

# DOCUMENT NUMBER 19



**28<sup>th</sup> Asia-Pacific  
Scout Conference**

**TAIWAN · 2025**

**Report on  
APR Course  
for Leader  
Trainers**



# REPORT

## 2025 Asia-Pacific Course for Leader Trainers

3-9 October 2025

Taipei Yangmingshan Teacher Training Center

Wen-Shing Chang, PhD

Course Leader





## EXECUTIVE SUMMARY

The Asia-Pacific Course for Leader Trainers (CLT) was held from 3 to 9 October 2025 at the Yangmingshan Teacher's Training Center in Taipei, Taiwan.

It is the tradition for the Asia-Pacific Region to organize the Course for Leader Trainers prior to the Conference every three years. This course is designed for Assistant Leader Trainers who want to strengthen their skills in managing courses, training adults, and leading fellow Scout leaders. It also offers the chance to explore new methods, exchange experiences, and build lasting connections with Scouts across the Region.

Some 44 participants attended the course from Bangladesh Scouts, Bharat Scouts and Guides, Gerakan Pramuka, Korea Scout Association, Persekutuan Pengakap Malaysia, The Scout Association of Maldives, The Scout Association of Mongolia, the Boy Scouts of the Philippines, National Scout Organization of Thailand, Pathfinder Scout Vietnam, and the host NSO, The General Association of the Scouts of China (Taiwan).

The course was supported by resource persons, trainers, and staff from Scouts Australia, Persekutuan Pengakap Malaysia, Boy Scouts of the Philippines, The Singapore Scout Association, The Sri Lanka Scout Association and The General Association of the Scouts of China (TGASC) — under the leadership of Dr. Chang Wen-Shing, Leader Trainer of TGASC-Taiwan, as the course leader.

Held alongside the Asia-Pacific Scout Conference, this course marks another important step in empowering leaders to shape the future of Scouting.

## COURSE AIM AND OBJECTIVES

The CLT provide a learning opportunity for potential leader trainers and the following course aims were set for the preparation and conduct of the course.

1. Provide an opportunity for the sharing of experiences in the consideration of advanced training methods
2. Demonstrate and develop new training methods
3. Examine, review and evaluate existing training methods and techniques with the objective of recommending improvements

To achieve the course aim, some 18 objectives were set and shared with the participants on Day 1, 3 October, 2025.

1. Accept and explain the fundamental principles of Scouting and the role of training in interpreting and implementing them
2. Explain the need to include current World policies in relation to Youth program, Adult Resources and the Management of the Association within the National Training Program.
3. Explain the policies of their Association, particularly with regard to training and the means by which



such training is provided.

4. Establish outcomes for training courses and other training opportunities, particularly within the pattern of Adult Training of their Association
5. Manage cultural diversity and gender issues in a training environment.
6. Conduct training needs analysis.
7. Develop evaluation tools to measure learning and effectiveness of training events
8. Explore, examine and explain the relevant adult learning theories/styles and their application in a learning environment
9. Explain and use the techniques employed in the training of adults,
10. Examine the various leadership theories and their application.
11. Develop skills in resolving conflict.
12. Apply the coaching model
13. Explain and use the group process to provide efficient learning experiences (Group work)
14. Create a supportive learning environment that is attractive and enjoyable through reflection of learning and active participation of those involved.
15. Recognize and explore the role of trainers as a facilitator of learning and as a change agent.
16. Identify the essential competencies of a leader trainer.
17. Identify personal learning needs for development and develop plan/strategy to satisfy them.
18. Develop strategies to promote individual and organizational learning

The course leader, Dr. Chang, Wen-Shing explained the course aim and objectives to the participants and invited them to share their expectations. Dr. Chang also encourage participants to have fun while taking part in discussion and group work during the course.





## METHODOLOGY AND TRAINING METHODS

The course was conducted in a learner-centered approach and applied different training methods, such as group discussion, role play, group work, panel discussion, etc. The course also provided 10 elective topics for participants to choose according to their needs and interest and these electives were conducted in small groups, thus to provide more interaction among the participants.

Some social events were organized during the course, such as international and culture night, educational tour. These social programs eased the tension of participants during the 7-day courses and also provided a chance for understanding the culture diversity of our great Asia-Pacific Region.

