

VISION 2023, SCOUT POPULATION EXPLOSION AND NIGERIA FACTOR

WOSM Vision 2023

Nigeria As A Big Factor

Benefits Of Scouting To
Nigeria

Scouts Population In
Nigeria

Previous Factors
Affecting The Growth
Of Scouting In Nigeria

Preparing For The
Future

Setting Goals and Vision
For Nigeria Scout

And Many More

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(THE ROLE OF SCOUT ASSOCIATION OF NIGERIA)

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Introduction: Vision - 2023

Vision, mission and values are amongst key leadership tools used by leaders or anyone involved in the process of transforming the organization to attain its goal. There is nothing as constant as change; change is inevitable. Any individual or organization that fails to keep up with change or new thinking will extinct.

Today, Scout Movement has about 40 million members and volunteers from about 217

countries and territories around the world with 160 NSO, of which 6 million are adults. At the last World Scout Conference (WSC) in Slovenia 2014, a new goal tagged Vision 2023 was designed. The goal is to make Scout the



FIGURE 1- WORLD SCOUT CONFERENCE (WSC) IN SLOVENIA 2014

largest youth organization

and reach 100 million membership by the year 2023.

But what role will Nigeria as country or NSO play in achieving this lofty vision?

Vision 2023 is premised on the desire that, *“By 2023 Scouting will be the world’s leading educational youth movement, enabling 100 million young people to be active citizens creating positive change in their communities based on shared values.”* [1].

To reach the goal of 100 million Scouts, one of the paths to be taken is to explore where no one has explored.

Nigeria As A Big Factor

In 2014, Nigeria’s demographics profile showed that over 60% of Nigerians are youths under 25 years of age and population of Nigeria was estimated to be 177,155,754; meaning that Nigeria has about 106,293,452 youths under the age of 25 in Nigeria [2]. What an enormous number! These automatically should be an advantage in increasing the population of the Scout in Nigeria. Today, the number of Youths (under age 25) in Nigeria is at an all-time high of 111 million.

Using Indonesia as a case study, their population was estimated to be 252,812,245 as of July 1st, 2014, and records show that there is about 21,599,748 Scout in the country [3]. That implies that the ratio of the scout in Indonesia is 1: 12 of their total population - there is always one scout out every 12 Indonesians standing. The record also has it that Indonesia has about 60% of world's scouts' population [4].



FIGURE 2 - INDONESIA SCOUTS

Going by the above-stated analysis, it shows that Nigeria can have as much as 14,762,979 scouts if the youths are fully involved, or factors affecting the growth of Scouting in Nigeria are resolved. Though scouting is not just an opportunity for the young one to do fun, it's also an opportunity for parents to learn and grow [5]. Parents can come in as a Volunteers or Adult leaders. Scout training is closely related to the Scout Method, for both young people and adults. That has a lot to do with outdoors. It is not only with nature but with the freedom of each to think, listen and propose, through a series of dynamics of non-formal education and working teams [6].

Benefits Of Scouting To Nigeria

Scouting in Nigeria places a very high value on community involvement, and Scouts take that commitment very seriously, serving as the Peace Ambassador, volunteering for a broad range of projects, impoverished, assisting the elderly, and the unfortunate, among others. Scouting has built lot of good characters in the nation, and these have helped in sustaining the peace of the nation, scouting is one of those Associations that have united the country for over ten decades. So many evidence of this abounds within and around Nigeria.

Messengers of Peace (MOP): This is a global initiative designed to inspire millions of young men and women in more than 220 countries and territories to work toward peace of the world [7]

Community Service: Scouting in Nigeria has instilled some senses in all its members to give back to their communities. Some of these services include planting trees across the nation and do help community development institution achieve their goals through collaborative efforts. Scouting has also provided youth with an opportunity to try new things, build self-confidence, reinforce ethical standards, provide service to others, and be relevant to the community. All

these unique training received by younger folks in scouting can be related to the global Corporate Social Responsibility Principle and the Universal Development Goals agenda.



FIGURE 3 - NIGERIA SCOUT AT A COMMUNITY SERVICE

These does not only help them as a young Scout alone, but the training are also carried forward into their adult lives, their work lives, improving their relationships, the values by which they live

and their family lives.

