed about the same topic as other earlier. Networking sessions were good idea, but short.
- just one negative things – is a pity that some of our materials disappeared from EXPO zone;
- maybe program is too peeked, I never find the time to seat and talk in a calm way to other people and explain my thoughts in specific topics that were brought to my attention;
- the program was just the right combination of TS/WS/cooperatives. The topics were quite relevant and the facilitators were prepared. I think there could be more time and space to interact with other colleagues and prepare work for presentation. All in all it was a magnificent effort and to the entire team I offer my loudest BRAVO!!!
- there was a very good balance between topics, different methods, learning, acting, networking, relaxing.
- at most of the WS we didn't real touch the theme that was written in the lecture headline, I think that the aims of most of the WS were not met. I would welcome better time management + rather have smaller number of WS with enough time to realise them;
- generally I like ideas of different training methods including cooperatives. Spiritual part was too primitive and not really working;
- the venue is really nice and thanks to Banana☺
- good thing to have an translator;
- I think that the "key address" should have been earlier in the program, as this was very inspiring;
- the village game could begin earlier and developed in the centre of the city;
- good logistics;
- I think that design of this Forum may not provide enough time to interact with all the members, so I would like to suggest modifying this framework. I also think that internet facilities were a great idea, so lets continue next time...
- maybe more topics about educational themes;
- many WS had too little new information and work done there didn't bring new ideas to me;
- program was very good; I liked Obidos, but we haven't got time to go through the city. We have got enough space to present our work. Thank you for the Forum.