

ANNUAL REPORT 2018

We create spaces
for open dialogue,
experimentation and
collaboration to co-
create the Switzerland
we want to live in.



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Dear reader,

What a year! In our second year of existence, we have gone from exploring our environment as a young pioneer initiative to a more and more mature organisation running very exciting projects, solidifying our work culture and focus. We are so thankful to the ecosystem we are part of for the collaborations, support, experiments and nudges of all kinds. We have stayed true to our commitment to be a learning organisation, and indeed we have learned a lot. In this report we follow suit on the commitment to share about what we learn.

Firstly, this year showed to what extent our initial instinct was true, that the work of deep societal transformation requires a **community**. Indeed, it is now clear to us that what we are nourishing is a **community of practice**. A community where people find the support, tools, spaces and inspiration they need to grow, develop their skills and deepen their impact. A community of members who can pull their strengths together and create powerful collaborations.

Secondly, we continued to find ways to live our vision already now, in the present. To us, this has meant reflecting regularly to what extent we are currently embodying our guiding principles. This year also brought us a new level of clarity: **we, as the team and the community, are our own prototype**. Once we applied the prototyping mindset to all areas, and not just our Labs, we became increasingly playful and learning-oriented. This led us to further explore enabling structures and processes for creativity, and craft different prototypes. For example on how to set our own salaries in a transparent way, how to create more alignment and flow with different team working modes or how to strategise and learn together during our regular team retreats.

Thirdly, we have found that across the different activities and projects that we run, such as the Gender Lab or our Flagship Event the Collaboratio Festival one common factor was the **sense of inspiration and energy** that transpired in all directions, a sense that YES it's possible together. We discovered that there is something about what we do and how we do it that gives people who are part of it a sense of belonging and hope. Whilst we will further explore how to enhance this, it is a joy to know that our work and the time we share with others often inspires them to take the next step on their journey, to take responsibility for their environment, and to make yet another contribution to the Switzerland they want to live in.

We are thrilled to present you with what unfolded in 2018 and are incredibly thankful to all those who contributed directly or indirectly to bringing collaboratio helvetica to where it is today. We are committed to taking all learnings forward to build and expand on them in 2019. This new year brings many exciting new projects and developments, and we can't wait to collaborate and connect with you in the months to come!

In the name of the collaboratio helvetica team,

Nora Wilhelm,
Co-Founder and Catalyst



PART A

Introduction

collaboratio in a nutshell

Social Labs



45

Social Lab Participants

50+

Methods & Tools used and practiced

24 – 61

Age range in the Social Labs

2

Successfully completed Social Labs (Gender Lab, Beyond Waste Lab)

8

Gender Lab and Beyond Waste Lab prototypes

2

Labs in the pipeline (2nd Gender Lab, Future of Democracy)

Dialogue



30

Dialogue Evenings conducted

10

Cantons hosting Dialogue Evenings

300+

People reached (participants)

Community



300+

People in our database and newsletter

50+

Subscribed members for the Explorership

5+

Co-creations and community events

Toolbox



3

Experiences captured in blog posts

16

Methods shared in our toolbox

3

Trainings organised (Sociocracy 3.0, Radical collaboration)

About collaboratio helvetica

Who are we?

collaboratio helvetica is a platform, community and laboratory all at the same time. We exist because of the fundamental insight that **systemic** challenges such as the ones contained in the United Nations Agenda 2030 and its 17 Sustainable Development Goals (SDGs) are inherently complex. Collaboration across sectorial and organisational boundaries is key for societal transformation, yet it is too often lacking.

Many individuals and organisations are driving the implementation of the SDGs in Switzerland but the full potential of that ecosystem has not been activated yet as they may work towards the SDGs on separate levels and sometimes do not even know of each other. Further, we also often fail with traditional approaches to problem-solving because we fight the symptoms rather than the root causes and don't leave enough space for experimentation.

“ We believe in the potential of Switzerland to make an important contribution to the implementation of Agenda 2030, because our history is one of working together across religious divides and language barriers, and continuously finding creative ways to address our challenges as a diverse society. In that sense, we are in a unique position to build on our cultural heritage of dialogue and collaboration to move beyond what is keeping us stuck and to create the future we want to see, together.”

How we work

For a system to change, we must first see ourselves as part of it and recognise how it also lives within us. The first steps help us to realise that we are in some form co-responsible for the situation we find ourselves in. At the same time we all can be part of shaping potential solutions, too. Systemic change therefore starts with the perception of personal responsibility as an **active actor in the system** and one's sense of agency towards making a change. Once this is achieved, we may work on two levels: first, support individuals within the system to continue their journey in a broad sense; second, work directly on the system-level with the diversity of the stakeholders. In either case, not being a lone fighter is key to persisting. This highlights the importance of community and collaboration.

This is where collaboratio helvetica steps in: we support people on this journey through our community, we co-convene stakeholders around specific SDGs in our Social Labs and Dialogue Spaces, and share our knowledge, tools and insights to support such work in Switzerland and beyond. Therefore, through **generative and deep dialogue, different forms of collaboration, spaces for experimentation and addressing the root causes of societal symptoms**, we help shape a Switzerland in which we as a society want to and actually can live together. A future Switzerland that steps up to its potentials.

“ What is the call of our times? I believe it is to realise that the future is already here. All the seeds, all the living examples, all the partners we need to pull this off are already here. But we need to attend to and connect with them, and nurture the deeper eco-systems of collaboration and co-creation.”

*Otto Scharmer,
Theory U (MIT)*

Our four approaches

These are our four approaches that shall lead us to our vision:



Community – Ecosystem:

A fruitful cooperation for the realisation of SDGs requires an active and effective community. We work collaboratively and transparently to activate the potential of our social ecosystem and promote our collective consciousness. Within this framework, we are building a platform to catalyse innovation with collaborative communication, decision-making and financing methods.



Social Labs – inviting unlikely allies to prototype new solutions and actions:

Working on sustainable solutions requires the cooperation of diverse actors in a system, that are part of the problem but also of potential solution(s). We bring them together in our Social Labs, which enable the development of prototypes with systemic effect. In 2017 we started with the topic of gender equality. This year we also dealt with topics concerning regenerative work and sustainable production and consumption.



Dialogue Evenings – Capacity and skills building for a new conversational culture in Switzerland:

We open Dialogue Spaces to help local changemakers and communities to engage in conversations that matter to them, to widen perspectives on difficult topics, and to learn more about current developments from other point of views. With Dialogue we develop agency on topics that we too often feel we are ill-equipped to think about because of their complex and ambiguous nature.



Practice & Knowledge (Toolbox):

Innovative approaches to healthy and meaningful solutions are only created through the co-creation with various actors, by offering their different perspectives and building upon each others knowledge and wisdom. Everything we do serves individual and collective learning processes that are necessary for a future that is significantly different from the present. Therein we feel a responsibility to share our insights and methods, and support others to benefit from it by publicly sharing them in an online toolbox (“method collection”).

A scenic mountain landscape featuring a dirt path that winds up a lush, green, grassy slope. In the background, majestic mountains with patches of snow rise against a clear blue sky. The foreground is filled with vibrant green grass and small plants, with a few dark rocks scattered along the path. The overall atmosphere is bright and clear, suggesting a sunny day in a high-altitude environment.

PART B

The Year

2018

Social Labs

45

Social Lab
Participants

50+

Methods & Tools
used and practiced

24 - 61

Age range in the
Social Labs

2

Successfully completed
Social Labs (Gender Lab,
Beyond Waste Lab)

8

Gender Lab and
Beyond Waste Lab
prototypes

2

Labs in the pipeline (2nd
Gender Lab, Future of
Democracy)

Working on sustainable and long-term viable solutions requires the cooperation of different actors in a system, who are all part of the current issues directly or indirectly and thus inherently also part of potential paths ahead. In collaboratio helvetica, we run different experiments and prototypes to learn and support solving burning and complex challenges - one of our core approaches are called Social Laboratories (Social Labs).

It's a format designed to address complex problems like those addressed in the [Sustainable Development Goals](#) (SDGs). Prototype solutions coming out of this process are meant to tackle the root causes of a challenge and have systemic impact, rather than fight symptoms.

Social Labs are [a format designed to address complex problems](#) like those captured in the SDGs. The approach brings together a diverse group of stakeholders to develop prototype solutions with systemic effect, test those solutions in the real world, use the data to further refine them, and test them again in a process of continuous iteration. Summarised, Social Labs address social challenges that are:

- **Social:** bringing together stakeholders from all sectors to represent diversity of perspectives is key,
- **Experimental:** by working with prototypes, persisting, and allowing space to fail and try again, we distinguish our methods from a project-based approach,
- **Systemic:** the solutions that come out of it are meant to tackle the root causes of the challenge and to have systemic impact, rather than to fight the symptoms.

We understand Social Labs as a process inspired by Zaid Hassan's the Social Lab Revolution that follows the U-journey after Otto Scharmer's Theory U (MIT). Social Labs integrate diverse methods, tools and practices along the way (check out our toolbox).

Although the concrete results will remain uncertain - following the principle of emergence - Social Labs generate a minimum of four sets of outputs:

- **Physical:** new services or infrastructure, such as the prototyped solutions
- **Human:** new capacities and skills
- **Social:** increased trust and collaboration
- **Intellectual:** new knowledge and awareness

So far we have finished a first cycle of a Social Lab on **Gender Equality**, started a Social Lab on **Regenerative Work** and collaborated on a first cycle of a Social Lab on **Circular Economy** together with Impact Hub Lausanne and the Chair for Green Economy and Resources Governance (GERG) of EPFL.

“ You can't solve problems by using the same kind of thinking we used when we created them.”

Albert Einstein



Gender Lab



IN A NUTSHELL

This Social Lab on Gender Equality started in 2017 with the quest: **“How can we, as individuals and organisations committed to transforming society, fully practice and embody Gender Equality?”**

It was the first Social Lab in Switzerland, the first Lab run by collaboratio helvetica and the first Social Lab on Gender Equality worldwide. Twenty Explorers from different organisations took part in 4 immersive retreats that formed the backbone of the Lab, alongside other activities like Dialogue Evenings. Participants were drawn from all over Switzerland, across different age groups, gender identities and sectors of work. The lab resulted in topic-related learnings, new skills, personal transformations and four prototypes.

The learnings from our first pilot prepare us and the ecosystem for further work on SDG 5 (Gender Equality) and a potential second cycle of the Gender Lab.

