



FUTURE LEADERS OF THE WORLD

— A DANISH-TUNISIAN PARTNERSHIP

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Future Leaders of the World

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When scouting is more serious than just fun and games!

For me, knots, bonfires and outdoor life isn't the main purpose of being a scout, but they are some of the means we use in our work to create the leaders of tomorrow.

Our pedagogical methods are based on the principle of learning by doing, and a good balance between fun and seriousness. The scouts in Tunisia also work with knots, bonfires and outdoor life, but after the Jasmine Revolution in 2011, it has become clear to me that scouting in Tunisia is more serious than fun and games, and that nourishes my enthusiasm for scouting. In the partnership, we have worked with the Tunisian scouts on the process of building a strong, democratic organization and formulating a strategy for this.

By giving young people leading roles in the project, we have created a new possibility for young Tunisian scouts, both men and women, to exercise getting and taking responsibility.

The youth has become more visible in the organisation because of their new roles as sub-project managers, and as a result of this new visibility many of the young participants from FLoW were elected last year for the Board of Directors, which previously consisted mainly of old men.

The FLoW project created the opportunity to develop and try out democratic ground rules in the largest children's- and youth-organization in a country that is struggling to find sustainable democratic grounds on a national level.

It is therefore my pleasure to be in charge of this export of knowledge and experience of democracy-development - a development that large parts of the world is in need of.

I am proud, that the YMCA-Scouts in Denmark also in this way has the opportunity to contribute influencing the world with a purpose.

Thank you to the Danish Youth Council (DUF) and the Danish Ministry of Foreign Affairs (DAPP) for securing the financial support for the project, for monitoring the project and giving us positive responses. Also a big thank you to the super committed and talented scouts, who have made the dream and Future Leaders of the World (FLoW) become reality.

Lisbet Lentz

Future Leaders of the World

FLoW is a large scale-partnership between the Danish YMCA-Scouts and Les Scouts Tunisiens. FLoW is built upon a long term partnership between the two organizations.

The purpose of the partnership is to create scouting that reaches beyond the national borders. Through co-creating and scouting we have built a strong sense of community and experiences across cultures and cooperations in order to shape the societies we are part of.

The FLoW-project is funded by the Danish Youth Council (DUF). It was scheduled to conclude by the end of 2015, but was prolonged until the end of 2017.

The project has contributed to our aim to move the world in an international context by focusing on citizenship, freedom of speech, advocacy, democratic rights and youth empowerment. This has been carried out through five subprojects in which Danish and Tunisian scouts have developed and implemented activities together. The focus has been on company start-ups, leadership & management, communication and organizational strategy. Additionally to this, a number of large-scale events and forums have been held, dealing with topics such as citizenship, dialogue, gender, advocacy and youth empowerment.

Company start-ups

Aims to increase the living standard among young Tunisians aged 18 to 35 by teaching them how to start their own company. Through training sessions in how to start a company, young Tunisians acquired skills on how to create

business plans and seek funding via banks, investors etc. The intention is to help more young Tunisians in becoming self-supporting and thereby creating better conditions of life for future generations.

Citizenship

Has the purpose of making young Tunisians aware of their democratic rights and how to exercise them on both a local and a national arena. The local scout groups can apply for a smaller amount to give life to their local community projects. At the same time, the citizenship project has been transcending borders by articulating local citizenship and responsibility in a larger, global context.

Organizational strategy process

Focused on the development and implementation of strategies in the organizations. Both organizations have central boards who continuously work with strategy processes and implementation. Through FLoW, the two organizations have exchanged ideas and found inspiration in each other's starting-point and development.

◀ **The intention is to help more young Tunisians in becoming self-supporting and thereby creating better conditions of life for future generations.** ▶

Leadership & Management

Targeted at the development of the future leaders of Tunisia. Through training of the participants in personal leadership and impact, we focus on their abilities to take responsibility for their own life, their local scout group or their society. The training helps the young participants in taking important positions in the society where they can advocate topics such as democratic rights, gender equality, youth empowerment etc.

