Community Hub for Growth

Connect, Grow, Impact!

Follow a Guided Tour of the Community Hub for Growth

By Alison Wilcox (Growth Round Table Planning Team/GSUSA) and Jenny Berrisford (E-Learning Resource Developer)

January 26th 2016 17:30 (GMT)
Welcome to the Community Hub for Growth

What is the Community Hub for Growth?

Following the success of the Growth Round Table, November 5\textsuperscript{th} - 8\textsuperscript{th} 2015, WAGGGS has taken your passion for growth strategies further by creating the Community Hub for Growth Platform, available on GLOW (WAGGGS’ e-learning platform).

This virtual platform will be a space where all MOs will be able to get the resources they need to grow and connect with other MOs who are working on Growth.

It will help us to strengthen our relationships across WAGGGS regions, share ideas and support each other on our journey to build the global Girl Guiding and Girl Scouting Movement and support girls everywhere to be the best they can be!

On the Community Hub for Growth you will be able to share and explore strategies, resources, training and updates from Member Organizations and experts around the world.
Guided Tour of the Community Hub

The Platform has several engaging and interactive features to facilitate knowledge sharing for growth

**Background:** Learn more about how the Community Hub was inspired by the Growth Round Table and what it does.

**Connect Here:** Join or host a discussion forum on issues of growth relevant to your MO.

**Growth Round Table Resources:** View the presentations and knowledge documents from the Growth Round Table.

**Communities of Practice:** Connect to share best practices for growth. Host or participate in MO led trainings on targeted areas for growth.

**Growth Library:** View our recommended resources to inspire growth strategies.

**Community Hub Library:** Upload your own resources to share your knowledge, plans and ideas for growth.

**Experts and Explorers:** Browse and add to the list of Experts and Explorers or start a discussion group, host a training, plan an event or share your tools and resources.

**Committing to Growth:** Create or review your Growth Commitment Plan and engage with your Accountability Partner to support each other to achieve your growth goals.

**WAGGGS Growth Team:** Get dedicated advice from the WAGGGS Growth Team on how to grow your MO.

**Contact Us:** Share your questions, recommendations and feedback on the Community Hub.

**Help:** Receive technical support on how to navigate the GLOW platform.
What are Communities of Practice?

Communities of Practice are…

‘Groups of people who share a passion for something that they know how to do and who interact regularly to learn how to do it better’.
(Etienne C. Wegner)

Communities of Practice are…

Inherently: Self-defined and self-managed.

The Community Hub for Growth and its Communities of Practice invites all high-level decision makers, who are able to influence and affect positive change for growth within their MOs, to sign up!
Essential Elements

**Domain**
- An identity of defined interests
- Creates common ground
- Inspires members to contribute and participate

**Community**
- Consists of people who care about the domain
- Creates social fabric of learning
- Mutual respect, trust, openness

**Practice**
- Shared frameworks, ideas, tools, information, language, stories and documents
- All practitioners: Not just an interest group
## Benefits of COPs

Adapted from “Cultivating Communities of Practice: A Quick-start Guide” by Etienne Wegner

<table>
<thead>
<tr>
<th>Members</th>
<th>Short-term Value</th>
<th>Long-term Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Help with challenges</td>
<td>Personal development</td>
</tr>
<tr>
<td></td>
<td>Access to expertise</td>
<td>Reputation</td>
</tr>
<tr>
<td></td>
<td>Confidence</td>
<td>Professional identity</td>
</tr>
<tr>
<td></td>
<td>Connection with peers</td>
<td>Network</td>
</tr>
<tr>
<td></td>
<td>Learn and share</td>
<td>Marketability</td>
</tr>
<tr>
<td></td>
<td>Meaningful work</td>
<td>Create new, mutually beneficial opportunities</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Organization</th>
<th>Short-term Value</th>
<th>Long-term Value</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Problem solving</td>
<td>Strategic</td>
</tr>
<tr>
<td></td>
<td>Time saving</td>
<td>Innovation</td>
</tr>
<tr>
<td></td>
<td>Knowledge sharing</td>
<td>Retention of talents</td>
</tr>
<tr>
<td></td>
<td>Synergies</td>
<td>Organize around action</td>
</tr>
<tr>
<td></td>
<td>Reuse of resources</td>
<td>Collecting and evaluating best practices</td>
</tr>
<tr>
<td></td>
<td>Collaboration – free flow of ideas</td>
<td></td>
</tr>
</tbody>
</table>