1. Co-initiating

Uncover common intent

September



2. Co-observing

Observe, observe, observe

December



3. Co-inspiring

Connect to source of inspiration and will



March

5. Co-evolving

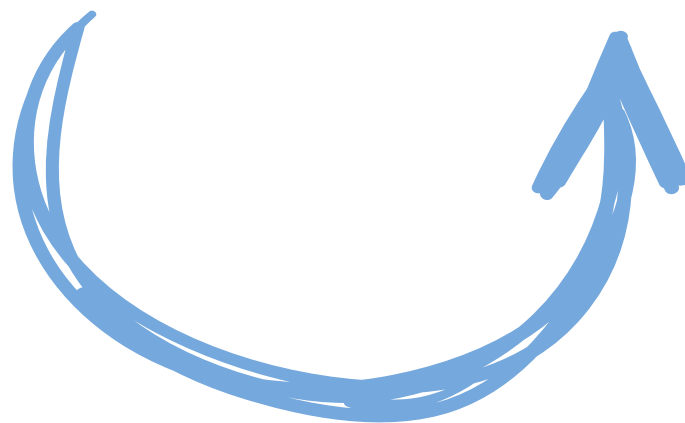
Institutionalising the new practices



June

4. Co-creating

Prototype the new



Visualisation of the Gender Lab Journey

What we did in 2018

This Social Lab started in 2017 with two 2.5-day retreats for the co-initiating and co-sensing phases where first a common intent for this Lab was manifested and then a longer phase of exploration to understand the system began. The second half of the Lab in 2018 was all about letting go of old convictions and judgements in order to be able to start co-creating solution prototypes with a new mindset regarding the self, the topic and with a sense of community between the participants.

In 2018, two more retreats were held, in February and June. In the **third retreat** (February 2018), having now achieved a deep level of understanding of the topic, we tried to put all the pieces together, allowing us to presence ourselves with the larger field in motion, exploring what wants to be let go of and how we can open our will, our deepest source of action, to what wants to emerge. In this retreat the four groups developed concrete prototypes that they were to test in the weeks until the last retreat.

In the **fourth retreat** (June 2018), the tested prototypes were evaluated, we reflected back on the whole process and experience and looked into the future of the next Gender Lab Cycle as well as our own further commitment to cultivate the conditions for and practice Gender Equality. At the end of the Lab, the teams who moved their prototypes forward were awarded funds and support to scale and further develop them. The results of this first Lab cycle were presented to a broad audience at our first Flagship event, the Collaboratio Festival in June 2018 (see p. 37).



Creating a timeline of Gender Equality

What we have learned

The **outcomes** of the Social Lab can be grouped under five main headings:

- 1. Personal transformation:** participants indicated that the Lab allowed them to become much more aware of their own biases and opinions, and gave them the opportunity to explore and grow around this topic. Personal experiences from the Social Lab were captured in blog posts about bias or transformation or listening as a premise for change.
- 2. Gender equality learnings:** Participants indicated that storytelling by other participants allowed them to develop a deeper understanding of the life experience of other gender identities, as well as improving their knowledge of gender equality in the Swiss context.
- 3. Learning skills:** Participants were exposed to a number of listening and dialogue methods, focusing on aspects such as starting with their own perspectives and changing those as a precondition for changing the system.
- 4. Applying skills:** Participants indicated that they were applying the skills they learned by carrying out actions to promote gender equality in their professional and personal environments, including organising events and requesting permission to take on gender equality roles within their organisations.
- 5. Creation and deployment of prototypes:** 4 prototype solutions to encourage gender equality in Switzerland were devised during the Gender Lab, and are now being implemented. Three out of the four prototypes (75%) will continue their activities with teams who are motivated and engaged. The prototype solutions cover the topics of saving schemes for care leave, dialogue for gender equal and inclusive organisations, non-gender stereotype conforming storytelling for children and creating a support structure for gender activism. Read more about them on our website.

The Gender Lab was overall very successful in its aims of encouraging individuals to understand their potential in addressing gender inequality in Switzerland. Through the use of the Theory U methodology, and the development of practical solutions to gender inequality, the participants came to understand the power of dialogue, listening and practical action, and many have stepped forward to become agents of change in their domestic and professional spheres.



The cohort during a 3-D Modelling session for their prototype solutions

Questions we hold and next steps

Based on our learning from the first cycle, we are currently exploring the possibility of launching a second cycle of the Gender Lab, potentially on transforming organisational culture. Different prototypes are also still being tested and developed.

Contact

Should you wish to contribute or know more, please reach out to [Nora!](mailto:nora.wilhelm@collaboratio.ch)
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Le Bureau fédéral de l'égalité entre femmes et hommes soutient le Gender Lab au moyen des aides financières prévues par la loi sur l'égalité.



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Département fédéral de l'intérieur DFI
Bureau fédéral de l'égalité entre femmes et hommes BFEG
Aides financières prévues par la loi sur l'égalité

Work Money Well-Being Lab



IN A NUTSHELL

It all started with the wish to launch **a second Social Lab on the theme of work and wellbeing**, motivated amongst others by the burn-outs that were occurring in our ecosystem. We found that despite wanting to do the kind of work where we bring back a sense of harmony between the individual, collective and planetary wellbeing, it was very easy to fall into unhealthy patterns. The more we contemplated these dimensions and profundity of change the more it became clear that practically none of this can be manifested without the transformation of what we started to call our value-flow-system: **How does the way money flows in our society actually represent what we value?**



Some of the inspiration sources for this Social Lab

What we did in 2018

The **first prototype cycle of this Lab** started with a co-initiation week-end in January 2018. The idea was to go through the Lab process itself with a selected group of co-initiators, in order to find out how the Lab process will look like in a first full cycle of such a Lab (Cycle 1), where we would be including externals. Furthermore, the intention was that the core group should itself be a representation of the diversity of people we were aiming to invite for Cycle 1, so that no individual would “hold the space” alone, but the core group itself would build the foundation on which the future of the Lab would be built.

This core group agreed to meet for **four 3-day retreats in March, April, May and June 2018**. During those retreats the aim was to maximise our learning. For this we aimed to experiment radically.

A Lab is a highly experimental space. In this spirit we aimed to push the boundaries and actively sought for new pathways of convening and co-creating to increase the chances of a meaningful breakthrough. Zaid Hassan describes the running of Labs in his book “The Social Lab Revolution” as “elaborated systemic betting”. In such an endeavour failure has to be reframed as an integral part of the process. In fact, nothing really new can happen without an attitude of learning from difficulties.

In this first half-cycle we encountered many challenges in translating our intentions and skills into a powerful Lab experience. Due to these challenges, as well as changes in collaboratio helvetica’s overall setup, we decided to **put the Lab on hold** and focus our energy on the other projects and prototypes that are already up and running.

What we have learned

This Social Lab at the intersection of Work, Money and Wellbeing led collaboratio helvetica and its Explorers through a deep learning journey on many different levels. **In this first half-cycle we experimented with a new approach, one that was aiming to be more co-creative and to hold the space for the unknown so that something new can emerge from the people present.** This approach was chosen to learn more about how the co-initiation process could be redesigned to include more people from the start, so that, it is not just the collaboratio helvetica team but a wider group of people initiating the lab together.

There is no doubt that in this experiment everyone involved learned very important lessons moving forward. Some of the core learnings included:

- There is definitely something to explore at the **intersection of Work, Money and Wellbeing**
- It is **not easy to design, hold and host an actionable space** on themes that impact our lives (including those of the hosts/convenors) so largely
- **Co-creation and leadership** are major topics to explore when holding space for emergent processes
- **Working in Teal** environments (including self-organising and bringing in the whole self) and in particular in collaboration, requires a high degree of maturity and personal responsibility
- The topic of **money is a major pressure point** as it is currently a key obstacle to engaging in collaborations and transformative processes, and a very defining power for many people,

Questions we hold and next steps

Currently the future of this Lab is undefined. But there is a set of questions that were stimulated through this Lab experience:

- How can new financing methods like collaborative finance bring change in our behaviour towards money?
- How can we be passionate about our work and purpose but still keep a healthy balance between going fast and going deep?
- How do we prevent each other from burning-out in fast-paced times and systems?

Contact

Should you wish to contribute or know more, please reach out to Nora!

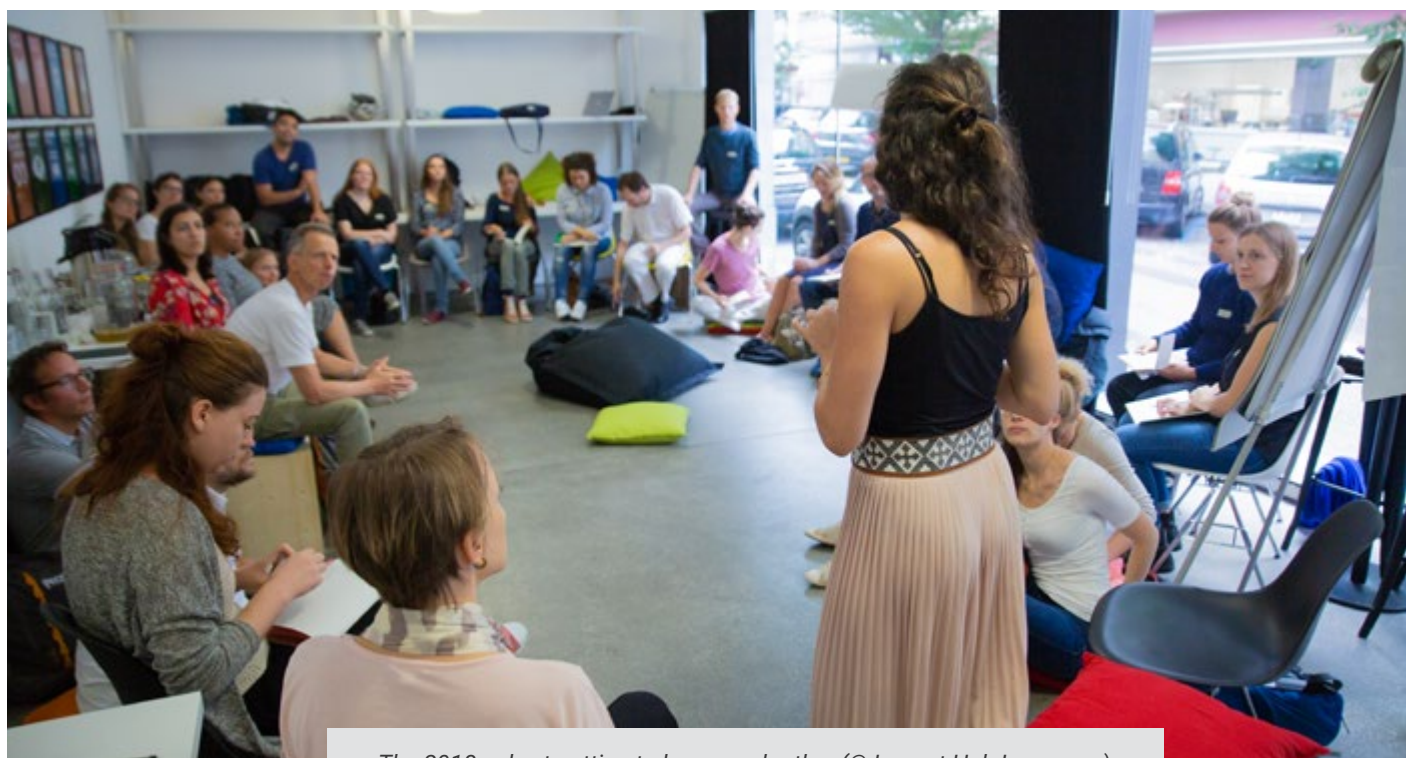
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Beyond Waste | Circular Resources Lab¹



