



Annual Report

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1. Editorial Note

Dear all,

After returning once more from maternity leave in January of 2018 I was welcomed by the euphoria team who came together at my home for our Quarterly Meeting, ensuring that I did not have to compromise on being present for our important strategy meeting and my kids. This is just one of the many times our euphoria family has given me and my children my priceless commodity of time. Needless to mention all their daily love and empathy.

Both of my children have been present at many of our meetings and workshops, especially when they were babies and I vividly recall one time whereby my son Emil was teething at the time and having a difficult day; I continuously apologized until everyone made it truly clear that it was really okay. That same day, one of my colleagues then sent me the excerpt from Laloux's Reinventing Organisations about "Inviting our Humanity to work", where he emphasizes the positive aspect of dogs and children being present in the office, since it strengthens the human factor.

Being a mother in our world is not easy. Mothers are judged by society while they simultaneously judge themselves. Hence, the radical collaborative atmosphere at euphoria, where we give everyone the opportunity to reach their full potential within a context of inclusion, competence and openness has just been so incredibly supportive in my new role as a mother of two, but also in my personal development.

This goes hand in hand with our underlying teal principle of showing up "whole", as we are as human beings. Wholeness has always been intrinsic to euphoria. But, it goes further than that and is actually the essence of our wholebeing mixes, which fosters a stronger, holistic understanding of "what creates value for us at work".

euphoria has developed an excellent prototype for a gender equal workplace with our flexible system to ensure that everyone's personal and professional needs are met. Thanks to our wholebeing mix I for example have never had a bad conscious neither towards my children nor towards my work. Due to my general flexibility, part-time engagement (80%) and home office I am able to live up to my own expectations on both sides.

There is never a one-size-fits-all and euphoria understands that. This is in general the underlying philosophy of the wholebeing mix - everyone can define their individual personal wholebeing plan.

I truly believe that the culture we have fostered at euphoria is something so beautiful and I am forever grateful to be apart of it. I cannot imagine any better place for me to strive, where only heaven is the limit and I can bring my whole self, and all my visions for projects, collaborations, new programs and co-creations into, but also my fears, struggles and worries.

So here now finally the magic parameters for our wholebeing mixes, that we can modify according to our professional-personal-family life balance and wellbeing:



Number of hours of work per week



Number of weeks of paid vacation per year



Salary



End of year bonus



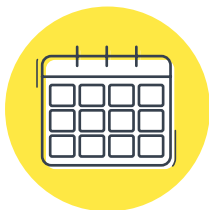
Social insurances



Number of weeks of training per year



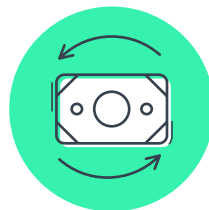
Workation(s)



Sabbaticals



Need for a computer or laptop




Expenses reimbursement needs




Recognition needs/status



Responsibility level/needs

 this means going to another country/place for several weeks or months and working from there while also taking time to enjoy the local beach, surf, food, culture, mountains...

 paid or unpaid

 including transport, general subscription for trains etc.

We use the wholebeing mix approach on an annual basis, however the process varies a bit each year as we _sense and respond _what is needed. It is a collaborative, transparent process, based on personal needs and open feedback.

Obviously, wholeness and radical collaboration are also very evident in our partnerships. In 2018, we harvested the collaboration focus seeds that we planted in the last years, and really took our partnering to another level by for example co-fundraising with one of our partner organization. euphoria is so grateful for being part of an amazing network of like-minded organisations, where we meet as humans and collaborate through openness, heightened self awareness and extreme trust in people's good intentions. Therefore, our 2018 was full of love, enriching learning-exchanges, incredible co-creations, wonderful collaborations and mind-blowing pilots. There were so many beautiful souls that we cannot fit all of them into our annual report, but you definitely made our year!!! **Thank you!**

In the following annual report we have been working on giving more direct voices to our volunteers and partners and to focus on some core topics rather than all. However, let's start with a short introduction to euphoria, what we do and our major achievements in 2018.