Scouts Population In Nigeria

The current population of scouts in Nigeria as listed according to Wikipedia is 46,700

(https://en.wikipedia.org/wiki/Boy_Scouts_of_Nigeria) [8]- that is far below the actual number

of scouts in Nigeria because it is an outdated fact. There are 37 states in Nigeria (Including

Abuja, the FCT), and current figure from the leadership shows that Scout Association of

Nigeria has about 750,000+

compared to the wrong number

published on wikipedia.org. It is

better to maintain the current giving

figure by the leadership (750,000)

until the newly appointed Chief

Executive Commissioner conduct his

sensor before the centenary celebration in 2016.



FIGURE 4 - NIGERIA SCOUTS DURING A NATIONAL EVENT

Nigeria is believed to be the giant of Africa and most populous black nation that enjoyed high population, 7th most populous nation in the world, yet the country cannot boast of 14 million Scouts using Indonesia as a case study. *Why?*

Previous Factors Affecting The Growth Of Scouting In Nigeria

While the growth of the association is ultimately the result of delivering high-quality and good Scouting, haphazard growth is not sustainable. The factors affecting the growth and development of organizations vary from one country to another, but, whatever the situation, offering better Scouting to more young people requires a strategic focus. [9]

There is always need to check the reasons why some NSOs are expanding their membership while others are declining.

Multiple factors have affected the growth of Scouting in Nigeria in the past; those factors are highlighted below while suggestions and way forward are given in the other pages. Steps must be taken in addressing all those mentioned issues, and they must be resolved so as to achieve good results.

Leadership – Vision, drive and scouting profile of the leadership have affected the growth of Scouting in Nigeria. All Scout leaders are supposed to be a good role model. They are meant to have good judgment and calm in a crisis. They must also be able to manage adults and have a personal sense of values and a positive attitude.

Lack of Volunteers – Nigeria system does not support Volunteering but practices leadership styles. One of the most important factors in growing Scouting is the overall quality and willingness of experience Volunteers. Trained Volunteers must be integrated into scouting in each group or troop, but Nigeria as an NSO have not started working with volunteers. Read more about Volunteering in a book titled “*The Road To Volunteering*” [10].

Unclear Vision – Unclear vision has affected the growth of Scouting in Nigeria. Every NSOs are meant to set their vision and goal different from WOSM or their regional offices, lack of vision will make Scouting go without direction.

The qualities of the Trainers – The system of leadership practiced in Nigeria made the NSO have many qualified and approved trainers but most of who lack teamwork and ability to work with the adult leaders or parents. Skilled trainers are supposed to be connected to the Volunteers and the group or troop. Their experience will impact progress in recruitment and running a troop [11].

Lack of Parent Satisfaction – Parents, are not involved in the full scouting activities for years, and this made them not to give any feedback to the Association. When parents are satisfied, two primary results affect scouting growth in the nation. Happy parents of the young scout will lead to strong retention. A strong retention rate apparently leads to increase in the number of Scouts. More so, happy parents will also tell their friends about scouting. It is an apparent result of positive word-of-mouth working for the Association.

Reputation – Experiences of Leadership and Volunteers will fuel word-of-mouth, whether positive or negative in the community. In turn, this will create a good reputation and bring more people into scouting.

Untidy Meeting Location – Generally, scouting in Africa has always been in a school field or untidy environment compared to Hall used in many Western worlds. Location of Meeting Center will have a great impact on bringing young one into scouting; good places are significant and closeness to interested people.

Small or No Publicity – Scouting in Nigeria need to reach out to schools, churches, mosques and relevant organization. Creating excellent and interesting publicities for scouting events and program will reinforce specific strategies that will impact the growth of the Association.

Insufficient support from the Government - Government will always play a significant role in increasing the population of Voluntary Organizations in any nation. Scouting in Nigeria has not really enjoyed any kind of support from the federal government in the past compared to countries like US, UK, Indonesia, Egypt, Spain, South Africa, Kenya and so on.

Lack of Innovation - How flexible is Scouting to the youth? The implementation of ideas that create positive, the significant change for Scouting within the nation. The youth forum of Scout Association of Nigeria are coming up with various program recently, and a proposed mock youth conference that will have a significant effect in increasing the ideas of the young one in the NSO. Youth must ensure further alignment, development and implementation of the existing World Program and Initiatives (MOP, SCENES, WSEP, SOW, SFH) [12].

Main Factors That Will Drive Population Growth In Nigeria Scout

Following factors will influence the fortunes and growth of SAN over the long haul. In as much as those factors as mentioned earlier are quickly addressed.