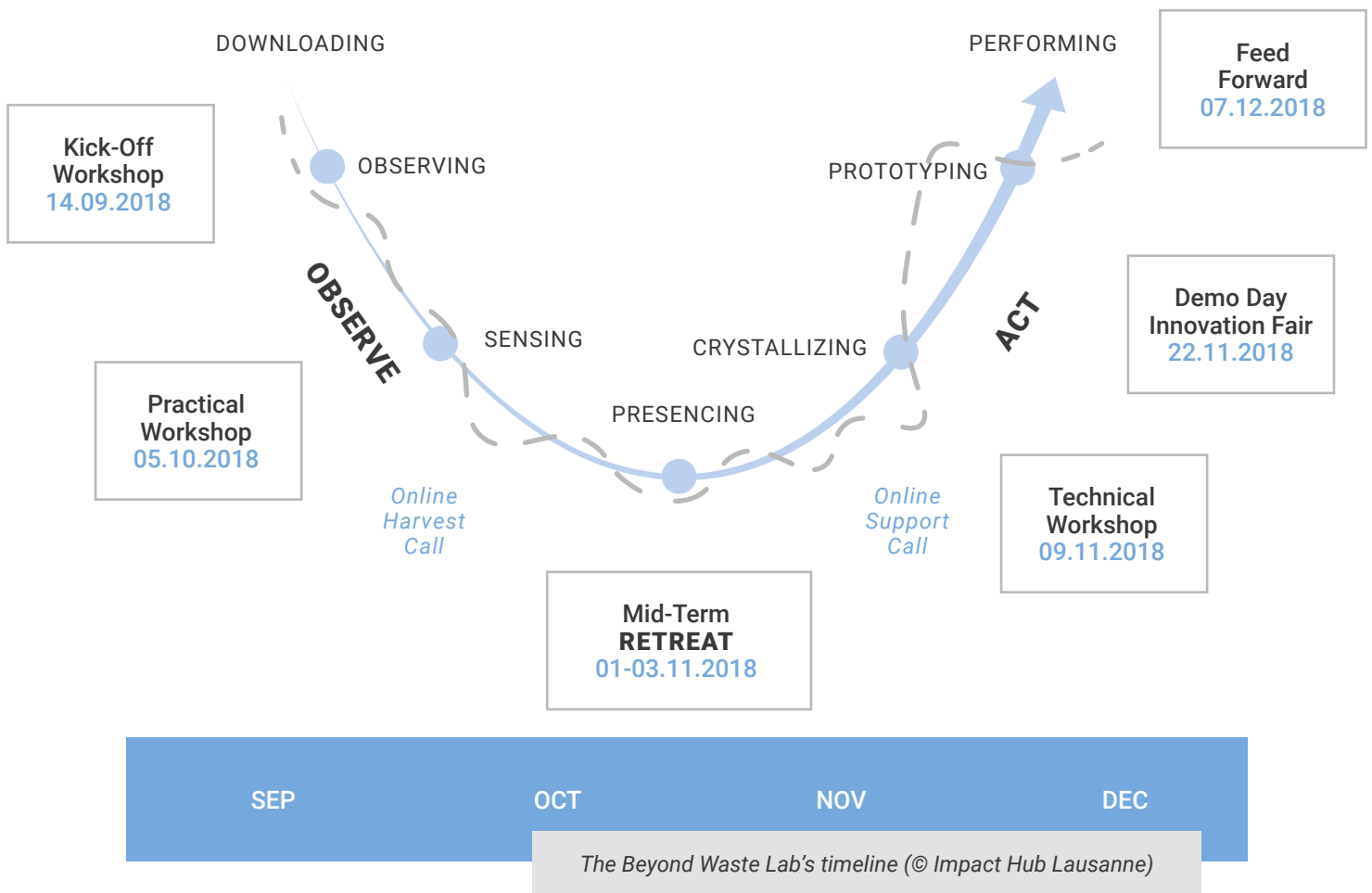
IN A NUTSHELL

Current processes of production and consumption are linear and therein produce a lot of waste. A transition is required to move towards more sustainable solutions. Through some of its principles like reuse, recycle, repair and reduce, **the circular economy concept offers an alternative model that treats resources in a smart way leaving reduced or no waste.** Shifting to this model will require a systemic approach, a fundamental transformation of our production and consumption patterns as well as changes in our mindsets. [Beyond Waste | Circular Resources Lab](#) offered a safe space for engaging into such a transition. We collaborated in this Social Lab with Sustainable Living Lab at Impact Hub Lausanne & Living Lab Lausanne at EPFL, with the support of the [Engagement Migros](#) development fund as well as the [Sustainable Development Solutions Network Switzerland \(SDSN\)](#).



The 2018 cohort getting to know each other (© Impact Hub Lausanne)

¹ This section was written in collaboration with Erica Mazerolle from Impact Hub Lausanne, who acted as the catalyst of this Social Lab.



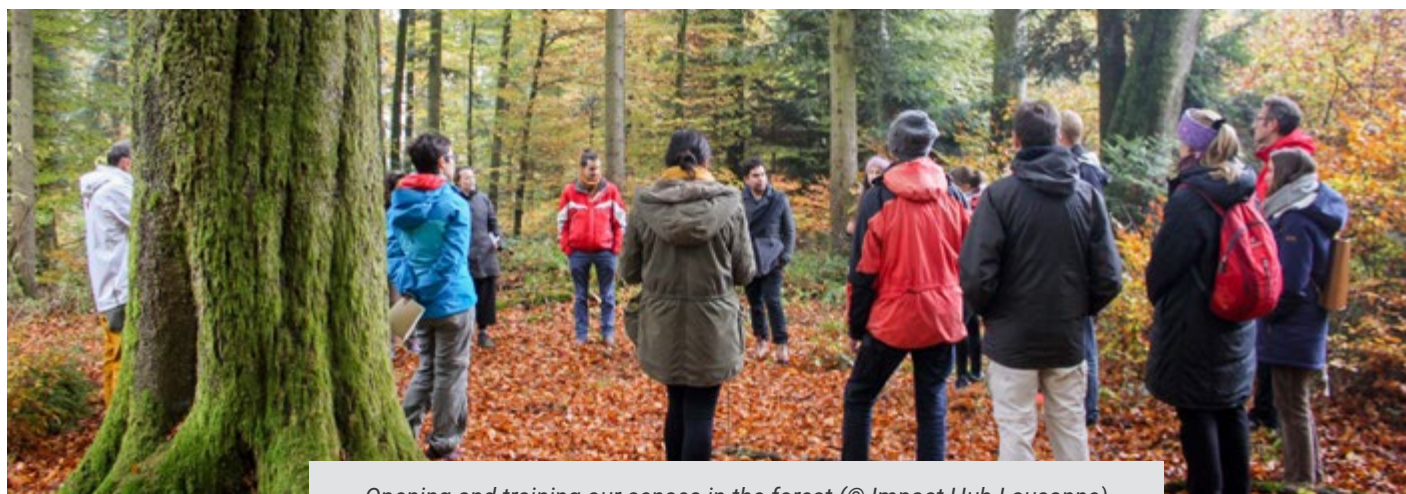
What we did in 2018

From September 2018 until December 2018 a group of 21 participants and a co-hosting team of four have been on a journey first down and then up the 'U' of the Theory U process. During **five one-day workshops and one 2.5 day retreat** in the middle of the journey we first of all learnt how to let go of old convictions and judgements to be able to open up to new ways of understanding and tackling the issue. In accessing resources that come into existence when a group of people connects deeply on a social level the group formed four teams to each create a prototype solution to foster circular economy transformation in Canton du Vaud:

- One team is moving forward with CA4C, [Circular Academy for Construction](#), a training programme to educate the construction sector about circular economy opportunities, with SMEs active in this field as a target audience. They plan to go live in spring 2019.
- Another team designed [Atelier des Futurs](#), a pluralistic community space embedded within a commercial area, where consumption is relational rather than transactional, and where users can learn about and experience modes of consumption that are alternatives to consumerism, as well as being part of a transition community. They are currently in discussion with local governments in Yverdon to prototype such space.

- A third team designed [Circular Humans Incubator](#), a skill development programme aiming to leverage the existing unemployment insurance and social welfare systems in order to build capacities among impoverished populations to be the pioneers of the cultural and economic transition.
- Finally, a fourth team is developing [Magic Mushrooms](#), a service to collect spent mushroom substrate (SMS) from industrial mushroom production sites and give it value as an organic soil fertiliser, distributing it to farmers to address the problem of decaying soils in Switzerland. The project leader is currently taking part in Impact Hub's [CEIncubator](#) programme.

Read more about personal and collective experiences, related topics and the different workshops via [this Social Lab's blog](#).