Young Voices

Is about strengthening the youth awareness on the value of their democratic voice. Young people need the ability to get their message and opinions across effectively. The purpose is to create understanding for advocacy, democracy, dialogue and communication among the youth. The training helps the participants to take part in the public debate and advocate their views, networking with others and also use social media to make their voices heard.

FLoW's impact can be observed here:

On an individual level

The young participants use their skills and competences as active citizens and entrepreneurs

On an organizational level

The two scout organizations are well-structured and attractive organizations for the youth to acquire and use their skills.

On a societal level

The YMCA-Scouts in Denmark and Les Scouts Tunisiens are front-runners and seek to make a societal impact. We do this by advocating the rights of the youth to participate in decision-making processes and the right to have a decent standard of living.



A Danish-Tunisian partnership between the Danish YMCA-Scouts and Les Scouts Tunisiens



Young talented spokespeople from Les Scouts Tunisiens

The young Tunisian scouts have become good speakers, who can engage in their society. Hela Trabelsi, who has actively participated in FLoW, shares her experiences.

Personal development

"I have participated in all the FLoW-activities possible for me to attend,"

Hela says laughing. She has participated in both Young Voices, Leadership & Management, Organisational Strategy Process, Citizenship & Entrepreneurship. "Especially Young Voices has taught me a lot", she explains.

Hela believes she has become a much better communicator and leader after participating in the many workshops in FLoW. "I know how to express myself, and to get my message across as a leader." Hela has also learned a lot about graphical facilitation - especially from the Danish coach Jesper Oehlenschläger.

Young active fellow citizens

Within the entire organization, the youth have become better at speaking their minds and expressing their agenda. Les Scouts Tunisiens (LST) have even started using young people as spokespersons.

"The organization has realized that young people are good speakers and represent a good image," Hela says, and explains that before young people weren't motivated *"but now wish to take part in the development of society and being active citizens."*

The FLoW workshops have worked with the personal development of the participants and have focused on strengthening their competences. Hela thinks this is an important part of the recipe that has led to the success, that the YMCA-Scouts of Denmark and Les Scouts Tunisiens have experienced; *"We create better people - not just better Scouts."*

More Women in Les Scouts Tunisiens

Hela's newly acquired facilitating abilities have led to her being asked to conduct several workshops for new Scouts, which is an area of responsibility the organization previously reserved for men.

"I am experiencing a new kind of respect. I really appreciate this development," she says.

Hela has a new idea of how LST in the future can include more women in scouting.

"Often women have to resign from the scouting-life when they get married and have kids because it is not accepted for the foran women to bring their children," she explains.

However, in February Hela will conduct a workshop for women, where she encourage them to bring their children.

"If too many children come, we will find a solution with child caretaking," Hela concludes optimistically.

HELA TRABELSI

Participated in
YOUNG VOICES

Possibilities in the middle of the trash

In spite of accusations from the municipality and the lack of local scout center, Sloughia scout group succeeded in creating a space for their scouting activities. A solution benefitting both the local society and the scouts themselves.

Sloughia Scout group

The road cuts through the landscape of green olive groves. In several places along the road small primitive stalls are set up, where young men sell olives to both locals and tourists. As the road turns, a small village appears with small houses and flower-vines on the gables. The village is where the Sloughia district scouts are to be found. A scout group without a scouting-house; This has been a motivating factor for their newly started project, under the area on which to conduct their activities, when they heard of the opportunity to apply for funds for a project like this, they didn't hesitate.

From trash dump to scouting area

Previously there was a trash dump in the middle of the village, which the Sloughia Scout group decided to clean up. The scouts thought it was a pity having a trash dump in the middle of the village, and in addition they really needed a place for their scouting activities. With help from the Small-Scale Project-fund, the group had the square cleaned, they planted plants and made the square an attractive area in the village. *"The project gave the citizens an opportunity to participate as active citizens and involve themselves in cleaning up and handling the trash in the city"* says Saber, one of the young leaders in the Sloughia group.

The scouts inspire the municipality

The citizens supported the scouts in their project because it is clear to them

that by supporting the scouts they also support the local society. When the municipality started accusing the scout group of clearing the trash dump only for the sake of their own interest, the citizens of the village defended the scouts.