Trust: At every level, all leadership within the Scout Association of Nigeria must understand the significant of keeping their promise and living up to ethical values. Every stakeholder and Scout want to be sure they can depend on the leadership.

Decisiveness: Leadership of SAN must learn how to make positive decisions promptly.

Competition: The leadership must engage in researching the youth group in the nation and seize every opportunity sell the vision of scout to them.

Records: Good records will help in preserving ideas, establishment of credibility, and facts about Nigeria scouting and updated history. These must be online and be published to the public.

Network: Building a good relationships and connections with a wide variety of families in and out of scouting. The network can be a source of ideas, and help in creating a better tomorrow.

Optimism: The leadership must maintain a positive attitude rather than living in past challenges and past issues. The future looks brightest for Scout Association of Nigeria base on the number of youths the country has.

Preparing For The Future - Vision 2023

In the last century, scouting in Nigeria has made a significant improvement in creating a better world by supporting young scouts, promote peace and develop the potential in them, individually. Many young people have also played a productive role within the community, and these make scouting in Nigeria to be a formidable group among others.



FIGURE 5 - THE PARADE TEAM OF NIGERIA SCOUT

However, Scouting can only have a real impact as a social force if it can attract and retain young school children and supporting adults, long enough in making a difference.

As a voluntary organization, potential young people must make a decision to join and be a member. Therefore, it is not practical to believe that Scouting will appeal to all young one.

However, there are many younger people and supporting adults who would enjoy and benefit from Scouting than we currently serve.

Growth is something that most Organizations strive, regardless of their size, location and vision. Every Association wants to get bigger and better; becoming the most prominent youth group worldwide. This Voluntary Organization started with ten boys about 100 years ago, and it is the largest youth movement in the world, also planning bigger by 2023. Organizational growth, however, means different things to different organizations. There are many parameters scout may use to measure its growth. Ultimately, success and growth will be gauged by how well all NSOs handle the vision and goals set by the movement.

BSA, Australia, UK Scout Associations have set their vision for 2018 while some other countries like Canada, India, Pakistan, etc. set their vision for 2020. Every NSOs have their target to complement WOSM vision 2023, and they set themselves behind the WOSM vision year.

“The future is not what it used to be because we can no longer rely on the comforting assumption that it will resemble the past” [13]. One of the most difficult challenges of life – is adequately preparing for the future.

Setting a vision for Scout Association of Nigeria will help the movement ahead of WOSM vision 2023; so as to meet-up to the target and also compliment the movement 2023 vision. Scout Association of Nigeria can set a vision for 2020 and target four (4) Million Scouts. Currently, various Departments are working tirelessly to recruit and increase the population of scouts in the nation, but most of the factors listed below will fasten and shot up the number of the scout in Nigeria.

Setting Goals and Vision For Nigeria Scout

Designing a new goals and vision for Scout Association of Nigeria will provide the association with a blueprint that will determine a way forward and also give a clear vision with aids to prepare for future growth.

There will be a need for the association to establish their vision and goals so as to compliment the work of WOSM against 2023. Goal setting is an important activity that is required by Nigeria NSO so as to ensure the proper performance of the association. The leadership will be responsible for driving the goals setting process; the entire organization will be responsible for carrying it out diligently. That will ensure alignment with the WOSM vision, clarity of SAN's vision and a higher probability of achieving the association goals.

A goal can be defined as a future state that an organization strives to achieve [14]. Without any clearly defined goals and vision, organizations will have trouble coordinating activities and forecasting future events.

Visioning for leadership may be defined as the process of forming a mental image to set goals, make plans, and solve problems that guide an organization into the future [15].

After setting the goal and vision; steps stated below must be followed in order for the Association to reach its objectives. The leadership of the association must: -

- ✓ Determine what they want to achieve.
- ✓ Break down how to get there.
- ✓ Write down the vision and goals to follow.
- ✓ Make it stick and be known to all.
- ✓ Do one thing every day that will bring the association closer to the vision.

The Goals - Achievement and Time?

Time will always play a significant role in achieving goals; Napoleon Hill said, “*A goal is a dream with a deadline*” [16]. There is always a time for everything, and many other factors must be considered.