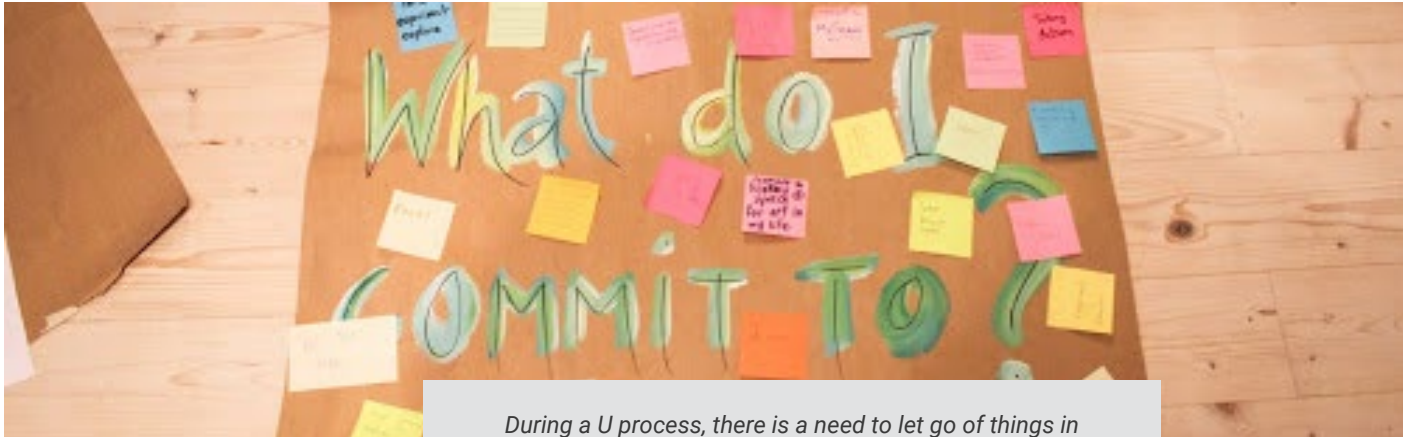
Opening and training our senses in the forest (© Impact Hub Lausanne)

What we have learned

The final evaluation report for this Social Lab is expected in summer 2019 but some outcomes of this Lab can be shared already. There are at least three main outputs of this Lab:

- **Capacity-building:** To better co-design solutions to a complex challenge, our participants developed humans capabilities such as, but not limited to: collaborating in diversity (across disciplines, sectors and organisational cultures), creativity, experimentation, authenticity, trust in others, deep listening, benevolence, facilitating mindset change and seeing from a whole perspective and mindfulness. Read some personal experiences on this [Social Lab's Blog](#).
- **Prototype co-creation:** Four prototype solutions (described above).
- Further, a strong personal connection was built between the participants. A **community of transformation and an ecosystem awareness** about circular economy stems out of this process.

In summary, we have achieved significant progress since the beginning of our Social Lab journey, as much at the methodological level, in terms of facilitating transformative learning, as at the outcome level, in terms of producing valuable solutions for circular economy transformation.



During a U process, there is a need to let go of things in order to allow new things to come (© Impact Hub Lausanne)

Questions we hold and next steps

The co-hosting team is currently working on the evaluation report and a general communication about the experiences of this Lab in the form of a website revision and the publication of personal as well as collective experience blog posts. At the same time we have been approached from different sides to present the Social Lab approach and the learning from this Lab cycle. We are currently reflecting about if and when a second iteration could start and who would be involved in it.

Contact

Should you wish to contribute or know more, please reach out to [Isa!](#)

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This Social Lab was supported through SDSN



Dialogue Spaces

30

Dialogue Evenings
Conducted

10

Cantons hosting
Dialogue Evenings

300+

People reached
(participants)

Dialogue is one of our **key methods and experimentation spaces**. By 'Dialogue' we mean:

- the kinds of **conversations that change something in us** when we take part in them, and that shift something between the people who are involved in the conversation.
- a **place and space where we challenge our habits of thought and conversation**: listening with attention, speaking with intention and daring to turn the camera around to face ourselves and the roles we might have within the systems we are trying to change.

Dialogue, as we are choosing to use the word, is a way of exploring the roots of the many crises that face humanity today. It enables **inquiry into, and understanding of, the sorts of processes that fragment and interfere with the changes we wish to create** and see in our world.

Dialogue is a way of engaging with the fact that we are often not aware of where our thinking (individually and collectively) is coming from, and how our operating belief system and hidden assumptions reproduce the mechanisms that keep reproducing problems. **We have to shift the level from where we think about, talk about and deal with things** (and perceived problems). Our very own thinking and communication that we experience in Dialogue is therefore the place to start, and through Dialogue we might learn something new about how to deal with the issues of the world.

Contact

Should you wish to contribute or know more, please reach out to [Sidsel!](#)

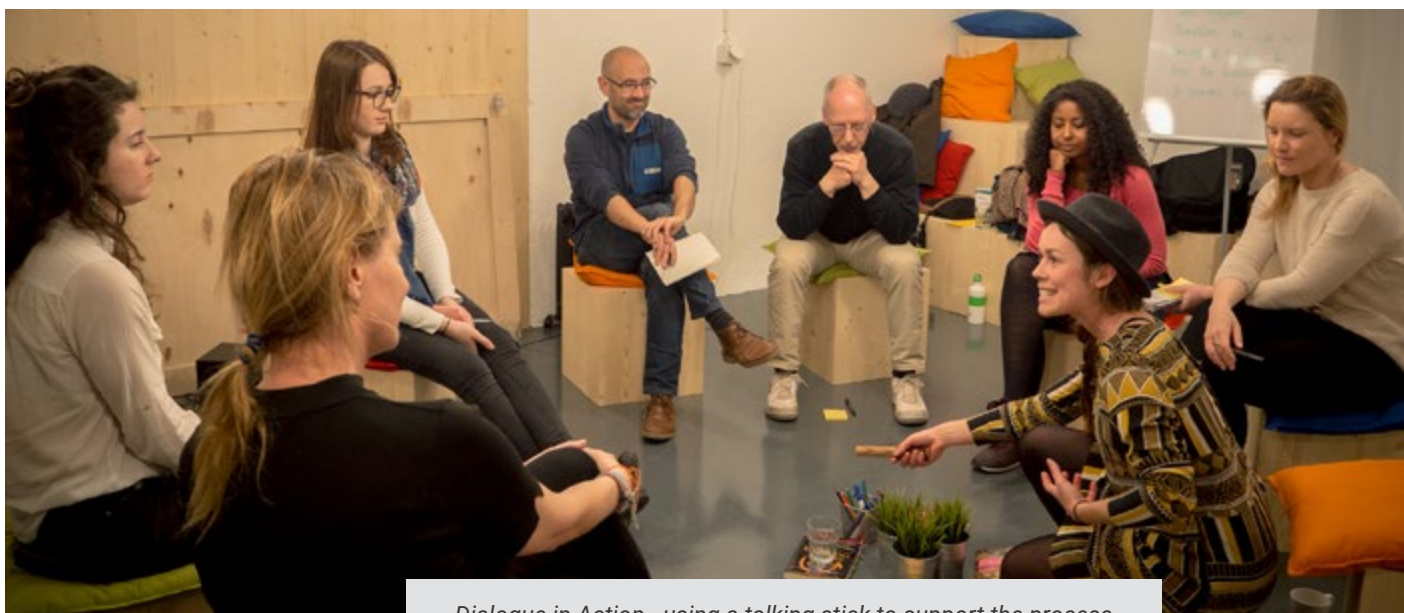
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Dialogue Evenings



IN A NUTSHELL

A Dialogue Evening is a 3 hour event, hosted by a local space or host and facilitated by collaboratio helvetica. People participating in an evening can be anyone from that local community, who feel interested and curious about the selected topic of the Dialogue. **Dialogue Evenings are not expert discussions: the emphasis is on the personal journey and experience of each participant.** During the Dialogue Evening the participants experience a facilitated process that helps them to connect, learn and reflect about the topic on a personal level, but also to open up new perspectives and solutions to the topic by using the collective intelligence and sensing of the group.



Dialogue in Action - using a talking stick to support the process

What we did in 2018

Dialogue Evenings is a format that we experimented with a lot with in 2018, as a way to engage in conversations that matter to us, to widen our perspectives, learn more about current developments from other point of views and engage us in developing agency on topics that we too often feel we are ill-equipped to think about because of their complex and ambiguous nature.

In 2018, collaboratio helvetica:

- **20 Dialogue Evenings** took place. We had 9 Dialogues about Gender equality. 7 Dialogues about sustainable consumption. 4 Dialogues about other topics
- **16 local hosts** were supported to create a Dialogue on a topic they care about
- **204 people** attended a Dialogue Evening
- **15 people** got involved in Dialogue projects after having attended Dialogue Evenings or Dialogue Learning days

What we have learned

- Through the observations and learnings we had in 2018, we have come to define the principles of a **Dialogue Space as characterised by being an open space, a safe space, a taking-part-space and a personal space.**
- There is a certain quality in having a truly open space where we take time to experience small and intimate interactions, then simply reflect on them, without trying to achieve anything. For Dialogue Evenings to have more impact and intensity, **the space needs to feel safe for people to challenge opinions**, and point out where there is dissonance in the conversation. However, this pointing-out needs to come not from a place of discussion (I want to prove you wrong) but from a place of helping the assumptions to surface (I want to understand you and I want to help you and myself to see this more clearly)
- Another great learning we take with us from 2018 is to realize that **Dialogue is a powerful and also a very simple tool.** A good Dialogue happens when the space is not filled with a long programme, with complicated exercises and an optimistic agenda. What has worked well is to have fewer questions and a little more time to elaborate on them, to have few inputs and more time to speak, to spend less time on explaining concepts and more time on experiencing them.

“ The format provides fundamentals for deep listening & discourse”

*Participant
Dialogue Evening on
Sustainable Consumption*

- **We sense a huge energy around us for the dialogue spaces we offer.** There are many change makers, engaged citizens and caring souls in Switzerland who deeply wish to bring people together around certain topics. People who wish to bring his/her community members to find new ways of talking together and being together in difficult times and with difficult topics. Our work is all about supporting these people in creating futures that are not just an improvement, but of a different nature from what we now have.

“ I take with me from tonight a greater perspective on what gender inequality means to me (and for others) and what personal responsibility I need to take”

*Natalia Alzate
Participant – Dialogue
Evening on Gender Equality*



A Dialogue Evening on SDG12 in Buchrain (LU).

Questions we hold and next steps

Learning objectives for 2019:

- How can we further develop and share Dialogue as a tool for social change?
- How can Dialogue bring individuals more system awareness?
- How can we bring more diverse people together, and bring Dialogues into more local environments? (Dialogue for democracy?)

We will explore these questions through focusing our evaluation on the individual impact to **see if the Dialogue experience fosters systems awareness** and action for change. We will also **train and educate more people** to hold the Dialogue Evening spaces and **have more series of Dialogue Evenings** instead of single events, to increase impact, engagement and motivation for change.

Further, we will **launch an offering for local cities, municipalities and local decision makers**, to host Dialogue Evenings as a way of bringing civil society and decision-makers together and enable them to take the future of their community into their own hands, finding sustainable solutions together.

Last but not least, it is our aim to **have regular learning days and spaces** where the community of dialogue can meet and exchange, and weave the energy together with the rest of the collaboratio helvetica community learning spaces.