Adapted from “Cultivating Communities of Practice: A Quick-start Guide” by Etienne Wegner
GSUSMA Success Story

GS of Eastern Massachusetts and GS of Western New York

- EM Shared successful camp/member recruitment strategy
- WNY adopted program and recruitment tactics
- 250 new GS members through camp in initial year
  Increased grant funding ($600,000) to reach underserved girls
When Member Organizations Support Each Other

Examples from the Asia Pacific Region

MO Love MO Projects

The MO Love MO projects describe the partnership between Member Organizations (MOs). The purpose is two-pronged. First, for one MO, it is to build the capacity of its members in the areas of need as identified by the committee. For the other MO, it is to enable their members to share their expertise and gain an enriching regional experience.

Some successful partnerships in the recent years include:

- Philippines and Bangladesh: Girl Scouts of Philippines providing training to Bangladesh Girl Guides under AP-initiated partnership. Girl Scouts Philippines played a large role in planning and delivering the training with guidance from WAGGGS Asia Pacific.
- Japan and Australia worked with Myanmar
- Hong Kong with Mongolia
- The Philippines with Bangladesh
- New Zealand with the Pacific MOs
When Girl Guides/Girl Scouts Support Each Other

GOLD Travels to Rwanda

A team of six Girl Guides from GirlGuiding UK made a three weeks visit to Rwanda in a project called “Guiding Overseas Linked With Development,” also known as GOLD, from 30 June to 15 July 2015, with the mission of supporting Rwanda Girl Guides Association to deliver trainings to young leaders.

GOLD team equipped target groups with knowledge on leadership, safeguarding and women’s rights. The trainings were organized in three divisions: troop leaders from all districts, national training team and 50 young leaders between 18-30 years old who attended a summer camp in Rubavu.

“GOLD project has come at the time we need to improve girl guides’ experience in Rwanda, I believe in the success of this partnership in two years.”
Aline Ruhumuriza the General Commissioner of AGR.

GOLD projects work in partnership with other Guide Associations around the world and have been making a difference for over 20 years. GOLD delivers sustainable community-based development projects ranging from environmental issues to teaching leadership skills. In 2015, GOLD worked with Girl Guides from Sri Lanka, Rwanda, Malawi and Peru for a duration of two years, where each GOLD team was composed of six Girl Guides selected from a very competitive process, based on their enthusiastic behavior and their commitment towards Girl Guiding.
MO Community

Purpose: Provide a forum for MO’s to connect and share effective practices to:

✓ Take Action
✓ Improve outcomes

Members: Member Organizations of WAGGS

Support: WAGGS; technology/link to external resources
COP Lifecycle

From: Community of Practice Design Guide
A Step-by-Step Guide for Designing & Cultivating Communities of Practice in Higher Education
Shaping our Communities of Practice

- Activities
- Roles
- Communication
- Collaboration
- Interaction
- Learning
Collaboration and Involvement

Participate
- Calls
- Forums

Lead
- Sub-communities
- Resource sharing and mentoring

Act
- Evaluate practices
- Replicate/pilot effective practices
‘Alone we can do so little; together we can do so much’.
Helen Keller
CoP Code of Conduct

Purpose
The purpose of this Code of Conduct is to ensure that Community Hub for Growth users understand the expectations and standards of language and behaviour.