The municipality later acknowledged the scout's hard work and initiative and have even been inspired by the project: *"They intend to conduct projects similar to this throughout the entire region"* says Zeinab, who is a project manager of this project. "Other scout groups are also looking to our group for help so they can start up similar projects in their districts," she adds.

Sloughia group applied for funding from the Small-Scale Fund to clear the trash dump that had appeared in a square in the middle of the village. The group cleared the square of trash, and have now grown plants, which benefits the entire village.

In addition, the scouts can now use the square as a green area for their activities since they don't have a place of their own and therefore have to borrow the rooms at the local school.



**SLOUGHIA
SCOUT GROUP**

SMALL-SCALE PROJECT

Clean town and happy population

The people behind the small-scale project in Tebourba believe a cleaner city also means a better city and a happier population. Therefore the scout group applied for fundings for a small-scale project in cooperation with five other local players in the town – including the town’s cultural center and various environmental, cultural and youth organizations.

100 trees in two days

With a focus on environment and youth inclusion in the town, the scout group in Tebourba initiated a project in cooperation with five other operators aiming at creating a more clean town with a more happy population. One of the many initiatives within the project focused on planting trees in the town in order to create a better environment there. In collaboration with the citizens of the town, the scouts planted 100 trees in two days. Subsequently, the scout group has agreed with the local municipality that they will take on the responsibility of the upkeep of the trees, says Amine Ben Salah, who is group leader in Tebourba and one of the initiators of the project.

Dedication and common effort

The project has moreover initiated cleaning-days in the town, where trash, weed and old plants are removed. “Seeing scouts take initiative have inspired many citizens to engage themselves as well” Amine says, and explains how a woman for instance, in her enthusiasm for the good work they were doing, came out and offered lemonade and coins to them. “Several of the citizens also started walking the streets themselves to collect trash together. It was sort of a wake-up call for them” says Amine.

As part of the project, the painting and measurements of the pedestrian crosswalks and the pavements around the city have been renewed. The participants in the project have painted them in the early mornings or at night to avoid interfering and creating issues with the traffic in the town. It was also at this point the citizens in the town started showing up with brushes to take on the shared responsibility with the Scouts.

The aim of the project is to raise awareness and engage the youth in environmental conservation in the region. The collaborating partners in the project count; Tebourba Scout Group, Tebourba Cultural House, Youth Challenge for Environment, Association of Summer Festival in Tebourba, the Heritage Society and Youth House of Chwigui.

The project has initiated both information meetings, education, cleaning-days, painting-days and plant-trees-days - but also an environmental festival focusing on sports, environment and culture. Currently the project-group have applied the state for fundings for a sweeper to keep the pavements clean.

TEBOURBA SCOUT GROUP

SMALL-SCALE PROJECT

The people of **FLoW**



ZOUHAIR AZOUZI, Facilitator at the Young Voices Forum
"The age group at the Young Voices forum is an important one. They can be a challenge to work with – but with the scouts it is just different."



ZEINAB KANDI, Small-Scale Project in Sloughia Scout Group
"I participated in the social entrepreneurship workshop before I was involved in scouting. Now I'm project managing a Small-Scale Project in our local scout group."



WISSAL SAKHRI, Participant in Young Voices
"After I had participated in the Young Voices Forum I've become more self-assured and I'm no longer afraid to speak up."



PETER LENTZ, Project Manager at the YMCA-Scouts
"When I visit my new 'brothers' and 'sisters' in Tunisian surroundings – then I feel right at home!"



OLGA NABE-NIELSEN, Young Voices Volunteer, Project Executive in Denmark
"FLoW is a project where you actually feel the difference it makes. I'm always impressed by the many possibilities it creates and the lives it changes."



MONTASSAR KAMMAKH, Participant at the Company Start-Up training
"I will never forget my visit to Silkeborg - in Denmark. They picked me up in the airport late at night - and the next day I got the keys to their house. A really beautiful gesture."



MARGRETHE HANSEN, Young Voices Sub-Project Manager
"The project has expanded my horizon and opened my mindset towards new ideas and thoughts – and also made me realized that regardless of being Danish- or Tunisian Scout; we have the same values."



