



The Unity Effect Ecosystem

An Introduction to Living Library and
Communities of Practice

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Engage with us

There are different ways you can engage with us, namely:

- **Express your interest** to join the Unity Effect Ecosystem. [We offer the first 6 weeks for free](#) so you can get a taste of what it's all about before committing.
- **Schedule a call** with us to inquire more and explore opportunities to collaborate.
- Check out our events and **free online workshops** on our core topics: purposeful leadership, empowered teamwork, regenerative impact evaluation, digital facilitation and more.
- **Sign up to our newsletter** or **follow us on LinkedIn** to stay up to date with future workshops, programs and resources.

Or write us an email: info@unityeffect.net

We'd love to hear from you!

The Unity Effect Team

Introduction

Unity Effect is a social enterprise and network of facilitators and change catalysts, based in Germany and working internationally. We work together with purpose-driven leaders, organisations, foundations and networks who are contributing to a more sustainable, just and thriving world. We guide you and your organisation to grow your collaborative leadership and teamwork capacities, design and facilitate intentional and participatory events and learning spaces, and create and evaluate impact. Our mission is to support you to thrive so that you can be more impactful in your work, for the benefit of us all.

The purpose of the Unity Effect Ecosystem is to provide a supportive space for continuous learning, centred around our purpose and areas of expertise. This includes to:

- **Connect** you with peers and experts in a trusted environment
- **Provide** consolidated resources for your daily work
- **Enable** a deep dive into purpose-driven leadership and teamwork, and regenerative measurement and evaluation.

The different pillars of Unity Effect's Ecosystem are:

1. **Living Library:** Consolidated resources to support your daily work, including session plans, workbooks and databases.
2. **Communities of Practice:** Dedicated spaces for peers to learn from and with each other on a regular basis.
3. **Online Space:** Digital community space for all members to interact with each other and access information.

This document focuses on the Living Library and Communities of Practice, and provides additional information on pricing and how to engage with us.

Living Library

The term Living Library (LL) refers to the overall idea to create and continuously add to a consolidated body of knowledge around Unity Effect's core topics.

It encompasses:

1. The digital infrastructure for sharing and accessing the resources (building blocks)
2. The building blocks themselves
3. The process of how to create, apply and further develop the different building blocks

The term Building Block (BB) refers to individual resources within the Living Library. As such, a building block is a stand-alone resource, such as a workbook, slide deck on a particular topic, or a database, which provides value to you in your (daily) work. The number of building blocks is (theoretically) endless. This makes it even more important to define a limited number of topics and types of building blocks. This is what we call the Living Library architecture (see chapter below).

Purpose and intention: Qualifying information

The core intention of the Living Library is to support you in your daily work. The term "living" implies that the resources within it are relevant and up to date, and link to your specific tasks, ideas and goals. The term also implies that it's not only about theoretical knowledge, but the practice of adjusting and using the resources, and to bring them to life through your work.

It's also a response to two challenges we observed:

- We can easily be overwhelmed by the amount of information we can access, not knowing what's (most) relevant in a given situation
- Knowing does not automatically mean doing. It's much more about (joint) practice, than gaining new information.

Unity Effect's Living Library, therefore, has at its heart to:

- Qualify information: We use our purpose (leading change from the inside-out) and values to evaluate and create relevant resources
- Link it to deliberate practice: We host Communities of Practice and create collaborative learning spaces for peers to exchange on topics and good practices.

As such, we are not attempting to replace Wikipedia or existing knowledge databases. We rather have in mind and heart to provide meaningful support for you, and scan, create and share resources that we see fit for that purpose.

Content and structure

The content of the Living Library is structured around 3 major topics, which are:

1. Learning & experience design
2. Leadership & teamwork
3. Regenerative measurement & evaluation

We have broken each topic further down into subtopics. In the case of leadership & teamwork, this is for example:

- Trust & Psychological Safety
- Resilience & dealing with stress
- Purpose, Values & Vision
- Decision-Making
- Communication
- Team structures & processes

For each of these topics we create fact sheets as introductions, and resources such as toolboxes with methods, worksheets with exercises or case studies with good practices.