**Love & euphoric greetings,
Magdalena**

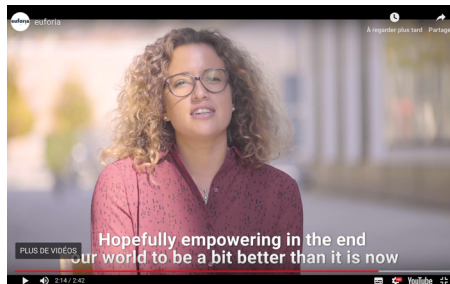
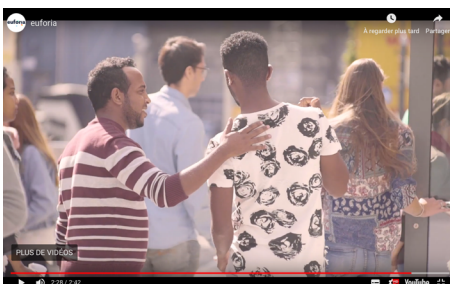
2. euforia

2.1 Who we are

euforia is an innovative, youth-driven NGO. We are based in Switzerland with a community of volunteers in over 20 countries across three continents. euforia combines non-formal education and transformative learning methods to empower people whilst embarking on their own change-making journeys. We strongly believe in tackling global challenges through local commitments. euforia also creates transformational opportunities for a variety of organizations, from leading businesses such as PostFinance, Migros & Swisscom, to organizations and institutions such as the WWF & IDMC. We change the way they collaborate and innovate together. In recognition of our state-of-the-art approach and impact, we have been honored with awards from Ashoka, the UNESCO and the World Economic Forum.



2.2 Find here our new image film by our friends from REVERSIBLE film



2.3 Our values

Our organization was born out of a common need to make this world a better place. Our work is very purpose-driven to achieve greater impact and wellbeing on an individual, organizational and societal level. Our values are at the core of our daily work and have accompanied us throughout the past years and we are living them fully:



Dedication and impact

We are unsatisfied with the current world and dedicated to taking action and joining forces with unlikely allies in order to foster justice, respect and wellbeing for current and future generations.



Authenticity

euforia stands for idealism, creativity, passion, naivety, flexibility, subversiveness, diversity, spiciness and integrity.



Joie de vivre and Wholebeing

Fun, meaning, and friendship fuel us, but we do not hesitate to stand up for our personal needs.



Radical Collaboration

We give everyone the opportunity to reach their full potential within a context of inclusion, competence and openness.



Oops culture

Be ambitious, be courageous, dare to doubt of yourself and enjoy the right to fail.

3. What we achieved in 2018

Key facts & figures...



50+
trainings
and events



7
countries



24
cities



1112
participants

3.1 And in more detail

- 1 25 imp!acts** (Mexico City, FHNW, 3×Lima, Poznan, Lisbon, Geneva, Bern, 2×HSG, EDA spring school [former imp!act for refugees], St. Julien, Zurich, Lausanne, Île-de-France, Chachapoyas, Huacho, Cajamarca, Tacna, Chiclayo, Tingo María, Huancayo, Puno-Juliaca & Ica) & **4 (r)evolution labs** (2nd part 2017, St. Julien, Geneva & Zurich)
- 2 6 The Unleash Project** weekends & **1 Bootcamp** Summer Expedition for Transformative Leadership
- 3 26 Share & Grow** of which an ever growing number is organized with partner orgs, cuz it's just more fun 😊
- 4 7 Radical Collaboration** trainings
- 5 1 Leading with impact**

...and then **many other trainings & workshops** at conferences and for corporates

3.2 And in even more detail

1 (r)evolution lab and imp!acts in CH



In the first half of the year, 19 volunteers finished the 2017 (r)evolution lab programme cycle to get trained in Project Management and Facilitation in order to organize imp!act events in different Swiss cities. This resulted in imp!acts in Geneva, Lausanne, Zurich, Bern as well as a 5-days imp!act-like training for Eritrean refugees in Winterthur (EDA spring school, organized for the second time by our partner organization Eritreischer Medienbund Schweiz). Moreover, for the first time there was an imp!act especially for unemployed youth in St. Julien en Genevois. A total of 85 young people participated to these six trainings.