MAHER TRABELSI, Project Manager in Tunisia
"It is hard to fully grasp, but FLoW is a possibility to create a better world together. This is how scouts break down borders."



Entrepreneur with the help from scouts

It started with a jumping pillow and a good idea. After the Scout's training and education, Montassar Kammakh was prepared for a life as a self-employed person. Today he has his own travel agency and event company in Tunis.

Montassar Kammakh's company is located side by side with his scout group's house. Instead of the sale banners and orange painted walls of the company, the walls here are decorated with knot boards and scarves. It was through his network of scouts Montassar heard about the Entrepreneurship workshop.

After participating in the course, he and a friend decided to start their own company. Now, more than ten people are associated with the company as freelancers - the majority of them are Scouts. *"When I call them, I know that they will do an excellent job and are always willing to help. The mentality of scouts is very different; they have a strong sense of duty,"* Montassar explains when asked about his choice of employees.

Montassar believes an education in entrepreneurship is very important to succeed as an entrepreneur and self-employed person. He tells about his friend, who started up a business without any training and then had to shut it down after three months. *"I would really recommend entrepreneurship training. If your aim is to be independent and self-employed in the right way, you will have to learn where to start first",* he explains.

◀ The mentality of scouts is very different; they have a strong sense of duty ▶

MONTASSAR KAMMAKH

HIS COMPANY HAS 10 FREELANCE EMPLOYEES

Own company and own office

Wissem started his communication company in a small office, which he shared with another entrepreneur scout friend. Now he is seated in his refurbished office with a view over the city with five employees and at least 120 associated freelancers.

“Ever since I was young, I have dreamed of being an independent, self-employed person.” Wissem Tayahi explains from his desk in his new office in Tunis. However, it wasn’t until he had participated in the FLoW Entrepreneurship workshop that he had the courage to get started, he continues. “I have participated in another entrepreneurship course provided by the state - but the Scouts’ training is better. The one the state offers is very academic, whereas the Scout’s is more dynamic and including,” Wissem explains.

The public courses do provide start-up fundings, but to Wissem it is the “*know how*” and the final push that actually means something. Throughout the workshop Wissem also built up a new network, which he put to use in the process of starting up his company.

Entrepreneurship reflects, according to Wissem, a new culture that young Tunisians have picked up. “*3-4 years ago, entrepreneurship wasn’t important to people, but today a lot of people wish to start up their own companies.*” he says. In the beginning Wissem’s family also thought his idea was a little too risky, but now as they see his company is expanding, they fully support the idea. Now, Wissem’s sister has also been encouraged to start up her own business, and gets advice and inspiration from Wissem.

◀ I have participated in another entrepreneurship course provided by the state - but the Scouts’ training is better ▶

**WISSEM
TAYAHI**

HAS FIVE EMPLOYEES

Supporting his wife with the jewelry business

When Cherifa Srairi saw how her husband, Moez Mohamed Srairi, learned about entrepreneurship through Les Scouts Tunisiens and the FLoW project, she wanted to start a business up herself.

When Cherifa Srairi saw how her husband, Moez Mohamed Srairi, learned about entrepreneurship through Les Scouts Tunisiens and the FLoW project, she wanted to start up a business herself.

Through FLoW, Moez was trained to be an educator in entrepreneurship and had since then helped many people on the way to realizing their ideas and dreams. With the help from Moez, Cherifa began developing her idea and made a business plan. The project is still in the starting phase where Cherifa is working on producing the jewelry she wants to sell in her company.



**MOEZ
& CHERIFA**

IDEA DEVELOPMENT AND CREATION OF A BUSINESS PLAN

Big dreams in a newly started business

Houda Barhoumi knows her business demands courage and patience. The security shutters roll up to reveal a desk and shelves filled with hardware.

The business is located in Fouchana in the region Ben Arous, which is about 30 kilometres outside of the capital, Tunis. Houda opened her hardware store after she participated in the Scouts' entrepreneurship course.

"I had a lot of ideas before the course, but at the course I got the courage to actually do something about the ideas. I wanted to start a hardware store." Houda explains as she corrects her scarf.