Examples of our resources include:

- **Methods Toolboxes** – e.g. our **Giving & Receiving Empowering Feedback Toolbox**, from purpose-driven leadership and teamwork
- **Process Guidelines** – e.g. our **Checklist for Planning Engaging Online Events and Workshops**, from learning & experience design
- **Worksheets** – e.g. our **Resilience Toolbox Worksheet**, from personal & inner development
- **Templates** – e.g. our **Sample Survey for Project Evaluation** from regenerative measurement & evaluation

How you can use the resources

As a member of the ecosystem, you can share all resources within your organisation, and integrate them into your internal processes. We ask you to inform us if you include them strategically in your external offerings. If you are unsure, please reach out to us via info@unityeffect.net.

Communities of practice

In the communities of practice (CoPs), we will have regular online calls with expert input and peer-exchange to introduce different methodologies, tools and templates that you can apply in your work.

The two communities of practice that you can be part of are centred around:

1. Purpose-driven leadership and teamwork, and
2. Regenerative measurement and evaluation.

The heart of the CoPs are the regular sessions, which we plan in a 6-week rhythm. Additionally, we plan one network gathering for participants of all CoPs per quarter.

Leadership and teamwork

For us, purpose-driven leadership and teamwork is based on empowering structures and processes, collaborative and appreciative cultures and seeking to empower each individual.

This community of practice is for you if you are:

- Growing into a leadership role or position,
- Leading a team or department,
- Working in human resources or internal capacity development,
- A founder (co-)leading your own organisation,

and you would like to practise a more human-centred and empowering approach to leadership and teamwork.

Example topics for our live online sessions are:

- Giving and receiving feedback
- Meeting hacks - inviting clarity and human connection into (regular) online meetings.
- Psychological safety in teams
- Personal wellbeing
- Celebrating with your team (online)
- Staying sane before the year ends - balancing inner and outer cycles and rhythms
- Setting boundaries in your team and for your team
- Team values that actually support you in your work

Regenerative measurement and evaluation

Have you ever wondered if it's possible to apply measurement in a way that brings energy and motivation rather than taking it? For us, measurement and evaluation is based on curiosity, joint learning, sharing knowledge and applying methodologies that capture human complexity.

Our approach centres around holistic capacity development of people, teams and systems. It is grounded in science and keeps the focus on being practical and relevant. As such, rethinking why, how and what we measure can help us orient towards what matters in our work.

This community of practice is for you if you are working in:

- Impact evaluation
- Organisational learning
- Human resources or internal capacity development
- Strategy development or innovation
- You would like to explore how a regenerative approach to measurement can support your work

Example topics for joint online session are:

- Measuring capacity development – presenting our approach and databases
- Qualitative methods & how to make them accessible in daily work contexts
- Team retrospectives as an evaluation method
- Being part of the process – the role of the evaluator
- Making claims – and backing them up scientifically
- Planning 2024 regeneratively

Pricing and what's included

Our ecosystem is geared towards creating value on a personal level. Although you join as a representative from an organisation, the resources, online calls and further support provided are centred around the ambition to enable you personally to carry out your work in a more intentional way.

This is why our pricing model is based on individual participation. At the same time, joining our ecosystem comes with the following **benefits and offers for your organisation** – in case two or more employees join the ecosystem:

- Annual online meeting with all members and further staff to reflect on your engagement with the ecosystem, and what to improve.
- One contact person and back-up from Unity Effect that you can reach out to in case of questions or ideas.
- Evaluation of needs and developments, based on our regenerative approach to measuring capacity development.

Pricing table

The following table provides an overview of our pricing. It's rooted in a solidarity principle that enables smaller or voluntary-led organisations and networks to join as well.