## COURSE PROGRAM

This is the 7-day program course. For day to day program, please refer to the annex.

## SESSION ALLOCATION

Most of the sessions were assigned to overseas resource persons and the course leader, Dr. Chang, Wen-Shing also took some sessions.

Name	Session Topics
Chang, Wen-Shing	Integration Session, Course Aim & Objectives, Mid-Course Review, Personal Development Plan, Course Summary, Course Evaluation
Emma Watson	Youth Program, Safe from Harm, Leadership Theories, Coaching and Mentoring
Ekbert Yong	Adults in Scouting, Safe from Harm, Course Management, Coaching and Mentoring,
Antong Rahmat	Assessment of Needs, Intercultural Competence, Interpersonal Skills, Risk Reduction Management & Decision Making, Managing Learning
Rev. Leonides Son	Training Methods, Course Design, Course Evaluation, Leadership Theories, Training Module Creation, Human Relations
Michael O. Pantaleon	Session Preparation, Course Design, Adult Learning, Managing Learning,
Asanka Ewriya	Succession Planning, Facilitation Skills,

10 Topics of Elective were shared by overseas resource persons, including Syd Castillo on Time Management and Dr. Dandy Wang delivers the topic on Stress Management.



## SPECIAL PROGRAM

The international night was organized on the night of 6 October, which provided a chance for participants to showcase their culture to other participants. Participants prepared their snack food or scout handicraft to share with each other. Singing and dancing program were the highlight of the international night.

Educational Tour was organized on 7 October. The tour brought participants to visit the Grand Hotel, Taipei 101 Building and Scout HQ. The Grand Hotel and Taipei 101 Building are the landmarks in Taipei and design elements of the main conference and CLT logos. A visit to the Scout HQ and Scout Shop helped participants to understand the operation structure of the General Association of the Scouts of China. After visiting to Scout HQ, participants were brought to the Chien Tan Youth Center to meet the young people of the Youth Forum, which provided the chance for inter-generation dialogue.

The testimonial Campfire was held on the evening of October 8, 2025. Participants were moved to the Yangmingshan Scout Center, which is not far from the Teacher Training Center, to have the afternoon sessions and the testimonial campfire. This provided a chance for the participants to explore the historical camp site in Taiwan.

## MID COURSE EVALUATION

Mid-course evaluation was carried on Day 3, 5 October, 2025. The course leader, Mr. Chang, Wen-Shing explained to the participants the halfway is not really halfway, according to the Chinese philosophy, which encouraging participants to stick to the last minutes.

The mid-course review shows the following results. Some 43 out of 44 participants submitted the mid-course review. N=43.

1. 95.3 % of the participants thought the course aim and objectives were reached so far.
2. 83.7% of the participants learned or gained new knowledge and experiences.
3. 83.7% of the participants the sessions and speakers were most helpful to them, the next is the group discussions (72.1%)
4. 86% of the participants thought the pace of the sessions were just right.
5. 95.3% of the participants though the resources persons are effective.
6. 88.4% of the participants were satisfied with the facilities and AV aids.
7. 76.8% of the participants were satisfied with the food provided.

Some suggestion from the participants, such as

1. Accommodation and facilities were clean and comfortable, creating a pleasant learning environment.
2. Group counselors were attentive and supportive, leaving a strong positive impression.
3. Audio-visual equipment could be improved.



## POST COURSE EVALUATION RESULTS

The post course evaluation was on the last day of 9 October, 2025. Generally speaking, the participants showed that they had a great and interactive learning experiences. They also appreciated the effort and caring by local and overseas resources persons and counselor. Participants were satisfied with the venue, sessions hall, accommodation. They also appreciated the variety of food provide and extra care by Food Team to provide Hala and vegetarian food.

Some 41 out of 44 participants submitted their evaluation on time. N=41.

1. 95.1% of the participants were satisfied with the performance of group counselors
2. For the trainer evaluation, participants give the following score on fully satisfactions.