At the course she gained the tools to ensure a good dialogue with her customers, and in this way she makes sure they have a good experience. Right now, she is working on expanding her clientele. The dream is to start selling more and more, and to gain an employee. However, as the situation is right now in Tunisia, it is hard to obtain a loan for companies like hers. But Houda is not giving up - she keeps on dreaming.

◀ Others might say they failed, but I will keep on trying and patiently stay positive ▶



**HOUDA
BARHOUMI**

SCOUT AND PART OF THE COMMUNICATION TEAM

The people of **FLoW**



JIHED BEL HADJ YOUSSEF, Communications Team
"The communication training was import for me on a personal level. The techniques were both special and innovative. I now use them every single day."



HOUDA BARHOUMI, Participant on the Company Start-Up training
"The best part of the training was when I worked on my own skills and capacities. It isn't normally done here (in Tunisia)."



SABER GHARBI, Small-Scale Project in Sloughia Scout Group
"It makes me proud to be part of a project that benefits the citizens of my town"



KATHRINE TJØRVED, Former Project Executive in Denmark
"I have meet many volunteers; but no-one as dedicated as those in FLoW. They change the local communities and inspire to a better life."



HENDA MAARFI, Young Voices Sub-Project Manager
"To be involved in the Danish-Tunisian partnership has given me opportunities to see the world from different perspectives and understanding youth from other cultures."



DHAHER NASR, Facilitator on Leadership and Management
"The scout leaders (participants) acted in new ways in their scout groups after the training. New ways of communicating, different motivations and activities. The scout leaders have become better to adapt the content to the age group they work with."



JAKOB KRISTOFFERSEN, Leadership and Management Facilitator
"FLoW has been full of challenges, possibilities and fantastic experiences. A lot of learning and not the less good friendships. I feel we have accomplished a great deal together with our Tunisian friends, of which we can be proud."



TOBIAS SIMONSEN, part of the Project Management Team in Denmark
"It has been overwhelming to meet all the committed young people with so much courage to engage in the world. Tunisia faces a beautiful future."

A new scout with confidence and responsibility

The course is representing a new focus on Youth in Tunisia, which reflects a change in the perception of what young people are able to do.

The café in Nabeul is buzzing with a great life. Eighteen year old Amal Ridène is sitting here, smiling with eye contact. Amal participated in the Young Voices event Youth Forum in Spring 2015, where many young people between the ages of 15 and 18 attended. Before the event, Amal wasn't a scout – but as she learned that there is more to scouting than making bonfires and living in tents, she soon became scout herself. Amal learned a lot from this course:

"I learned how to speak in public, and about communication, conflict management and dialogue - and not only on a theoretical level, but through practical exercises in collaboration with others. It has made me very self-confident!" she says, and explains how the course has given her a bigger sense of responsibility as part of the Tunisian society.

"We are more motivated and want to change things in the society", Amal says. Amal's newfound self-confidence was put to use when she co-organized an event against terror in response to the terror attack in Sousse and she held a speech for the approximately 3000 participants – without tremble in her voice. *"I would never have done it, if I hadn't attended the Youth Forum."*

◀ We are more motivated and want to change things in the society ▶

**AMAL
RIDÈNE**

SCOUT AND HIGH SCHOOL STUDENT



WISSAL & HAIFA

PARTICIPANTS AT YOUNG VOICES FORUM

Increased self-confidence leading the way

Wissal and Haifa are meeting us at Les Scouts Tunisiens' main-office in Tunis. The two girlfriends are both 18 years old. One carries a scarf and the other lets her long, dark, curly hair wave freely. Haifa has never been a Scout, Wissal has been scout for a long time - and they both attended FLOW's Young Voices Forum.

Friendships across organizations

Wissal has been a Scout since she was 8 years old, whereas Haifa is not a Scout. Haifa got the opportunity to attend the Young Voices Forum through her commitment in another volunteer organization; IWATCH, which is working on fighting corruption. Wissal and Haifa got to know each other through the Young Voices Forum. Before the Forum, they attended two preparatory seminars where they gained new rhetorical tools for debating and learned the importance of standing by who you are.