Principles
The Community Hub for Growth Communities of Practice are intended to be safe, supportive and structured spaces for WAGGGS MOs to respectfully engage and encourage each other in areas of growth and development. It should adhere to the values of Girl Guiding and Girl Scouting.

• Use of the Community Hub: The Community Hub is a space for knowledge exchange on growth and relevant related issues. Users should focus their discussions and contributions to the Resource Library on growth topics only.

• Equal Opportunities: The Community Hub seeks to ensure that MOs across the globe can participate and will work towards communication and translations in English, Spanish and French. The Community Hub will accommodate MOs’ interests by providing relevant resources and forum spaces for MO led discussions and will support MOs to host trainings or deepen their knowledge through targeted support via the WAGGGS Growth Team.

• Privacy and Data Protection: The Community Hub is a secure, password protected, members only space. Members are asked to respect the informal community by not sharing their password with non-WAGGGS members and by not publicising any ideas or discussions explored on the Community Hub with non-WAGGGS parties.

Procedures

• Raising Concerns: Anyone may confidentially report issues or concerns about the Community Hub to WAGGGS via communityhubforgrowth@wagggs.org.

• Breach of COC: Anyone who uses the Community Hub for purposes other than to collectively and supportively strategise and support WAGGGS MOs on growth will be asked to leave the site. For more information on policies relating to the use of GLOW see the GLOW Terms and Conditions and GLOW Privacy Policy.
Expressions of Interest

The Community Hub for Growth needs YOU to share your knowledge and expertise.

If you would like to volunteer to host a training for your fellow MOs on an area of growth that you have experience in, which would benefit the Movement, please contact us.

communityhubforgrowth@wagggs.org
Getting Started

Join the Community

The **Community Hub for Growth** space is hosted by **GLOW** (WAGGGS’ e-learning platform). Here you will find information about the platform and forums and be able to connect with other members and experts from around the world.

If you are not already registered with GLOW, please follow the below registration instructions from slide 18 of this presentation.

Select your preferred language (English, French or Spanish) at registration or adjust this in your profile to fully benefit from GLOW content in your preferred language.
Creating an Account on GLOW

1. Go to: http://glow.wagggs.org/
2. Click Logon in the top right hand corner
3. Fill in the Create New Account form with your details
4. An email will immediately be sent to you
5. Read your email and click on the web link it contains
6. Complete your personal profile, including selecting your language preference (English, French or Spanish)
7. Navigate the site using the course menu button and the navigation menu on the left.
8. Select and enrol on the courses you want to join

Useful tips:
- If your confirmation e-mail doesn’t appear after a few minutes check your junk mail
- Take the time to complete your personal profile: add a picture, short bio and set your forum and language preferences as this will make the GLOW site easier for you to use.
- Contact elearning@wagggs.org if you have any difficulties registering to the site
Your GLOW Homepage
Courses
Browse all GLOW courses here

Language selection
Choose English, French or Spanish (update your profile to change language settings permanently)

Navigation Bar
Appears on all pages

Profile
View your profile here

Administration
Edit profile, change password here

Courses you are already enrolled on (or have browsed) will appear here

GLOW help videos
Browse all GLOW help videos here
Self-Enrolment on a GLOW Course

Some courses on GLOW are open meaning that any registered user can access the (I-Lead, WAGGGS Intro, Free Being Me…) but event and group spaces require enrolment.

If you are asked to enrol on an event or group space you will be provided with an enrolment key.

Once you have registered on GLOW you can use the courses menu to search for the course you want to enrol on. Either browse the courses or use the search function.

Enrolling on a course
Enter your enrolment key and click enrol me (you only need to do this the first time you enter the course)

Course menu
Browse the course categories or enter the course title in the search box

Once you are enrolled on a course it will always appear in your courses area on your homepage.
Thank you and welcome to the Community Hub for Growth

All questions can be sent to communityhubforgrowth@wagggs.org

If you wish to contribute your expertise in future webinars please contact Growthteam@wagggs.org

For technical support with GLOW please contact elearning@wagggs.org