A new programme cycle of (r)evolution lab kicked off in September with 45 participants who started planning their imp!acts and community imp!acts for spring 2019. Thanks to a partnership with Be You Network, two teams of their community also took part and will organize a first imp!act-like workshop called BOWIE on LGBTIQ+ and Gender topics in Bern and Geneva.

University courses

Two imp!act events at the University of St. Gallen, one imp!act at the Fachhochschule Nordwestschweiz in Brugg and a 2-days leadership course at the HWZ Zurich add with a total of 100 students to the young people impacted by our programmes.

Nesrin & Houda Bourbia, Co-Founders, Backpack2school

imp!act offers a creative environment to develop an idea from scratch with likeminded people. Our educational initiative backpack2school was born at the FHNW imp!act in February 2018 and is now developing towards a meaningful organization that creates a lasting social impact in Switzerland, Algeria and beyond.

Luc Barriere-Constantin, Chair of the Board and Facilitator, The Constellation

For The Constellation working with euphoria is a sum of stimulating moments, a constant excitement and an ever-changing perspective of encounters and friendships. It is the meeting of committed, motivated people who share the same values on personal interactions and human development that have enriched our respective approaches and the training offered. We are confident that the coming months and years will further strengthen our relationship and open up new opportunities.

2 The Unleash Project



With The Unleash Project we aimed again at a co-creation of our own and external methodologies to empower individuals to recognize their transformative potential and become proactive leaders. In six weekends – co-created and co-hosted by euforia staff, volunteers and external facilitators – a total of 92 participants learned and exchanged about impact potential on the personal, team, institutional and societal levels. The topics ranged widely from Systems Thinking to Appreciative Leadership, power structures, voice and sounds, Teal organizations, SDGs and many more.

In addition to the weekend workshops, we prototyped a new Unleash format called Summer Expedition for Transformative Leadership. With a group of 9 people we spent 4.5 days in a beautiful house on the French countryside, learning and reflecting about leadership approaches as well as exploring the impact potential in our communities. The training was co-facilitated with our partner organization SERES from Guatemala.

**Corrina Grace,
Co-Founder SERES**

Partnering with euforia has been an exercise in what it truly means to live Radical Collaboration. Our work together has been a wonderful journey of shared leadership and learning - joyful, provocative, rich with lessons and experiences. I know that I personally as well as our team and our organization have benefited from this partnership in many ways, and it inspires me to imagine what could be possible in the world if we were able to build more collaborative relationships like this one. Thanks to everyone at euforia, and a special shout-out to Malika, a rock-star facilitator!

3 Share & Grow



The format of Share & Grow has proven to be an effective way to get in touch with euforia, our programmes and people while also diving deeper into methodologies. We, our volunteers and our external experts organized and facilitated a total of 26 Share & Grow. They took place in different Swiss cities around a wide range of topics, among others Grassroot Comics, sustainable consumption, Systems Constellations, authentic relationships, Strategic Questioning, Dragon Dreaming – to only mention a few.

4 Radical Collaboration



Often workplaces lack sufficient collaboration skills which wastes time and resources. They are less creative, have higher employee turnover, lower trust, longer lead times and lower employee satisfaction. The aim of our Radical Collaboration workshops (we offered 7 last year) is to establish a fully collaborative working culture by creating a high trust environment with mutual support, cooperation, healthy risk taking, honesty and openness.

Find here Jim Tamm's Ted-Talk on collaboration, Senior Judge and Radical Collaboration Co-Founder

5 Leading with impact



Historically *Leading with Impact* was our flagship corporate programme in the German speaking part of Switzerland and in 2018 we finally conducted one in the Romandie. Leading with Impact is a leadership and change management programme designed to develop collective leadership capacities across generations, departments, and teams in a company to tackle pressing challenges of our times and increase the overall performance. However, over the years we broadened our business services by developing innovative formats in areas of intergenerational collaboration, Leadership of the 21st century, team building, individual and organizational wellbeing as well as self-management and teal organizations. And hence, we conducted many other trainings and workshops at conferences such as the Social Innovation Summit, ALE & oikos etc. and for universities, NGOs and corporates such as HWZ, a team retreat & team dynamics workshop for Greenpeace, and also for the HSG, a team building workshop for UNITAR, a leadership workshop PWC, a HR Lab for Jobcloud and so on, just to name a few.