“ I felt a warmth and receptiveness from the communication, and I developed an interest in the Dialogue generated”

Heidi Moeschlinger
Participant – Dialogue
Evening on Gender Equality

Dialogue Learning Days



IN A NUTSHELL

We have found out that we love the nature of Dialogue and the potential and new possibilities that the format of a Dialogue can unleash, and we wish to spread this love for Dialogue with others. Therefore we **host bimonthly Dialogue Learning Days (1 day workshops) to learn and exchange about Dialogue**. The day is a co-creation, where a lot of the content is dynamically shaped by all of our different ways, tools and experiences with Dialogue. There is also focus on listening to and working with some of the questions that might be present in the room. The Dialogue Learning Day is a frame that invites a lot of testing and trying out. It is our aim to get concrete, to practice holding Dialogue, and not only to talk about it.

What we did in 2018

In spring 2018 we realised that there was a huge interest and curiosity coming from the participants towards the Dialogue method itself. It quickly became obvious to us that we needed to offer a space where Dialogue in itself as a tool, as a method and as a space for conversation could be explored. In 2019 we had:

- **4 Dialogue Learning Days**
- **55 participants**

What we have learned

We have learned that our participants appreciate the rarity of having a full day workshop where we do not focus on any content as such, but simply focus on being within the Dialogue and experiencing the process for itself, not for any result or knowledge acquisition we could try to generate.

We have also learned that the Learning Days are great opportunities to practise facilitation and space holding for Dialogue, hence we have incorporated the organisation and facilitation parts of the Learning Days to be part of the curriculum and programme for the people in the Dialogue Facilitation Training.



Attentive listeners during one of our Dialogue Learning Days.

Questions we hold and next steps

In 2018 we have seen that workshop days with Dialogue as a main topic, can be seen and experienced from a broad range of perspectives. Therefore we are planning to give the Learning Days for 2019 more of a direction and **focus based on our 4 principles for Dialogue** (safe space, open space, personal space and fully-taking-part space).

We intend this to bring each Learning Day deeper into one of the aspects of Dialogue. In 2019 we also want to look at how we can make the **flow of Learning Days more self-sustainable** in terms of finance and organisation.

We want to find win-win solutions and collaboration partners (e.g. hosting venues who support our project by offering us rooms for free).

Dialogue Facilitator Training



IN A NUTSHELL

Our idea with the Dialogue Facilitator Training is to **empower people with tools, skills, knowledge and attitudes to become great Dialogue space holders and catalysers**. The intention is also to provide a setting and a community to support individuals to go further on their journey, to enable Dialogue Facilitators to work with Dialogue both as part of their work and also for scaled social change. The vision is to open **a training space that enables each person who sees the necessity for Dialogue to connect with the Dialogue vision of collaboratio helvetica** and to connect this to their own personal vision for Dialogue. From the interface of those two visions we wish to support people in creating deeper human connections as starting points for discussing the main challenges of our time.

What we did in 2018

When we want to move something, make a positive contribution to our environment or society we need to connect as a circle and as a collective, and we need to know how to communicate with each other through dialogue. **We had a hunch that people who feel the need for such spaces and support were already out there.** Therefore we started our first Dialogue Facilitator Training in 2018:

- We hosted **2 onboarding evenings** in August and in September with 30 participants
- We started the **first cycle** of the Dialogue Training in October 2018
- **18 participants** are part of the first training cycle
- **4 Dialogue Prototype** groups have been formed and will host Dialogues in spring 2019

What we have learned

So far we have learned that the most important element in this training is the **community** aspect. Can we create a community that inspires, helps and holds each other? Being together and practicing what it means to be in Dialogue in real time has shown itself to be much more important than learning “about” Dialogue and receiving knowledge, tools and methods.

“ I love the format of Dialogue. It's potentially a game changing tool to lead the critical mass out of victimhood into a conscious and empowered state.”

Chaim Meister



The cohort of the first Dialogue Training cycle

We are also learning that we ourselves are still on a steep learning curve and that we are holding these trainings as a place and space to prototype, try out and learn. On the one hand we have some concepts and understanding of Dialogue that have been developed through all the work we have done with Dialogue so far.

On the other hand there is also a lot we do not know, and therefore our attitude is to develop the training together with participants and trainers as we go, while exploring these question **“What is needed to hold the space for Dialogue?”**, **“What is a collaborative Dialogue space?”** and **“How can a capacity for skilful spaceholding and facilitation be shared and made available to anyone with great ideas, visions and dreams?”**

Questions we hold and next steps

Main learning objectives that we hold for the first training cycle 2018/2019:

- How can the Dialogue learnings be **transmitted really well** and in **a quality package**?
- How can we **create a community** with great mirroring and a healthy feedback culture?
- What does it take for a learning space to **give people the skills to hold space** for Dialogue?

The first Dialogue Training cycle is still ongoing. Within this training cycle, we have four prototype groups who will start working on setting up a series of Dialogues. Through this practice and the continuous training we will be **growing a pool of Dialogue facilitators**, willing and able to support local hosts all over Switzerland to create Dialogue.

“ The question I hold now is how can we bring Dialogue/connection tools outside of the ‘closed learning field’ into broad society and how can Dialogue help to really make tangible goals in society (even if I understand that the first and very important change is always within oneself)”

Tanja Sieger

Community

300+

People in our database and newsletter

50+

Subscribed members for Explorership

5+

Co-creations and community events

A fruitful cooperation for the realisation of the SDGs requires an active and effective community. We believe in a collaborative, innovative and sustainable Switzerland and are here to help organisations and individuals who work towards its realisation. **The biggest challenges of our time can only be solved collectively.**

This is why we invite people to join spaces for open and deep dialogue, to develop sustainable solutions that will transform individuals, organisations and systems. We build structures and design processes that allow resources and talents, otherwise confined within organisations, to flow towards impact.



A community is growing!

We are building a physical and digital platform for collaboration and innovation around the SDGs in Switzerland, which will generate sustainable solutions and continued citizen engagement in this societal transformation process.

By platform, we are referring to an innovative type of organisation, which is collaborative by nature and as decentralised as possible. It is an organism that has clear boundaries and a direction, but no single defined activity, rather it can produce any kind of outcome that is in line with the purpose. It is kept alive by a community that also activates money and value flows thanks to the processes and structures that have been built and are curated.

Contact

Should you wish to contribute or know more about any of the Community Spaces, please reach out to **Sarah!**

sarah.friederich@collaboratio.ch

This project is possible thanks to the support of [Stiftung 3FO](#).

STIFTUNG
3FO

Explorership



IN A NUTSHELL

We call our community members Explorers. They are not members in the classical sense of a passive membership, but they proactively co-create and shape the work towards our vision and are with us on a learning journey. **Being part of our platform offers the opportunity to be part of an inspiring community, to support each others' projects, to unlock new possibilities of collaboration that will create more impact thanks to the learnings and connections**, to get involved in Dialogue Evenings, Social Labs and other collaboratio helvetica formats, to attend trainings, learn from our tools and to join our learning experiments (e.g. collaborative finance, p. 44). Currently our community has more than 50 active members.

What we did in 2018

The activities in 2018 started with a Coworkation in Engelberg to sense together what the year would bring for the community. From there, we went on a **series of "firsts"**. We had a great **first Community Forum** in April, prototyped a **Collaborative Finance Experiment** and ran the **Collaboratio Festival**, our first Flagship Event, in June. In July, a second Coworkation took place. On the next pages, you can find out more about these formats. The second half of the year was dedicated to a deep sensing process into the landscape of the community and what the Explorership could look like in its second iteration during 2019.

In 2018, as a **first experiment with collaborative financing**, part of the membership fee was placed in a co-budget. The idea behind it was that each Explorer contributes an annual 250 CHF payment, 20% of which (50 CHF) is their membership fee, and 80% of which (200 CHF) contributes towards the 'co-budget' experiment (p. 44), whereby Explorers can collaborate to propose and fund their own projects as part of the collaboratio helvetica platform.

What we have learned

When a platform truly enables a community to create solutions and new projects spontaneously, there is an **important question around what keeps it all together in the middle**. Whilst it is a key part of the project to actually find this out and learn what it takes to make this dream a reality, we can say that we assume it will need a number

of strict rules/processes/frames, a clear focus/vision, a strong culture and a catalyst energy from a team that coordinates what is needed.

We need to build a frame strong enough to hold space for collaboration and co-creation. This frame needs to be clear, transparent and understandable to all who enter it. It guarantees that our work is purpose oriented and will follow our values.

What is needed is the establishment of clear structures, offering of tools and creation of processes to ensure a smooth collaboration. This includes but is not necessarily limited to communication tools, decision-making tools and a way to allocate financial resources.

Questions we hold and next steps

- What tools, structures and processes are needed in order to enable the co-creation of solutions and new projects in a community?
- How can we make sure that the projects and ideas that are emerging are aligned with the vision and purpose of collaboratio helvetica?
- How can we create a clear, transparent and understandable frame, make it present to our members and create shared ownership?
- What kind of offers generate value for Explorers, for collaboratio helvetica and for the Swiss ecosystem? How can collaboratio helvetica effectively support its members in activating their potential?

In 2019, we want to keep building up the community, including clarity in structures, processes and tools to enhance synergies and to support us to co-create, develop and maintain sustainable solutions that cultivate transformation for individuals, organisations and larger ecosystems.

Our aim is to **give shape to structures and design processes** that allow resources, capacities and talents, otherwise often confined within organisations or singular actions, to flow towards collective long-term impact.

A key element will be the **development of a digital platform for Explorers,** for exchange and collaboration, sharing of knowledge and opportunities, an overview of ongoing projects and a mechanism for collaborative budgeting.

Collaboratio Festival (Flagship Event)



IN A NUTSHELL

Our first Collaboratio Festival, our flagship event, was a day of celebrating the one year anniversary of collaboratio helvetica and all we have done in this time, as well as the many people dedicated to co-creating the Switzerland we want to live in. This **was not an ordinary conference**, it was an event to connect with other people, to experience collaboratio helvetica, to co-create and collaborate, to bring in your whole self and last but not least to celebrate!

What we did in 2018

Around 100 people aged between 20 and 70 from various sectors and regions of Switzerland met on 18th June on the Gurten (BE) to explore the question: **“What does the Switzerland you want to live in look like?”** The day started with an optional Explorative Walk up to Gurten. This walk was framed with an exposition about the reasons why collaboratio helvetica exists and why we think it is important to activate new forms of collaboration to face the challenges of our times.