Name	Satisfaction	Fully Satisfaction
Chang, Wen-Shing	6(14.6%)	33(80.5%)
Ekbert Yong	5(12.2%)	35(85.4%)
Rev. Leonides Song	7(17.1%)	32(78%)
Asanka Eriyawa	12(29.3%)	25(61%)
Emma Watson	11(26.8%)	26(63.4%)
Michael Pantaleon	10(24.4%)	30(73.2)
Antong Rahmat	4(9.8%)	37(90.2%)

### Post-Training Course Survey: Learning Effect.

Most participants reported gaining clearer concepts of leadership and training skills, with a notable improvement in understanding training processes and adult learning theories. During elective sessions and case discussions, participants demonstrated their ability to connect theory with practice. Evaluation results show that over 90% of participants self-assessed as being “more familiar with adult training methods” and “able to apply them in their national training systems.”

### Post-Training Course Survey: Behavioral Effect.

Training reflections revealed that after returning to their NSOs, participants planned to integrate more interactive and reflective learning methods in their national training courses. Many stated they would apply CLT-acquired tools—such as goal setting, team dynamics analysis, and educational methods—to enhance participant engagement and training outcomes. Some experienced Assistant Leader Trainers mentioned that the course helped them re-evaluate their teaching style and recognize the importance of cross-cultural communication and feedback techniques

### Post-Training Course Survey: Administrative Services

Participants generally gave positive feedback on administrative support, accommodation, and meal services. The registration process was smooth, information was clearly communicated, and facilities were



well-maintained. Several participants especially appreciated the staff's attentiveness and cultural assistance. However, a few noted that transportation details could be improved, suggesting clearer pre-arrival guides and daily reminders in future events

### **Specific Suggestions (Top 5 Most Frequent Recommendations).**

1. Recommend adjusting the course pacing and reducing the duration of evening sessions.
2. Strengthen pre-course communication by providing a more detailed pre-arrival guide and transportation information.
3. Increase the proportion of group discussions and practical workshops to promote intercultural exchange.
4. Include more CLT case studies and cross-NSO sharing to enhance knowledge transfer.
5. Improve time management and break scheduling to maintain participants' learning efficiency

Participant, Mr. George Liu, TGASC-Taiwan made the following impression during the closing ceremony, "We sincerely thank all our fellow participants...everyone showed great determination, dedication, and teamwork. Together, we completed every session and overcame every challenge. Your passion and support made this experience even more meaningful and unforgettable."

Ms. Rachael Yeong from PP Malaysia made the following impression "It's a challenge we pose to ourselves. The knowledge is here. The energy is here. The constructive part is what we are going to do next. Our task is to not let this become a forgotten file on a computer but a living, breathing part of our daily leadership in Scouting...the journey of learning in scouting will not end in itself after this course."

### **COURSE STAFF**

Some 35 staff were from the Australia, Malaysia, Philippines, Singapore, Sri Lanka, Taiwan and the APR Support Center.

Dr. Chang, Wen-Shing is the course leader. The current National Training Commissioner, Dr. Dandy Wang, served as Hon. Course Leader. Former National Training Commissioners were invited as Course Advisers.

Overseas trainers, Dr. Ekbert Yong, Rev. Dr. Leonides Son, Dr. Asnaka Eriyawa, Ms. Emmar Watson, Mr. Antong Shahrudin Rahmat and Dr. Michel O. Pantaleon served as resources speakers and counselors during the course.

Mr. Benson Chiu worked as the Program Director, while Mr. Alan Tzeng served as the Logistic Director. Mr. Sean Tao is the Food Master for the course.



## COURSE PARTICIPANTS

Some 44 participants are from Bangladesh, India, Indonesia, Korea, Malaysia, Maldives, Mongolia, the Philippines, Thailand, Vietnam, and Taiwan. Two staff from the Regional Support Center were attended the course as staff and participants.

No.	Country	No. of Pax.	Remarks
1.	Bangladesh	2	
2.	India	1	
3.	Indonesia	1	
4.	Korea	1	
5.	Malaysia	4	
6.	Maldives	1	
7.	Mongolia	4	
8.	The Philippines	4	
9.	Thailand	3	
10.	Vietnam	3	
11.	Taiwan	18	
12.	APR	2	
	Total	44	

## RECOMMENDATION BY Course Leader

There was a common feeling that both staff and participants, local and overseas, expressed their appreciation for such Regional Course for Leader Trainers. This kind of regional course provided opportunity for participants to have the firsthand experiences in the culture diversity and international understanding of our region. This kind of international understanding and appreciation to diversity and inclusion can't be achieved by national courses. Thus, the course leader suggested the Asia-Pacific Region to keep this traditional practice to conduct Asia-Pacific Course for Leader Trainers prior to the Conference every three years.