**Participant leadership
workshop PWC**

I appreciate the opportunity to participate in a soft skill course that provides a fresh prospective to the opportunities and threats relevant to our organisation.

4. Together we can do so much

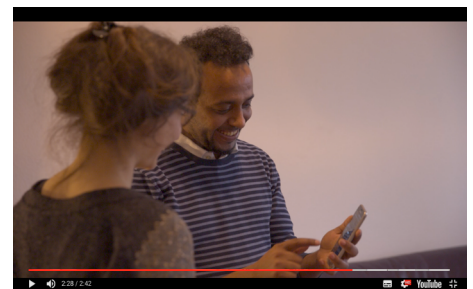
As you can see and as we also mentioned in the editorial note, our 2018 was all about **collaborations, adventures, partnerships, pilots & co-creations**, even more than in any of the years before – it was our red line, the common smallest denominator or whatever you want to call it. It was definitely magic and we still feel full of love and energy: **Together we can do so much...**

4.1 Within our euphoria family

It's for a reason we call our volunteers volunt*heroines/heroes – they truly are our heroines/heroes and our inspiration!!

In the past we always stated all their names in here, but you anyways know who you are. Hence, we decided rather than putting down your names we would like to share a few of the examples on how you all inspired us in 2018... and again THANK YOU FOR EVERYTHING. Without you all euphoria would definitely be small and super boring!!!!

Find here the video of our volunt'heroe Haile



Here the story of our amazing volunteers in Peru



Somos Uno: We're One - imp!act Peru 2018

9 events on a national level within 8 weeks, more than 500 persons/institutions¹ involved, 66 sustainable project proposals developed, 100% positive and empowered feedback - that's our 2018 record.

¹106 team members, 218 participants, 46 changemakers, 53 experts, 34 jury members, around 30 sponsors, 20 coaches



Participant imp!act Peru 2018

It's been a lot more than I expected: crazy, fun, without parameters. It helped me to find something I had been looking for so much time: my purpose. It gave me wings to take decisions, which were locked by fear. It has been definitely a life-time experience which I will not forget, ever.

And now, a few months later, we - the Peruvian imp!act coordinating team - are wondering how we could have ever managed all this, jointly with our local teams! Another proof for the contagiousness of the euphoria imp!act virus? Another proof that young people are yearning for tools and communities to contribute to positive changes in their societies? A new changemaker fever?!

Even though the Peruvian social ecosystem with a focus on changemaking and social entrepreneurship has gained incredible strength in the past 10 years: networks, awards, fellowships, university programs, start-up incubators, increasing private and public sector interest and support, social enterprises, media coverage etc., turning into a changemaker in Peru happened so far for many more by accident than consciously.

That's probably why imp!act, as a low-threshold program which inspires young people to act as changemakers in order to meet local challenges in a sustainable way, bridges a gap and is of such an importance in Peru: imp!act makes a contribution to grant access to EVERYONE to the change-making attitude and tools, and to normalize this way of living: WE ALL can be a responsible and worthy world citizen, and: it can be FUN!

What comes next?

In 2018 we organized 9 events in cities all over the country with a total of 218 participants; in addition, we implemented 4 local imp!act events with a total of 480 participants in cooperation with partner organizations... For 2019 we target the regional level with a goal of having 4 regional events that take place every year: North, East, Lima, South, in order to foster regional cooperation and networks.

In conclusion, it has been quite a rewarding and impactful learning trip so far! We do invite all of you to keep exploring and spreading the imp!act and changemaking spirit for the benefit of a sustainable living and sustainably treated Earth of which we are all part of!

Please reach out to euphoria if you wish to support imp!act Peru in which way whatsoever and we will gladly connect you with our Peruvian imp!act coordinating team 😊 or directly send them a message on FB: <https://www.facebook.com/impactperu/>

And if you are still not convinced that our volunt*heroines/heroes are super*heorines/heroes, please come to one of our Changemaker drinks or to a Share & Grow and experience the energy of these incredible talented guys.