During the **morning sessions** our guests had the chance to get to know some of our **approaches and principles** we use and live. After a delicious lunch with a view over Bern a second set of sessions took place. We offered **eight workshops** that each **focussed on a specific SDG** or combination of SDGs. Some of these workshops were held by participants of our core activities such as the Gender Lab or the Work-Money-Wellbeing Lab.

The third and last part of this day was an **open space** where the guests were able to bring in their own topics to talk about. Several groups were formed around topics such as storytelling for change, how to activate and engage older generations or child care in our times. This festival ended with a beautiful circle ceremony where guests, helpers and organising team were invited to step into the center and share what they wanted about this day's experiences.

We are so happy and grateful about all the people that made this day possible! Watch this [video](#) to get a vivid impression of our Collaboratio Festival 2018.



The beautiful participants of the first Collaboratio Festival!!

What we have learned

Our DNA of prototyping pushes us to try new concepts and ideas and learn from them. As **the Collaboratio Festival was the first of its kind and therein a prototype itself**, it was important for us to get as much feedback as possible from the participants. We had some flip charts where the participants could express their satisfactions and/or disappointments during the event itself. We also sent a survey to all of them after the event, to collect as much information as possible.

The main learning for us is that the **different groups present at the event (Explorers, press, funders, partners...)** had different expectations about it. And we see a challenge in responding positively to all of those expectations in their diversity, as well as to stick to what we want to share: our purpose, the methodologies we use and our accomplishments. For our next iteration, we will focus on a specific target group instead of spreading thin by trying to cater to many.

The Collaboratio Festival was our first big public event and **we have learned a lot about how we work together as a team:** How we deal with internal tensions or how we work under pressure.

Over all we are happy that this festival has helped different people to learn something different, to get to know new people and also potential new collaborators on their own projects. The next event of this size will be much easier for us to organise after this experience and we are sure that there is still a lot of potential to evolve conference designs to make them more interactive and fruitful, and supportive of the collaborations needed to address the challenges of our times!



The Collaboratio Festival was closed with a sharing circle.

Questions we hold and next steps

In 2019, we wish to serve our purpose of bringing different stakeholders together by bringing our key contribution, namely our methods for collaboration, dialogue and participation, into existing platforms and formats.

One example is the SDSN Switzerland conference. If you wish to collaborate with us on a format or conference you are organising, please reach out to [Luea](mailto:luea.ritter@collaboratio.ch), (luea.ritter@collaboratio.ch).

Further, the **second Collaboratio Festival** will be organised in **October 2019**, with a focus on our community, in particular the pioneer projects held within it, and people who want to support it.

Community Forum



IN A NUTSHELL

Community Fora are the spaces where the collaboratio helvetica Explorers meet, get to know each other, exchange ideas and work on their projects. In this space, Explorers can present an idea or project they are working on, co-create it together with other community members, get feedback and potentially find collaborators. **Community Fora are also a key way for collaboratio helvetica to co-create and receive feedback from the extended community** on ongoing projects and find out if this work really serves its purpose and what could be refined.

What we did in 2018

Around In 2018, we ran one Community Forum (CF) in April and another one in October. Both followed a similar agenda and applied the same tools. Whilst the April CF took place at Impact Hub Bern with 18 Explorers, in October we gathered 22 Explorers at the Generationenhaus.

Through the 'Art of Hosting' process called "[Design for Wiser Action](#)" we worked as a community on different projects that community members are involved with. The **Design for Wiser Action is a great way to co-create a project or a piece of work with the help of diverse perspectives.** The process enables all participants to put their learnings and experiences in service of new creative projects. On the one hand, the process enables the project-giver to get support and advice and on the other hand it allows for the collective intelligence to unfold.

During the four hour CF format, we **activated and used our collective intelligence.** Respectful and generous feedback and brainstorming, and many questions, were offered as ways to unlock ideas for next steps and actions. In terms of engagement, the CFs feel like buzzing beehives!

What we have learned

Coming together as a community and supporting each others' ideas are crucial elements when we talk about creating systemic change and impact. In order for the community to be a living system and for collaboration to happen, physical meeting spaces are a crucial element, where Explorers can get to know each other, exchange ideas and knowledge and learn about their different projects.

Only by being supportive of each other can we step up and activate the true potential in these rather turbulent times. The community fora were moments where the collective wisdom and knowledge became palpable, enlivened people and enthused their projects. These moments are precious pearls in the hectic day to day life. They offer us hope and deepen our trust as well as challenge whether we really mean it, by being collaborative, include different perspectives and learning how to deal with critical questions.



Questions we hold and next steps

collaboratio helvetica intends to support a community of pioneers, and the community fora are a key part of this support. Therefore, in 2019 we will scale the concept and **run a CF every quarter**. We will prototype different dates and times to find out what works best for the community.

Additionally to the physical meeting spaces where the community can connect, we are exploring **what other tools are needed in order to support collaboration**, e.g. a digital community platform where communication and collaboration can happen virtually.

Coworkations



IN A NUTSHELL

A **Coworkation** is a creative way to get things done in a beautiful space with inspiring people. As the word suggests, it is a combination between collaboration, working and vacation. The time away from our day to day surrounding supports us in moving the things we care about forward - individually as well as collectively. Participants work on their own projects while also having the opportunity to exchange with others, give and find support and inspiration.

What we did in 2018

In 2018 we held two coworkations: One in **January in Engelberg (OW)** and a second one in **July in Hemberg (SG)**.

The winter Coworkation 2018 took place at Haus100, Engelberg, where over 20 collaborators, change-artists, and (other) dreamers gathered between the 7th and the 12th of January 2018. This event was based on **self-organisation and thus co-hosted by all participants**: We decided to co-create the complete program for the week. Only the arrival and the end time of the event were given. This cost us a lot more time, but demonstrated that the purpose of a coworking is really that everybody is taking collaborative responsibility and leadership - something we easily fall out of due to our conditioning in the clear hierarchies of school, work and society.



Co-creating the agenda of the winter Coworkation in Engelberg (OW)

The **summer Coworkation** once again took place in beautiful Hemberg in canton of St. Gallen. We were gifted with wonderful, sunny weather sprinkled with warming sunsets every evening.

There were a mix of people very familiar with collaboratio helvetica, people who just embarked on their collaboratio helvetica journey and some for whom this was the first time they heard about us. They all showed up with an open mind and open heart for what would emerge. In total 18 people, 4 babies and a dog found their way to this year's Summer Coworkation. All in all it was a very cozy coworkation with the time and possibility to connect on a personal level. People also took time to let things emerge and to recharge their energy again.



The agenda of a co-created coworkation

What we have learned

The two coworkations in 2018:

- Showed us that a Coworkation is a great format to meet other people and co-create
- Gave us learnings around co-living for a week and on how to co-create an agenda
- Demonstrated how we can find balance between personal work and collective time, co-creation. Though, we also learned that the framing around this needs to be clear so people don't have different expectations
- Lead us to the idea of focusing on one topic only during a Coworkation
- Brought us to the idea to offer a Coworkation as a service for specific people/ organisations

Questions we hold and next steps

In 2019 we plan to host another coworkation in September.

Collaborative Finance Experiment



IN A NUTSHELL

Collaborative finance covers a wide range of non-traditional financing methods, such as social lending, micro-credit, peer-to-peer financing and crowd funding ([Fonseca 2014](#)). In the context of collaboratio helvetica and its Explorers, the intention with this project was to **prototype a collaborative financing process**, whereby members of the collaboratio helvetica team and community could come together and decide what sorts of projects they wished to support, and how much each project deserved by way of funding from a shared and finite sum.

What we did in 2018

Walking the talk on collaboration has a great deal to do with trust and allowing people to decide and then carry out what makes sense to them. We wanted to prototype an exciting, collaborative process which aims to build our community whilst opening up opportunities for our Explorers to really implement the projects they think will create value for the Explorers or that help address the challenges highlighted by the SDGs.

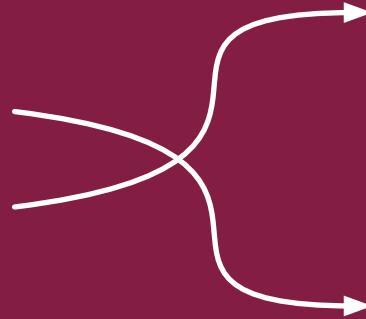
Whilst collaboratio helvetica contributed the bulk of the money used in the experiment, a part was also from the membership fees of Explorers and team members. **Participants proposed projects** on an online platform called [Co-Budget](#). Once proposals were made, there were set periods for **comments and feedback** (carried out either via the platform comments section, or via calls and in-person meetings). Participants were permitted to adjust their proposals, and then the funding was opened.

Once funds were allocated, participants then had the chance to either adjust their project to the amount of money received, or, if the full amount was received, were able to implement their project. The implementation of the projects was carried out separately to the Collaborative Finance Process. All participants were asked to fill in a formal agreement clarifying the deliverables and payment process for each project.

In total, six projects were fully funded, and four projects were partially funded, and six projects were implemented within the frame of the experiment. These projects covered areas such as an art installation, a contribution to building a training programme, graphic recording of a community event and the coordination of a coworkation.



250CHF
underlines the
commitment to
cohe



80%
goes to the co-
budget project
concept

20%
flows into the
administration



**The co-budget project started
with the first members, who
wanted to learn more about a
new organisation of funds in
an association.**

What we have learned

After the funding round was closed, an **evaluation** was carried out via telephone interviews and online surveys to understand the experiences of the participants, and learn from that prior to organising another experiment. Some of the outcomes of that evaluation are:

- Several respondents indicated that the commenting process would have been improved with a **stronger in-person element**
- A couple of other participants indicated that they would enjoy an experiment where a **stronger focus was given to non-monetary things** like knowledge, ideas, etc. This is especially of interest to those who make a living from ideas (i.e. consultants and freelancers)

- There was a strong **wish for more physical meetings**
- There were some interesting trends identified here around money allocation stemming from the interviewees answers:
 - Priming effect of previously- allocated money (the platform showed what had already been contributed to certain ideas)
 - The money acquired the feeling of “holiday money” through the usage of a platform for the allocation
- One interviewee suggested recommending everyone to start with a **small project and then with the feedback they receive**, to grow it accordingly. This would improve the ‘co-creation’ aspect of the Experiment, and also allow the community to shape events/projects according to their interests, needs and opportunities.

In the concluding workshop of this experiment, it also became clear that whilst there was need for funding for certain collaborative projects to take off, **we had overestimated the willingness of our Explorers to shape collaboratio by co-deciding and allocating funding to the community** spaces that we would open. This had been the original intention of this experiment, so it was a very interesting feedback.