What	Impact Networks and NGOs	Organisations, foundations & social enterprises	Service providers & corporate partners
Joining the ecosystem	100 Euro / month* 1.200 Euro / year*	175 Euro / month* 2.100 Euro / year*	325 Euro / month* 3.900 Euro / year*
1on1 support package	75 Euro / month* 900 Euro / year*	100 Euro / month* 1.200 Euro / year*	175 Euro / month* 2.100 Euro / year*

**All prices are excluding VAT.*

If, for example, you are working for an established organisation and you decide to join the ecosystem with 3 people, the pricing looks as follows:

- Decide whether you want to receive 1on1 support, or just join the ecosystem (see below for what's included in each offering). In our example, 2 decide to receive 1on1 support, 1 person just joins the ecosystem.
- The monthly investment therefore is: 2x275 Euro and 1x175 Euro = 725 Euro.
- Annual costs would therefore be 12x725 Euro = 8.700 Euro.

Taking this example, we invite you to Imagine the pricing on a sliding scale: The table helps to orient yourself, and we are happy to have a conversation with you and explore viable solutions.

Introductory offer

It's important to us that our ecosystem and resources can really support you in your work. Therefore **we offer the first 6 weeks for free**, so you have the opportunity to experience the Communities of Practice and explore the Living Library before committing.

Joining the ecosystem- what's included

The following components are part of your subscription to the Unity Effect Ecosystem:

- Onboarding to the Living Library and relevant communities of practice
- Access to the Living Library (all resources) and the shared online space
- Rights to use, integrate and modify the resources within the Living Library
- Access to communities of practice with regular online calls
- Invitations to bring in your ideas and needs, e.g. for the thematic CoP sessions
- One contact person from Unity Effect for you and your organisation
- Regular evaluation on an individual and organisational level to support your learning process and engagement with the Unity Effect Ecosystem
- Discounts to other Unity Effect offers, and access to little gifts and surprises

What this enables for you

- Making use of relevant resources for your work
- Connect with peers and experts
- Ask questions and tap into the wisdom of the community for answers

1on1 support package

If you also choose to receive 1on1 support, the main benefits are:

- **Consultation calls:** 30 minute online calls per month with a Unity Effect team member to support you in implementing your work and ideas. You can accumulate the time to have longer sessions.
- **Living Library:** Channels to share your needs that we then prioritise for developing new resources within our core areas.

The types of consultation we provide are:

- Support with applying resources from the Living Library into your context
- Planning a workshop or event (e.g. talking through the overall purpose and design, or specific questions around facilitation)

- Personal coaching and guidance (e.g. around a growth edge or challenge you are currently facing).

What this enables for you:

- Highly personal support
- Bring your and your organisation's needs in and benefit from a team at Unity Effect working on resources relevant to you.

Additional support on organisational level

As an organisation you receive additional benefits if two or more of your employees join the Unity Effect Ecosystem (outlined above in the sections on pricing and what's included).

You can also book additional support, e.g.

- Additional hours for 1on1 support for employees
- Project-based consultancy, e.g. to design and / or facilitate an online event
- Programs, trainings and workshops that we offer, e.g. our certified **Leadership Journey** or one-off **workshops around our core topics**.

In these cases, our day rates apply. As we don't want the price to be a barrier for such collaborations, we work with ranges. These are:

- 960 - 1120 Euro for social organisations
- 1080 - 1400 Euro for corporate clients

The exact day rates will be determined together, and we wish to see any budgeting process as a mutually empowering dialogue.

Reach out to us if you are interested in working with us and would like to inquire more via info@unityeffect.net

Engaging further

To explore how the Unity Effect Ecosystem can support you, your team and organisation, you can:

- **Express your interest** to join the Unity Effect Ecosystem, or
- **Schedule a call** with us to inquire more and explore opportunities to collaborate

Unity Effect also runs **free online workshops** every month on the topics of purposeful leadership, empowered teamwork, regenerative impact evaluation, digital facilitation and more.

To stay updated, sign up to our **monthly newsletter** and follow us on **LinkedIn**.

To learn more about our work, visit **www.unityeffect.net** or get in touch via **info@unityeffect.net**