Most leaders will always look for a way to sell their vision and goal to their team. Lots of leaders get stranded, when goals are to be achieved. Many leaders know the goals, they communicate it to their team and think everyone will understand the goals and take it from there. But, this rarely happens because of time, understanding, acceptance, assimilations period and quality of people in the team. It is not that the goals are not reasonable or that there are not qualified scout leaders in the team to actualize the goals; it is so much more than that. To achieve organizational goals, it takes sustained effort and a steady approach.

Turning The Vision into Reality

Warren Bennis said, “*Leadership is the capacity to translate vision into reality*” [17]. The World body have a goal that must be accomplished by over 160 NSOs across the globe. Nigeria

has a significant role in achieving and turning this vision into reality.



FIGURE 6 - THE FUTURE

Though scouting has spread to over 97% of the countries in the world yet, five general issues must be addressed by Nigeria NSO and its leadership in turning the vision into reality: -

- Study the Current potential of the NSO
- Decisions and changes that must occur
- Relevant people needed in achieving the vision
- Contribution from Parastatals, Governments at all levels and all other partners
- The roles of ARO, WOSM, and MOP

These five issues align with five phases listed below will help in achieving the vision:

Phase 1: Study Scouting in Nigeria

Phase 2: Embrace Change and Communicate

Phase 3: Appraisal and develop volunteers, adult and young leaders

Phase 4: Develop an Operating Model

Phase 5: Plan for Implementation

In achieving this great vision, a goal must be set, and all hand must be on deck. A dream does not become reality through magic; it takes sweat, determination, and hard work.

The Priorities That Nigeria NSO must be adopted

Regardless of the goals, The SAN must take the fundamental and simple steps in reaching its objectives and prioritize those that must be accomplished and established.

- ✓ Define a vision for the NSO in line with WOSM vision. These is to complement the vision 2023 and must have its target.

- ✓ Increase the youth involvement in all activities and management. Also, support the implementation of the World Youth Program Policy on World, Regional, and National levels as well as on World Events.

- ✓ Creation of teams that will promote, involve and increased mobilization of Youths in various activities. Further, develop the Youth Program resources for the NSO, fostering good practices, with an emphasis on Community service and projects.
- ✓ Information dissemination and improve youth mobilization gap must be closed.
- ✓ The introduction of leadership development agenda and communicate Scouting's added value in leadership development to relevant stakeholders.
- ✓ Implementation of many program to fast-track and facilitate job creation, mentoring. And job placements in and out of the scout association.
- ✓ Scout Association of Nigeria must strive towards gender balance in the NSO leadership.
- ✓ Youth empowerment must be financially independent and creativity.
- ✓ Blend ICT revolution of the Ministry of Youth and Scout Association of Nigeria.
- ✓ Improve access to new Technologies – Good database for scout and online access to various.

Recommendations

Knowing the solution to the association problem can also be an issue if the leadership fails to follow the right steps in resolving the issues. What holds most people back is charting the destination, making the right adjustments, and sticking to it. In addition to all suggested advice for the association; following recommendations are suggested.

Diversity and Inclusion In Nigeria

One of the strategic priorities of the Vision 2023 is Diversity and Inclusion in Scouting; Nigeria NSO has adopted and created an office for this new position immediately after the WSC 2014.

One of the primary function of this office is to make sure Scouting is open to more people because the program has always been and will be inclusive. This new position is also aimed at expanding the commitment that Nigeria Scout has with multicultural communities throughout the country, sharing the benefits and Scouting opportunities that the Programme offers to youth and their parents.

Scouting is inclusive, respecting differences in gender, ethnicity, religion, sexual orientation, disability [18]. It will make our young and adult volunteers to be powerful agents of social change across the nation; as their support is essential for engagement in these issues.

Volunteering In Nigeria Scouts

Volunteers are vital to the organization because they are responsible for the operation of the system. *“Scouting is a man’s job cut down to a boy’s size”* [19]. The adult who understands the Scout model can make it attractive for young people, but must also understand that the objectives of this non-formal education are not only for fun but their physical and intellectual development [10].

Volunteering has worked in many nations, and it has greatly assisted them in expanding the population of scouts in those nations. They say volunteering for Scouting helps them develop in several ways. The following results and volunteer quotes were reported in the Volunteer Outcomes Study, No. 02-658 [20]

"Scout volunteering teaches you to relate to your kids better."

"Kids see a good example of their parents being involved with the community."

"You get to be a kid again in a way."