Finding solutions to societal challenges

At the Young Voices Forum, the participants worked on projects such as violence in school and environmental challenges. "It was sort of a competition" Haifa says and continues "the instructors gave us a challenge under pressure, which we had to find solutions for." The participants got to use the tools they had gained at the preparatory seminars to solve different cases of relevant challenges in the Tunisian society.

More than just strengthened capacities

"I have changed because of my participation in Young Voices Forum. Even my mother has felt the difference after I went to the Forum - I have more self-confidence now" Wissal says. Also in her everyday life she feels a change; She speaks her mind to her friends, even though they might not agree.

Wissal has in addition become a scout leader in her local group. She was a bit worried that the more experienced leaders would not accept her, but she has now found her place in the group. "When I became leader, I was worried that there wasn't room for me in the group. I feel that the tools I have gained from the Young Voices Forum give me self-confidence and authority, which has helped me become accepted in my scout group."

New energy for the battle against terrorism

For Haifa, attending the Young Voices Forum has also had a huge impact on her work in the organization IWATCH. "After Young Voices Forum I decided, in collaboration with people from IWATCH, to start a new organization that will focus on fighting terrorism in Tunisia" Haifa explains, and continues: "Young Voices Forum has taught me to go ahead with new projects, if it's something you are very dedicated to and believe in."

« I can feel that the tools I have gained from the Young Voices Forum give me self-confidence and authority »

The blind people's fight for a better world

The Young Voices Forum marked the beginning of Jihad's fight for the rights of blind people to be active citizens. At the forum he got the opportunity to tell about their struggle, and to gain a unique network, which has motivated him to continue subsequently.

Young Voices Forum

The flower-patterned jacket shines just as bright as it's owner. Jihad Ghanmi's eyes are sparkling while he is posing in front of the camera lens. It's the Danish scout Margrethe L. Hansen who's behind the camera, and Jihad is messing around and making faces, while Margrethe is trying to capture Jihad's energy with the camera.

Jihad is not a scout but heard about the Young Voices Forum and signed up. Jihad has poor eye sight and comes from an organization for the blind. In the beginning of the Forum he was very reserved, but he found out that people were nice and he quickly got friends, he explains.

Democracy and friendships

In addition to friendships, Jihad also gained new knowledge about himself. *"There are more people in this world than just me. We are all part of a society and should contribute to it. I have now become an active citizen"*, he says. He continues explaining vividly about a workshop from the Forum where they elected a fictive leader as part of an exercise designed to teach the participants about democracy.

Urge to change the world

The Forum has made him more aware of his experience to Jihad when it comes to his commitment to blind people's rights. When the scouts taught him that by actively contributing, you yourself can create changes in the world. *"It became clear to me that I have to communicate to the world that we blind people are not stupid."* he says.

Now, Jihad has a goal; his organization has to understand their responsibility and the part they play in society. Jihad also has an idea of how to approach the many prejudices blind people are met with, and that the blind people themselves have to initiate the change: *"We have to actively participate in making the world a better place,"* Jihad finishes.

◀ There are more people in this world than me. We are all part of a society and should contribute to it. ▶

**JIHAD
GHANMI**

PARTICIPANT AT YOUNG VOICES FORUM

Results that moves the world – on purpose

816

Have participated in Company Start-Up trainings

611

Have made a business plan

24

Have been granted financial support to their project and have started their own company - with employees

50

(aged 15 to 18) Both scouts and non-scouts participated in the first Young Voices Forum focusing on dialogue, advocacy and conflict management

10

Tunisian Scout Groups have started Small-Scale Citizenship projects in their own local communities

2200

Have participated in citizenship days in Tunisia

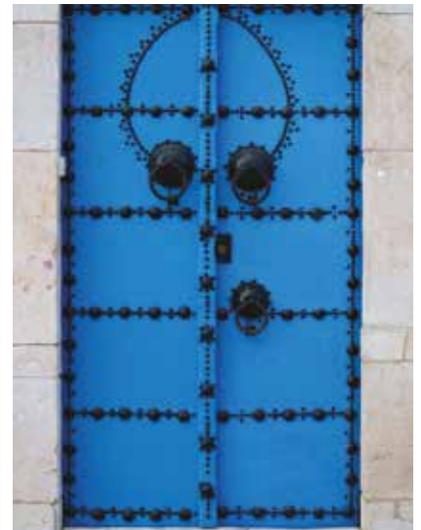
93

Tunisian scouts have been trained in leadership and management

5

Youth Advisors have been elected in Tunisia. Their task is to speak up on behalf of the youth