Questions we hold and next steps

Given that there was little interest in actually participating in decision-making and budget allocation to different collaboratio helvetica community spaces (shaping the services collaboratio helvetica offers to its members) at this point in time, we decided to let it rest.

We still hold the vision of a co-creative and co-responsible community but understand that this **may take more maturation and a clearer framework allowing for different levels of engagement depending on interests and time.**

A second iteration can be started when the interest and commitment of several Explorers is clear. This second iteration should take into account the learnings mentioned above, and in particular offer enough spaces for all participants to reflect on the learnings of the experiment, especially on the role and effects of money.

Practice & Knowledge

17

Experiences captured
in blog posts

16

Methods shared in
our toolbox

3

Trainings organised
(Sociocracy 3.0,
Radical collaboration)

Innovative approaches to healthy and meaningful solutions are only created through the co-creation of various actors, by offering their different perspectives and building upon each others' knowledge and wisdom. **Everything we do serves individual and collective learning processes that are necessary for a future that is significantly different from the present.** Therein we feel a responsibility to share our insights and methods, and support others to benefit from them by publicly sharing them in an **online toolbox** ("method collection").

Methods and Practices (toolbox and experience blog)



IN A NUTSHELL

One of the aims of collaboratio helvetica is to support its community and a broader audience to learn and use methods, tools and practices for collaboration, dialogue and facilitation of longer-term and in depth processes. **We strive to share the knowhow, experiences and insight** - that come with trial and error - of the community with a broader audience via an open source collection of blog posts, stories of change and method descriptions - our [Collaboratio Toolbox](#).

What we did in 2018

Over the course of this year we significantly expanded our toolbox and it currently consists of more than **16 method blog posts** and **17 experiences** blog posts.

Our **method descriptions are paired with a personal experiences** describing their implementation in a real-world context to allow potential users to both have a concrete methodology to use, but also to give them insights into the process and implementation from direct experience. In this library, there are different kinds of methods, tools and theories that we or our community members work with in our projects and daily work and often combine with each other.

What we have learned

For successful collaboration it is crucial that the people and institutions have the necessary knowledge, tools and methods at their disposal. Because it is one of our aims to support this and share in serve to the common good, we have **committed ourselves to making these insights and findings publicly accessible**, knowing that reading about it is not making one a practitioner or expert but trusting it inspires and initiates a first wave of new forms of coming and being together around important and often quite challenging topics. We have started with the preparatory work and are therefore already collecting this information in our toolbox. For this information to be used is important that the content offered is easy to understand and applicable to different contexts.

Questions we hold and next steps

In 2019 we plan to **significantly develop our online toolbox** by first expanding it with all of the tools and methods that we use in our activities and as a team so far. Parallel to this ongoing work we want to transform this toolbox from a passive collection into a interactive platform that allows for experience exchange and mutual support of practitioners to foster the sharpening of best practices together. The first steps towards the transformation of our toolbox into a Collaboratio Platform include a better search function, translations into our national languages and the extension of the content to also include explanatory videos, manuals and trainings.

Contact

Should you wish to contribute or know more, please reach out to [Luea!](#)

luea.ritter@collaboratio.ch

Trainings: Radical Collaboration



IN A NUTSHELL

The ability to collaborate is an imperative need within everyday situations between individuals as well as between project teams, departments, organizations and stakeholders across society. **Radical Collaboration®** is a **methodology for building high-trust relationships and collaboration at work in order to improve efficiency, creativity and daily flow**. The training focuses on the skills needed to build relationships (with yourself and the people around you) and to form alliances. Collaboration doesn't just happen by itself, it requires both a skill-set and a mindset, both of which can be learned through the training.

What we did in 2018

In 2018 we offered **2 Radical Collaboration® trainings** (one in May and one in October) for the core working team within collaboratio helvetica as well as for community members. Both trainings were **3 day programmes**, and used a variety of teaching strategies such as brief lectures, interactive exercises, guided imagery, self-assessment checklists, big group dialogue, small group planning sessions, and individualized action planning.

The participants learned to see how subtle differences in their fundamental approach to problem solving either supports or sabotages their collaborative efforts. The participants learned more about **how to skillfully navigate potential conflicts and turn adversarial situations into situations of trust and collaboration**.

What we have learned

We learned that turning towards a **specific methodology or framework creates clarity and a shared language** amongst the people who take part in the learning experience (in this case the Radical Collaboration training). At the same time we also learned that **it can exclude and result in language barriers** when new people come in who have not had the same experience.

The learning is for us as collaboratio helvetica to **become very clear and focussed on which methodologies we want to use and offer as our foundational toolbox** when it comes to working on our daily collaboration and conflict resolution abilities.

Questions we hold and next steps

What is the framework that serves our community and ecosystem the best?

What is the methodology or methodologies that together makes up the whole body of knowledge, skills and practice we want to exercise and use within our community?



Inspirational sources for the Radical Collaboration Training

Contact

Should you wish to contribute or know more, please reach out to Sidsel!

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U.Lab



IN A NUTSHELL

U.lab is a **MOOC (massive open online course)** offered every year by the Presencing Institute (PI) **based on Theory U**, which is a framework including methods for individual, organizational and systemic learning and transformation journeys. It is designed as an **active learning journey** throughout the fall semester including online sessions as well as offline meetings within so-called coaching circles which support personal development. collaboratio helvetica utilizes the Theory U framework and methods in almost all formats offered.

What we did in 2018

collaboratio helvetica actively hosted the live sessions around the MOOC at Impact Hub Bern, while a participant from the 2017 Zurich live sessions who also became a collaboratio helvetica Explorer hosted them in Zürich and another Explorer hosted them at Impact Hub Lausanne. Also, there were coaching circles held for participants to practice both being a case giver and a coachee as well as practice and receive feedback on hosting skills. Through building active relationships with some of the staff of PI, we are looking into deepening our praxis as facilitators with the help of the staff in 2019. Through the u.lab 2018 journey collaboratio helvetica found a new community fairy as well as an active initiator of a core team in the newest PI initiative: u.lab S/Societal Transformation Lab, a multi-local innovation journey for teams who are co-shaping more sustainable and equitable social systems worldwide.

What we have learned

We have learned a lot on different levels. As facilitators we **deepened the quality of space holding for different methods**. As case givers we learned **what a safe space to share vulnerable topics consists of** and how insightful and freeing the mirroring of coachees can be when we open up. As coachees we practiced the different levels of listening as well as what it takes suspend voices of judgement, fear and cynicism.

In the words of participants:

“ The u.lab journey gave me a lot more self-confidence. I feel I have been practising the U process for myself already since a long time, and I had several moments in my life where I dared to step into the unknown and let something new emerge. The u.lab gave me words to describe the process. And sharing it with others gave me more confidence in what I am doing, and made me realise that I'm not alone practising this kind of approach.”

Sarah F

“ I feel I am not alone since I started the Ulab journey. I feel part of a whole community that inspires me, I feel supported, I feel supportive. I dared start my project at work, making it public, sharing it. It really actualized in me before it came to the open. “

Dung T

Questions we hold and next steps

- What is collaboratio helvetica's role in catalysing the application of Theory U framework and methods into mainstream business and society in Switzerland?
- How does a **common framework and shared language** – like the ones Theory U offers – support the build up of a community like collaboratio helvetica and the ecosystem beyond?
- How do we sense the u.lab and u.lab S/Societal Transformation Lab **growing forward** in 2019 and beyond?

Our next steps include the initiation of the [u.lab S/Societal Transformation Lab](#) with people who have already gone through the u.lab in order to prototype on a systemic level. We will also spend time sensing on how to hold the u.lab format in 2019.

Contact

Should you wish to contribute or know more, please reach out to Michela!

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Social Lab Retreats (Community of Practice)



IN A NUTSHELL

collaboratio helvetica Social Labs are intense and in-depth processes that require solid anchoring and healthy alignment within the project and facilitator team. The **building of strong containers and practices for holding, hosting, organising and facilitating Social Labs** is therefore key not just for one particular Social Lab, but also for the shaping of the collaboratio helvetica Body of Knowledge and Experience that creates collective value and is shareable. collaboratio helvetica sees its contribution next to running Social Lab especially in the building of a strong and coherent learning ecology that entails **a vibrant community of practice across diverse Social Labs**. This community holds a shared responsibility for the quality of collaboratio helvetica Social Labs.

What we did in 2018

In the Fall we started with 2 Social Lab Retreats. At both retreats we were with about 15 people, some of who had already run a Social Lab as a facilitator, were participating or had started to form as a group around the idea to launch one.



Bringing together a community of practitioners in our Social Lab Retreats

Social Lab Retreat (SLR) I - 7th to 19th October:

This was the start of collaboratio helvetica SLRs aiming to create a first get together for the Explorers involved and interested in SL. We had a first deep dive into the newly emerging Learning Cycle and what this can do for our Social Lab Field. While working primarily in smaller project groups, we also took some time as a whole group to elaborate further through our collective knowledge on what we all see a collaboratio helvetica Social Lab is, entails and does/should do. Also the guiding principles and the SL challenges and Opportunities were mapped out together. This SLR created a first shared understanding and care for this transformative work.

Social Lab II - 11th to 13th December:

This is a short summary we shared after our powerful 2nd SLR. As dubbed by one of the participants, this was a “catalytic container”, a space that nourished and asked for more. Our 2nd Social Lab Retreat - a space for the space holders - brought the teams of previous and upcoming Social Labs together. During our 2.5 days we deepened what it means to be a learning community of practitioners, gave space to reflections and harvesting of learnings. It showed us again that working towards systemic change starts with the self and how important a community of practice is.



Harvesting learnings from past Social Lab experiences

What we have learned

- This work requires combining multiple strengths in and between people that create a solid ground to journey with unlikely allies through an explorative and co-creative process. In order to ensure quality and long lasting impact these teams need support on diverse fronts from collaboratio helvetica reaching from practicalities to methods and other aspects.

- Organising and holding space for the SLR is not a nice-to-have or a luxury time-out. It is actually the crucial focal moment for the ones working in the “field” to reflect, replenish, exchange and integrate before going back into the process with their diverse stakeholders.
- A SLR is a space to be held, seen and sharpen together the practices and requirements that this work calls forth in everyone. It is also a time to mirror to each other how we individually live these values and show up in alignment to what we “preach”.
- Therefore the SLRs will be continued and kept as a regular returning event.
- Yet this “catalytic container” can only come about with people that are committed to stay present and are in for the whole ride.