Volunteers will function in various capacities such as: -

- ❖ Management and leadership skills
- ❖ Enjoyment and self-esteem

- ❖ Relationship skills
- ❖ Community service and citizenship

Primary reason volunteers get involved in Scouting is their desire to share their skills and values with young people; volunteers also benefit by gaining skills through training and Scouting activities that help them become better parents, managers, employees, and citizens in their community. [20]

If this program could be adopted by the leadership of Nigeria scout, it will help in expanding the population of scouts in Nigeria. Volunteers will come from every area of living and profession across the nation. They just have to show their commitment to improving themselves and the Scouting program by giving little of their time each month to the scout association of Nigeria.

Partnership and Merger with Other Voluntary Organizations

Partnership and Merger are an excellent strategy that Scout can use for achieving growth in Nigeria. Various organizations can merge with the Scout in Nigeria after a clear vision must have been set by the Scout Association of Nigeria. Various less known Voluntary Organizations

need recognition while some are known worldwide. Scout Association of Nigeria can go into a merger with Girls Guide, Man O War, Royal Ambassadors and so on. This strategy is particularly useful when a smaller group offer to join the bigger one, Scout Association of Nigeria will accommodate them with their limited resources.

Other Steps that SAN must take in achieving the goals



FIGURE 7 - SUCCESS KEY

By making some positive steps, that will give the members real assurance that the association is moving towards achieving its goal. If the leadership decided to do nothing, then the organization will be moving away from its goal. If the leadership loses focus, they will also lose momentum and the level of inertia of the current position will be increased. Following these steps will guarantee that the Association will be moving towards achieving its goal each day.

The Goals must be defined

The goals must be well defined; list of the goals must be well documented. These must be presented at every executive meeting, local, state and national. The goals must be explained to all at the meeting, even when everyone don't understand them. The management must also request for feedback from every state and local leaders and revise the goals, so they are clearly understood.

The Goals must be Known To All Scouts in Nigeria

Every member of Nigeria Scout must have the list of the goals and time frame for each goal. Every National and State leader must have the same level of understanding and commitment to the goals. The goals must be clear because if the goals are not clearly understood, there will be potential for people to ignore them.

The Goals Model

Many national events must be organized, and the implementations must be at all zonal and state levels. Events such National Camporee, Jamboree, Funboree, Campfire... must be organized; though hosting a national event is always very complicated. State and district level must also compliment the work of the national in achieving the goal model.

Implementation of Initiatives

Development of a national staff and volunteer organizational structure to give leadership to Scouting's youth advocacy initiatives and to support national initiatives to increase local council growth capacity [21]. Furthermore, the leadership must be equipped with skills and the ability for organizing, delivering, and tackling what is needed for each initiative to be favorable.

Going back to the Goals always

All goals must be regularly announced during every event, and it must be sent via emails, display on the website and other media. Talking about the goals once does not mean every adult or young scout leaders will always have them on their minds. It must be said everywhere that scout meet throughout the year.

Tracking The Progress and Publicize as the Goals are achieved

It is easier to see how the scouts are doing nationwide and make any necessary changes to stay on target when progress is adequately monitored. These will help the management to form a support team that will be accountable and work towards accomplishing the goal.

Learn From Mistakes and Try Again

With all hand on the desk, everyone will walk along the path toward achieving the scout goals, success is the final objective. Never look back even when you fail; rather, use your mistakes to improve your methods and see it as motivation gear toward the goal.

Conclusion

This document has provided a framework for studying and measuring the growth and past of Scouting in Nigeria; it has also provided some innovative solutions in increasing the number of scouts in Nigeria.

Change process goes through a series of phases, critical mistakes in any of the phases can have devastating impacts on the association; meaning that fewer errors can spell the difference between success and failure. Einstein pointed out that "*The significant problems we face today cannot be solved at the same level we were at when we created them*" [22]. To resolve issues and get positive results, things must be done differently. This document has provided a framework and related research to help in starting a population explosion in Scout Association of Nigeria.

“Watch your thoughts for they become your actions.”

“Watch your actions for they become your habits.”

“Watch your habits for they become your character

.”

“Watch your character for it becomes your destiny” [23]

"We may not be able to predict the future, but we can prepare for it" [24]

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Contributions

Please submit your ideas on how to improve scouting in Nigeria and your feedback about this paper. All feedback will be published in the book in the future.

You can also email me at drphilip@scouts.org.ng