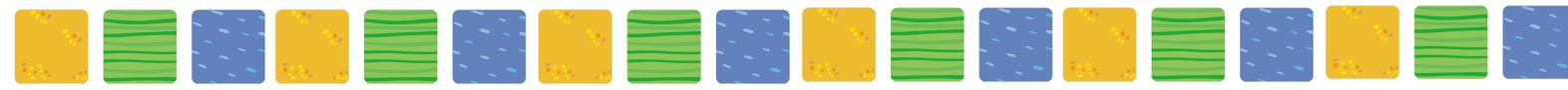
2025 Asia-Pacific Course for Leader Trainers Staff List

As 30 Sept. 2025

序號 No.	職稱 Position	英文姓名 Name in English	中文姓名	備註 Remarks
1	Course Adviser/顧問	J. Rizal Pangilinan		
2	Course Adviser/顧問	LI, YUNG-CHAN	李永霖	
3	Course Adviser/顧問	KUAN, CHIH-MING	管志明	
4	Course Adviser/顧問	HSU, SUNG-FANG	徐松芳	
5	Course Adviser/顧問	YANG, YUNG-CHIN	楊永欽	
6	Hon. Course Leader/班主任	WANG, CHUAN-YUH	王全裕	
7	Course Leader/主持人	CHANG, WEN-SHING	張文鑫	
8	Course Coordinator班務協調員	Syd Castillo		
9	NSO Course Coordinator國內協調員	CHIANG, FENG-HSING	江豐星	
10	Resource Person/Counselor講師/小隊輔導	Ekbert Yong Yen Loong	楊元龍	
11	Resource Person/Counselor講師/小隊輔導	Leonides Son	孫文雄	
12	Resource Person/Counselor講師/小隊輔導	Asanka Eriyawa		
13	Resource Person/Counselor講師/小隊輔導	Emma Jayne Watson		
14	Resource Person/Counselor講師/小隊輔導	Michael O. Pantaleon		
15	Resource Person/Counselor講師/小隊輔導	Antong Shahrudin Rahmat		
16	Senior Patrol Leader聯隊長	SHINA- CHURC LIU	劉先覺	
17	Program Director教務長	BENSON CHIU, YI-CHING	邱宜瑾	
18	Program Staff教務	HUANG, LI- SHENG	黃立昇	
19	Logistic Director事務長	TSENG, KUO-CHIN	曾國欽	
20	Logistic Staff器材事務	TSUI, LIANG-TSAI	崔亮載	
21	Logistic Staff器材事務	HUANG, CHIH-CHUNG	黃志忠	
22	Food Team Lead糧食事務	TAO. CHING-JEN	陶靖仁	



23	Food Team Staff糧食事務	CHAO, WEI-YEN	趙偉嚴	
24	Food Team Staff糧食事務	KUO, YAO-HUA	郭耀華	
25	Course Staff事務助理	CHANG, HAN-YUN	張翰雲	
26	Course Staff事務助理	CHEN, CHIH-CHUN	陳灸鈞	
27	Counselor小隊輔導	HUANG, CHENG-CHIEN	黃成健	
28	Counselor小隊輔導	WANG, CHIN-CHING	王進清	
29	Counselor小隊輔導	YI-WEN, CHEN	陳藝文	
30	Counselor小隊輔導	LIN, CHENG-HUI	林政輝	
31	Counselor小隊輔導	HSU, CHIA-KAI	許家愷	
32	Counselor小隊輔導	CHENG, CHAO-CHENG	鄭朝正	
33	Counselor小隊輔導	TSENG, CHIN-LUNG	曾金龍	
34	Course Staff 工作人員	Lance Iverson Papa		
35	Course Staff 工作人員	Paulo Hechanova		