**These results were achieved before December 2015*





Personal experiences from Danish volunteers

Four Danish volunteers tell about their experiences with the FLoW project and the meeting with Tunisia. It is with great pride and appreciation that the Danish volunteers reflect on the outcome of FLoW.

Young people **who dare**

BY MARGRETHE L. HANSEN

Young Voices co-project-leader

When I joined the Danish /Tunisian partnership back in 2013, I will be honest: I had no idea what I had agreed to. I was part of a Danish communication-team, and really I just wanted to improve my communication skills, which I was also working with in my professional life.

Not only did I improve my competences, I also fell in love with the amazing country; Tunisia, and in particular the very welcoming citizens. The partnership made me reflect on my own scouting work here in Denmark, which is why I feel that Future Leaders of the World makes so much sense.

Brave young people

The coolest part about it all, is to be part of the development in Tunisia. Now, young people in the country dare to present their viewpoints and argue with even the elder, local politicians. The politicians now take the young people seriously because they can present their viewpoints in a confident and reasoned way. In a country where young people previously didn't have any power of influence it is amazing to know that we contributed to that change.



Then the world gets a little bigger

BY MADS HJORTKJÆR

Member of Project Management

To me, the greatest thing that has come from being part of FLoW has been re-discovering how we scouts, across borders of culture, language, religion and nations, speak the same language incredibly fast, and quickly can get really close to one another.

The collaboration within the Project Management in FLoW has been eye opening to how we, when we meet, quickly gain each other's trust and acknowledge each other's strengths and challenges, and how we therefore in a short period of time can achieve great results and goals even though the domain is complex.

This was made very clear when the Danish and Tunisian project management teams were gathered in a joint planning meeting, where we in one day succeeded in placing the founding stones for a two year continuation of the project. In that occasion, we in the joined project management team also realised some significant common characteristics between the youth in Tunisia and the youth in Denmark – challenges the YMCA-Scouts in Denmark can and will seek to impact in both cases.

The Scouts' words are followed by actions

With the collaborating partnership with Les Scouts Tunisiens in Tunisia, the YMCA-Scouts in Denmark have also achieved some of the things we as organization wish to be known for; to look outside and beyond ourselves. In my experience, we have for many years been focusing so much on own capacity-building and internal culture and growth that we have forgotten what we as scouts actually want to achieve: To reach beyond ourselves, and by influencing children and the youth create a better world.

With our partnership with Les Scouts Tunisiens in Tunisia, we have through both words and action shown that we will and can help others in their struggle to build democracy and make the young people active, responsible citizens. The partnership project has not only created helpful changes in Tunisia, it has most definitely also helped Danish YMCA-scout members and management put points like community involvement, international partnerships and intercultural relations on the agenda of the YMCA-Scouts in Denmark.



Scouts across borders, religion and culture

BY JESPER OEHLENSCHLÄGER
Facilitator and coach

There are almost always hidden smiles across the room when I, as a business consultant, tell about my scouting background. I think it might be the idea of me in shorts and knee stockings that causes this. Which I understand. However, the smiles change into a “*Wauw*” when I elaborate on the subject by explaining the development we create in collaboration with the Tunisian Scouts. The stories of about the more than 100 entrepreneurs, more than 800 participants attending the entrepreneur courses, and the over 50 trainers we and the Tunisians have educated, create a different picture of the scout movement than that of shorts and knee stockings. In addition, the project gives a more nuanced picture of a religion and culture than the one most of us know from the media.

This development is good – and something we scouts can be proud of.

The democracy can't be taken for granted

Sometimes, I get so excited just on the thought of being allowed to be part of FLoW. It has given so many great experiences, conversations and new scout friends. It has been amazing to follow the development the Tunisian project-members and instructors have gone through and how they've accepted our approach to training and methods of communication and facilitation.

