

	8. Completing a report at the conclusion of the event for the International Commissioner, to assist the in the continuous improvement of future Maldivian Contingents.
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Core Competencies for all Management Roles of SAM

(As outlined in the SAM Management Organization and Functional Structure document endorsed by the National Scout Council on 9th November 2022.)

Leading the function	
Social Intelligence	Ability to understand different social situations and dynamics. Ability to operate effectively in various social situations.
Strategic thinking	Ability to communicate complex ideas, collaborate with internal and external stakeholders. Ability to build consensus and alignment when working toward shared goals.
Conflict management	Capacity to help others in the ExCo, whether they are fellow leaders or people in other teams/cluster, in avoiding or resolving interpersonal conflicts.
Decision making	Know when to decide by oneself, when to consult with team members or peers and get their opinion on a certain matter, and most importantly, when to take a step back and let others decide.
Change Management	Know how to prepare, support, and guide people through various organizational changes.
Business acumen	Ability to make sound business decisions by combining a number of factors to arrive at the best outcome for a given situation. Ability to focus, understanding of consequences, problem solving and recognizing stakeholder needs
Leading others	
Servant leadership	Ability to focus and support the growth and well-being of other people and the scouting community they serve.
Interpersonal skills	Capable of Active listening, giving, and receiving feedback, verbal / non-verbal communication, problem-solving skills, and teamwork. Ability to communicate effectively – Clearly able to communicate, actively listen to others, and respond with understanding and respect.
Emotional Intelligence	Capable to understand people’s emotions and emotional situations. Capacity to understand and manage our own emotions. (Self-awareness, Self-regulation, Motivation, Empathy, Social skills).
Coaching and relationships	Know when to (gently) push someone to go outside their comfort zone, giving useful feedback when necessary, and building and maintaining strong relationships with the people they manage. (Being authentic, having rigor in logic, Altruism).
Inclusiveness	Ability to create an environment in which everybody feels welcome. Treat everyone equally and respectfully. Cultural intelligence: attentive to other cultures and adapt as required. (awareness of biases, effective collaboration).
People Management	Ability to support development of others (coaching, mentoring, etc.) and help optimize their talents to maximize productivity. Inspire others, communicate clearly and lead change. (Flexibility, Feedback, Empathy, Efficiency, Openness, Reflective). Effective delegation: ability to delegate – not just handing over responsibilities but also guiding and supporting people new ways to do the task better than they did in the past if needed at all.