2025 Asia-Pacific Course for Leader Trainers  
 Taipei Yangmingshan Teacher Training Center  
 3-9 October 2025

Participants List  
 As 30 Sept. 2025

No.	Country	Name in English	Sex	Remarks
1	Bangladesh	MD HARUN OR RASHID	M	
2	Bangladesh	DR. MD. ARIZUL ISLAM KHAN	M	
3	India	CHATTERJEE SATYAJIT	M	
4	Indonesia	TAUFIK UMAR PRAYOGA	M	
5	Korea	KWEON OKRAN	F	
6	Malaysia	CHANG WEE KHEE	M	
7	Malaysia	YEONG PHIK YUE	F	
8	Malaysia	CHANG MEKIE	F	
9	Malaysia	TAN YEONG SHING	M	
10	Maldives	Ahmed Haneef	M	
11	Mongolia	Ulambayar Serchmaa	F	
12	Mongolia	Dulkuu Baljinnyam	M	
13	Mongolia	Kuldi Khasyen	M	
14	Mongolia	Delgermaa Tsendsuren	F	
15	Philippines	Judy Bonita L. Mijos	F	
16	Philippines	Annabel P. Lusica	F	
17	Philippines	Markwil Bert T. Ramos	M	
18	Philippines	Rezeile Anthony V. Donga	M	
19	Thailand	General Pushpong Pongsiri	M	
20	Thailand	Dr. Thaniya Ponsiri	F	
21	Thailand	Chatchanin Tanapatchawin	M	
22	Vietnam	Nguyen Hoang Bao Huy	M	
23	Vietnam	Nguyen Hoang Long	M	
24	Vietnam	Hoang Duc Lam	M	
25	APR	Lance Iverson Bon Papa	M	
26	APR	Paulo Llado Hechanova	M	
27	Taiwan	CHIANG, CHUNG-CHIAO	M	



28	Taiwan	KUO, CHIA-HSU	M	
29	Taiwan	HSU, HSIU-CHIEH	F	
30	Taiwan	HUANG,WEI-YU	F	
31	Taiwan	YU, CHENG-LONG	M	
32	Taiwan	LIN, I-SHUN	M	
33	Taiwan	CHEN, WEI-WEN	M	
34	Taiwan	CHEN, SHANG-WEI	M	
35	Taiwan	LIN, SHU HUI	F	
36	Taiwan	CHIU, CHI-HUNG	M	
37	Taiwan	KUO, HSIEN-TIEN	M	
38	Taiwan	CHANG, HUI-MEI	F	
39	Taiwan	TSENG, YI-CHIANG	M	
40	Taiwan	Thomas Liaw	M	
41	Taiwan	Chu, Pei Fen	F	
42	Taiwan	YU, PO-LI	F	
43	Taiwan	Lin, PO-YU	M	
44	Taiwan	LIU, KAICHEN	M	



**ASIA-PACIFIC REGIONAL COURSE FOR LEADER TRAINERS 2025**  
 3-9 October 2025 • Yangmingshan Teacher's Training Center, Taipei, Taiwan  
**P R O G R A M M E**