Questions we hold and next steps

- How do deal with and invite commitment?
- What are our agreements and policies ?
- What can collaboratio helvetica provide and what is held in the community of practice as shared responsibilities?
- What are necessary next steps to ensure a powerful growing of the Community of Practice?

Throughout 2019 we will continue to prototype the SLRs. We are especially excited to our upcoming SLR in March 2019 where we will be joined by Marian Goodman from the [Presencing Institute](#). This is going to be a great learning opportunity for all of us.

Contact

Should you wish to contribute or know more, please reach out to [Luea](#)!

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PART C

collaboratio

helvetica

as an

organisation

Who we are

Team



Nora Wilhelm



Isabelle Ruckli



David Saltiel



Sarah Friederich



Daphne Bucher



Luea Ritter



Sidsel Andersen



Michela Güttinger

Stewards



Pius Leutenegger



Florence Tercier
Holst-Roness

What have we learned in 2018



IN A NUTSHELL

collaboratio helvetica is mostly operating based on **patterns from Sociocracy 3.0 and has a peach-like structure** of various concentric circles. In the center are our guiding principles, then come the Stewards who act as their guardians, followed by the Catalyst team.

The work of the Catalyst team in turn serves the pioneers run collaboratio helvetica projects and the other Explorers in the community who contribute to them, activating an ecosystem for systemic change.

For this, the catalyst team works in **5 different domains**: Heartbeat (admin & coordination), Powerhouse (fundraising & relationships), Inflow (communication), Community (Explorer coordination & support) and Laboratorium (methods & practice, pioneers services).

We also regularly collaborate with other organisations and individuals on specific projects, and several Explorers take on work packages that generate value for the whole.

What we did in 2018

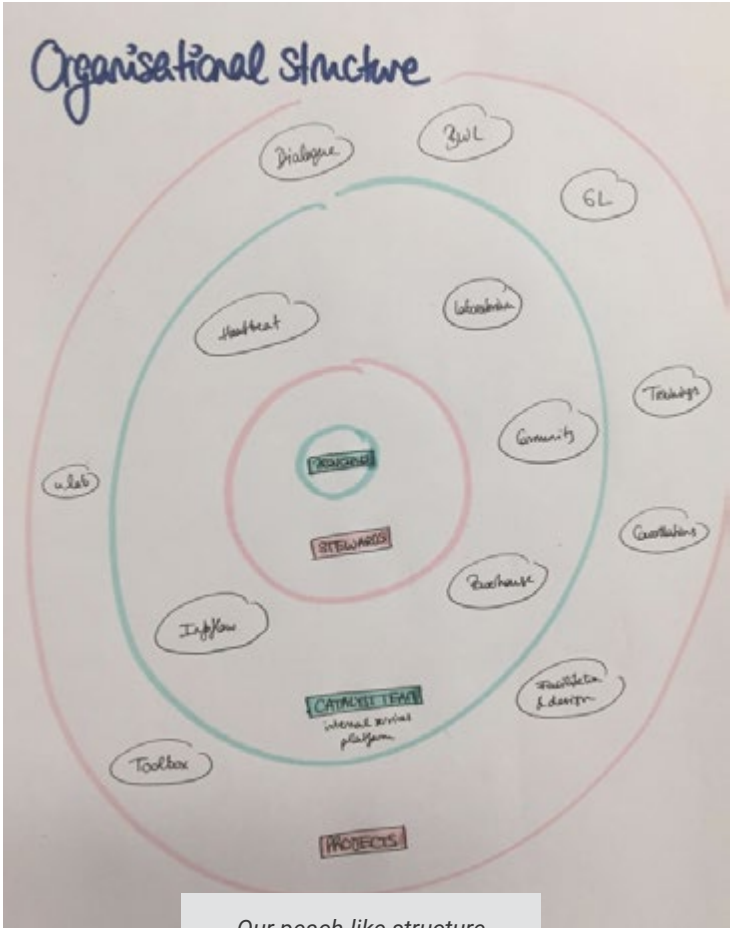
During 2018 we have been going through **a further cycle of maturing**. Many iterative reflections and actions have been given space to understand and practice what innovative and responsible organisational development for a shared and long term vision requires on a professional, community, team as well as personal level. Core questions such as “What does it really mean and foremost require to practice for a thriving and efficient organisation to grow while being attuned to our values and long-term visions?” were leading us as a guiding thread.

We made explicit that **we as an organisation are our own prototype**. While having faced multiple and ingrained patterns and shortcomings of wholesome solutions, and being in a particular context (Switzerland) with its own ways of do’s and don’ts we found ourselves clearing the jungle: actions got taken to create new and healthy “structures”, processes and improvisational experiments to increase our efficiency and deepen our levels of trust and coherence.

2018 was a year **filled with learnings, insights and a new emerging clarity of “knowing” more** about the challenges as well as the opportunities we are having as an organisation as we strive towards a sustainable, regenerative and wholesome Switzerland we want to live in. It was also a year filled with many prototypes on how we can work together in an organisation.

To give you a few examples:

- **Salary prototype:** We installed a transparent and co-created framework to set our salaries together
- **New collaboratio helvetica HQ:** Empty houses during the days and empty offices during the nights is not an optimal use of space. Therefore, we tried to combine working and living in a first prototype where part of the team lives also in our HQ. Our HQ is a flat belonging to the church center which we can use as an interim solution between Summer 2018 until end of 2019
- **Learning cycle:** A framework that helps us to capture our organisation’s and project’s learnings and achievements in a more systematic way.
- **Team retreats:** Four times a year we retreat as a team, away from our normal working situation, to deep dive into our development procedures. We look back at the past three months to grasp what we have learned and to look forward to the next three months and set our priorities and deliverables.



Our peach-like structure



The collaboratio helvetica core team during the Team Retreat in Italy, December 2018.

What we have learned

With the help of the **newly developed Learning Cycle** we were able, as a Team, to extract further learning and achievements that seem crucial to the development of a still young organisation that experiments with new and integral approaches.

Achievements:

- We have consciously **opened spaces for reflection and feedback** on an organisational and personal level and dared to stay with tensions together
- We have become more mature as an organisation and have **implemented good structures, processes, methods and tools** (e.g. admin, finance, legal, task management) to work together that are aligned with our guiding principles.
- We have been able to **deepen the clarity on who and what we serve individually and collectively**, as well as strengthening individual responsibility towards the priorities and strategy.
- collaboratio helvetica was also **more present in the media**, for example with Nora being nominated as one of 80 “Schweizermacherinnen” by Annabelle magazine

Questions we hold and next steps

Questions that we take with us to further investigate in 2019:

- How can we further **deepen our embodiment of our vision and values** in our daily work so that we become a true role model and proof that change is possible?
- When do we **need to be fast and when do we need to take more time** and go deeper? How to consciously bring more flow and rhythm between speed and slowness/depth?
- How do we **deal with our strengths and weaknesses in the team?** How can we deepen an understanding and respect for each other's diversity while feeling aligned towards a common goal?

Contact

Should you wish to contribute or know more, please reach out to Nora!

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Budget & Finances

Profit & Loss 2018

Income

Contributions from Public Authorities	110,000	
Contributions from others	50,000	
Other income	24,170	
Change Fonds Capital	-70,000	
Change Organisation	486,572	
Total Income	600,742	

Expenses

General expenses:

HR	63,772	
Logistics	36,933	
Communications	5,771	
Administration	55,204	
Financial Costs	307	161,987
Social Labs		242,702
Community		107,393
Laboratorium		19,345
Dialogue Spaces		53,894
Knowledge sharing		15,421
Total Expenses		600,742

Year-end result

0

Balance sheet on 31.12.2018

ASSETS	31/12/2018	31/12/2017	%
Current assets	153,289.83	0.00	+100.00%
Cash and cash equivalents	137,387.12	0.00	+100.00%
1020 Postfinance AG CHF Current Account	60,137.98	0.00	+100.00%
1021 PostFinance AG CHF Account	77,249.14	0.00	+100.00%
Transfer account	0.00	0.00	0.00%
Trade receivables (debtors)	8,666.91	0.00	+100.00%
1100 Trade receivables (debtors)	8,666.91	0.00	+100.00%
Other short-term accounts receivable	0.00	0.00	0.00%
Stocks and unbilled services	0.00	0.00	0.00%
Prepaid expenses	7,235.80	0.00	+100.00%
1300 Paid expenses of the following year	2,129.00	0.00	+100.00%
1301 Not yet received income	5,106.80	0.00	+100.00%
Fixed assets	0.00	0.00	0.00%
Tangible assets furnishings	0.00	0.00	0.00%
Unpaid registered capital, share capital or endowment capital	0.00	0.00	0.00%
Total Assets	153,289.83	0.00	+100.00%

LIABILITIES	31/12/2018	31/12/2017	%
Short-term liabilities	-30,641.87	0.00	-100.00%
Trade payables	-1,652.76	0.00	-100.00%
2000 CHF trade payables (creditors)	-1,652.76	0.00	-100.00%
Other short-term payables	0.00	0.00	0.00%
Other short-term liabilities	-25,974.88	0.00	-100.00%
2200 VAT due (sales tax)	-697.98	0.00	-100.00%
2201 Settlement account VAT	270.00	0.00	+100.00%
2210 CHF current account Nora Wilhelm	-1,915.00	0.00	-100.00%
2270 CA Pension funds	-142.56	0.00	-100.00%
2271 CA AVS, AI, APG, AC	-23,489.34	0.00	-100.00%
Accruals and short-term provisions	-3,014.23	0.00	-100.00%
2300 Not yet paid expenses	-3,014.23	0.00	-100.00%
Long-term outside capital	0.00	0.00	0.00%
Long-term interest-bearing liabilities	0.00	0.00	0.00%
Other long-term liabilities	0.00	0.00	0.00%
Provisions and similar laid down by law positions	0.00	0.00	0.00%
Capital	-122,647.96	0.00	-100.00%
2979 Profit/Loss current tax year	-123.79	0.00	-100.00%
Fonds capital	-70,000.00	0.00	-100.00%
2801 3FO	-50,000.00	0.00	-100.00%
2802 ARE	-20,000.00	0.00	-100.00%
Organisation capital	-52,524.17	0.00	-100.00%
2850 EM	-52,524.17	0.00	-100.00%
Reserves and profit or loss	0.00	0.00	0.00%
Total Liabilities before Loss	-153,289.83	0.00	-100.00%
Loss	0.00	0.00	0.00%
Total Liabilities	-153,289.83	0.00	-100.00%

Thank you to all of our partners and sponsors, as well as to the many people who have contributed to co-creating collaboratio helvetica over the past year!

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ANNUAL REPORT 2018