The project has given me a more nuanced knowledge of and position on Arabic and North African culture and Islam. It has given cause for plenty of reflections over my own culture and own behaviour. It's clear to me that even though we in Denmark have a well-working democracy, we cannot take it for granted. And we can never allow ourselves to just relax and rest on our laurels. We in Denmark also have a duty and task to perform.

We as scouts – across borders, religion and culture - have some amazing opportunities to create a better world. And with that ability follows the duty to do so.



Scouting is more than campfires and twist bread

BY LISBET LENTZ
(Project Management)

Scouting is more than campfire and twist bread

When I tell friends and co-workers about the partnership between the scouts in Tunisia and the YMCA-Scouts in Denmark, many people tend to say that they thought scouting was nothing but campfires and twist bread. For the YMCA-Scouts in Denmark it's about serving the society - and FLOW is an excellent example of that. The collaboration with the scouts in Tunisia is not charity work, it is a partnership because it builds on equal relations; Scouts from both countries contribute to and learn from it.

Democracy takes time

As Danes we have a unique opportunity to contribute with fundings from the Danish Ministry of Foreign Affairs' Danish-Arab Partnership Project (DAPP) and the Danish Youth Council (DUF), and we appreciate being citizens in a country with that sort of opportunities. In addition to the economical aspect, we have contributed with knowledge and experience of how to build and develop a democratic society - and it has been necessary to remind our Tunisian friends that Denmark did not create a fully build and well-functioning society in just four years.

Personal development

Personally, I have learned a lot about culture and religion and social relations in North Africa, and with that knowledge in mind I have a better opportunity to understand my own culture and have a nuanced insight to what's going on in the world. In the partnership English is the main language, and many Tunisians have improved their English skills so much that it has made an impact on their civil job opportunities. I have also personally developed my English competences, and that is just one of the nice side benefits.



SLIM GUIZANI

PROJECT MANAGER OF THE FLOT PROJECT

The partnership created opportunities

For Slim Guizani, the previous partnership project FLoT (Future Leader of Tunisia) and FLoW have had a huge impact on his life as scout but also very much so in his professional life.

With a master's degree in English Literature and many years of scouting, Slim was hired as project leader during FLoT and continued working in FLoW. From this, he learned about project management, delegating work, and how to motivate and work with volunteers. On the basis of these experiences and strengthened competences, Slim was hired as Senior Project Leader in a another, bigger company. *"If it wasn't for FLoT and FLoW I would probably have been teaching English now."* says Slim, who subsequently entered the Tunisian Project Management Team and therefore still is a part of FLoW.

Proud of the organization's development

Slim is proud of the partnership projects and the development the Tunisian scouts have gone through. *"The organization has become better structured, the young people have been empowered, and there are now several young people in the organization's Executive Committee. And it is not only age-wise but also in relation to gender that you can see a change. Many members of the Executive Committee, District Leaders and Group Leaders are women – which was not the case before."* Slim proudly explains. In addition, he mentions how the individual scouts have learned a lot from the partnership as well – both through travels, joined scout camps, activities and trainings.

We have to keep contact

"I want to encourage the young people from both countries to maintain contact and keep trying to understand each other." Slim says and explains how the partnership and the relations between the two organizations are not dependent on a project but rather the people in the two organizations.

< I want to encourage the young people from both countries to maintain contact and keep trying to understand each other. >



FLoW 2

Future Leaders of the World's initial project period ran out by the end of 2015 but was subsequently extended until the end of 2017. This gave the Danish-Tunisian partners the opportunity to continue the existing partnership and develop it further.

In the extended project period (FLoW 2), the project was not divided into sub-projects but instead the focus was on a variety of activities.

The project has been an amazing journey for the two scout organizations; YMCA-Scouts of Denmark and Les Scouts Tunisiens, as well as for the many volunteers that have been part of FLoW up until now.

We are confident that the journey of our partnership will not end here.

Contact Project Manager Peter Lentz mail: pl@kfumspejderne.dk, if you want to learn more.