	Day 1, 03 October Friday	Day 2, 04 October Saturday	Day 3, 05 October 2025 Sunday	Day 4, 06 October Monday	Day 5, 07 October Tuesday	Day 6, 08 October 2025 Wednesday	Day 7, 09 October Thursday
0600 – 0700 H	Wake-Up / Wash-Up / Morning Exercise						
0700 – 0800 H	Breakfast						
0800 – 0830 H	Roll Call • Course Assembly • Morning Reflection • Energizer and Ice Breaker						
0830 – 0930 H	<b>Integration Session</b> Chang Wen-Shing	<b>2.1 Assessment of Needs</b> -Training Needs Analysis -Identifying competencies -Role of LT  Antong Rahmat	<b>1.4. Intercultural Competence</b> Managing Cultural Diversity and Environment  Antong Rahmat	<b>3.2 Training Module Creation</b>  Leonides Son	<b>ELECTIVE II</b> Lance	<b>5.1 Human Relations</b> -Building course morale  Leonides	<b>Course Summary</b> -Open-Session  Chang Wen-Shing
0930 – 1000 H	Morning Coffee / Tea Break Refreshment						
1000 – 1100 H	<b>OPENING CEREMONY</b>	<b>2.2. Training Methods</b> Adv & disadv : Discussion, Demonstration, Lecture, Based Method, Group Work, Computer based Training, and Personal Project  Leonides Son	<b>2.6 Course Evaluation</b> -Four Levels model -Developing indicators -Evaluate Advanced/WB Course -Impact Assessment  Leonides Son	<b>4.2.1. Interpersonal Skills:</b> Empowerment, Relationship, and Communication Skills  Antong Rahmat	Participants' Market (09:30-10:30)	<b>5.3 Managing Learning</b> -Learning Opportunities -Action-Centered Learning -Competency-Based Model -Self-Instructional Module  Antong Rahmat	APR-CLT Evaluation & its submission  Chang Wen-Shing
1100 – 1200 H	<b>Course Aim &amp; Objectives</b> -Participant's Expectation  Chang Wen-Shing			<b>4.2.2 Coaching and Mentoring</b>  Ekbert Yong	EDUCATIONAL TOUR		<b>CLOSING CEREMONY</b>
1200 – 1330 H	Lunch						
1330 – 1430 H	<b>1.1 Youth Programme</b> Review & Update on YP Needs of Young People Relevance of YP  Emma Watson	<b>2.3. Session Preparation</b> -Review of Session Plan -Taxonomy of Educational Objectives -Developing Session Guides  Mike Pantaleon	<b>3.1 Adult Learning (A.L.)</b> -Re-visit principles of A.L. -Review of A.L. Styles -Double Loop Learning / Reflective learning - A.L. Theories  Mike Pantaleon	<b>4.3 Risk Reduction Management &amp; Decision Making</b>  Antong Rahmat	EDUCATIONAL TOUR	<b>5.2 Facilitation Skills</b> in adult training activity  Asanka	Final Staff Meeting Staff evaluation
1430 – 1530 H	<b>1.2 Adults in Scouting</b> Review implementation & Update on WAISP  Ekbert Yong					<b>5.4. Personal Dev't Action Plan</b> Personal Progression/ Improvement Chang Wen-Shing	
1530 – 1600 H	Afternoon Coffee / Tea Break Refreshment						
1600 – 1700 H	<b>1.2 Adults in Scouting</b> Aligning national practices with WOSM guidelines  Ekbert Yong	<b>2.4 Course Management</b> Managing Advanced/WB Training Course – Before, During and After  Ekbert Yong	<b>4.1 Leadership Theories</b> -Historical Development of Leadership theories -Trait, Contingency, Situational, Participative  Emma / Leonides	<b>4.4 Succession Planning</b>  Asanka	EDUCATIONAL TOUR	<b>5.4. Personal Dev't Action Plan</b> (cont'd.)	<b>Departures</b>  Travel to Conference venue
1700 – 1800 H	<b>1.3 Safe from Harm &amp; e-learning</b>  Ekbert and Emma					Personal Time	
1800 – 1930 H	Staff Meeting / Dinner						
1930 – 2030 H	<b>WELCOME DINNER</b>  *Followed by Team meeting	<b>2.5 Course Design</b> -The ADDIE Model -Critical Events Model Mike / Leonides	<b>ELECTIVES I</b> Lance	<b>International and Social Night</b>	EDUCATIONAL TOUR	<b>Testimonial Campfire and Commitment Ceremony</b> Leonides / Mike	
2030 – 2130 H			<b>MID-COURSE REVIEW</b>				
2130 – 2200 H	End of Day Reflection • Prayers • Rest						



Module 1: Scouting Knowledge

Module 2: Training skills

Module 3: Adult training skills

Module 4: Leadership

Module 5: Personal Development Skills

Electives:

1. Time Management
2. Systems Thinking and Tools
3. Stress Management
4. Vision and Strategic Planning in Scouting
5. Conflict Resolution and Mediation
6. Motivation
7. Emotional Intelligence and Self-Awareness
8. Dealing with Resistance to Change
9. Counselling
10. Creative Training
11. Gender Issues

\*\*\*NOTES:

1. Add potential elective subjects:
  - Micro-training and micro-credential sessions
  - Innovation in Training: AI and the future of training (adult leader development)
  - Digital Facilitation Skills
2. Training Module development/creation session
3. Pre-course session (focus on the learning required for them before attending the in-person)
  - E-learnings
  - LMS
  - GPS
  - Scoutship
  - SFH



# Scouting

Integrated Versatility