4.2 With our partner organizations

Drosos Foundation has collaborated with euforia on various projects over the past years. The great commitment and the enthusiasm to break new ground, to question the given and to try new things with all consequence impress us time and again. As an established foundation with “classical structures”, the agility of euforia also presents us with challenges. The collaboration therefore is an invaluable learning field for us and it gives us pleasure to be inspired by the energy, the spirit and the unrestricted questioning of the existing of euforia. We are convinced that our world of work and our society need organisations like euforia!

**Madelaine Stalder, Head of Programmes,
Drosos Foundation**

La collaboration avec euforia a débuté lorsque Mathilde CHEVEE, élue jeunesse à la ville de Saint-Julien-en-Genevois, à découvert et participé à l'évènement imp!act Genève. Souhaitant développer des méthodes et approches innovantes sur la ville, tant auprès de nos publics que de nos partenaires, les savoir-faire d'euforia semblaient une réponse possible à nos besoins. L'attente première était de mobiliser de façon participative et innovante les acteurs clés de la jeunesse sur le territoire afin de créer une nouvelle dynamique, en partant des jeunes ! L'accompagnement et le travail mis en place depuis deux ans maintenant a véritablement permis d'inscrire ces méthodes et le projet imp!act dans le paysage local. Chacun a véritablement gagné en apprentissages, en compétences, en outils concrets, en savoirs-faires et savoirs-être : les jeunes organ-

Die Zusammenarbeit mit euforia erlebten wir als sehr inspirierend und ihre Kompetenzen als die perfekte Ergänzung zu unseren eigenen Ressourcen. Dank dem einzigartigen und befähigenden Bildungsplan von euforia und NETZWÄRK, haben unsere Teilnehmende deutlich an Selbstvertrauen gewonnen und können Problemstellungen lösungsorientiert angehen.

**Stephan Frey, NETZWÄRK,
Gründer und Geschäftsleiter**

**François David, Médiateur Jeunesse à DIVR'City,
Mairie de Saint-Julien-en-Genevois**

isateurs, les jeunes participants, mais aussi moi en tant que professionnel qui ai pu m'approprier ces techniques et ainsi les distiller auprès de l'équipe jeunesse de Saint-Julien.

Et la force de ce projet est que ce sont les jeunes qui le porte : ce sont les meilleurs ambassadeurs auprès des autres jeunes et également auprès des acteurs du territoire.

Pour en revenir à l'accompagnement d'euforia, je dois remercier Malika et Silène qui ont su partir de nos besoins et attentes pour adapter au mieux les programmes en prenant en compte les spécificités de nos publics, réfléchir ensemble aux pistes d'évolution, aux solutions à apporter tant au niveau global qu'au niveau local.

Pour terminer, le mot qui pourrait résumer notre expérience avec euforia est : ENSEMBLE.

4.3 With our clients

**Marina Hasler, Institute for Management,
University of Applied Sciences and Arts
Northwestern Switzerland (FHNW)**

Thanks to our collaboration with euforia for our course “Shape your future with imp!act” we can offer our students a unique, out-of-the box learning experience. The different workshop methods and inspiring atmosphere foster a high level of creativity, fun and team work. Thereby our students do not only increase their project management and market research skills, they also grow on a personal level.

**Lina Forest, Hospice Général,
Responsable des ressources humaines**

L'équipe euforia accompagne depuis février 2018, l'équipe gestion des ressources humaines de l'Hospice Général qui a souhaité se lancer dans l'expérience d'une gouvernance distribuée.

A travers euforia représentée par Yoko et Alessia et Malika, nous avons trouvé des personnes qui partagent nos valeurs de Bien être, respect, développement et de collaboration. Elles nous ont séduits par leur énergie, leur écoute, leur bienveillance et leur capacité à s'adapter. Elles nous ont proposé des activités qui nous ont permis de nous rassembler, de partager, de confronter nos idées. Nous avons pu être efficaces et prendre des décisions en équipe tout en restant dans le respect. Nous avons travaillé dans la joie et la bonne humeur, ce fut un plaisir. Nous avons pu également expérimenter des outils et des méthodes de travail suscitant l'intelligence collective ce qui a généré une dynamique d'équipe nouvelle et précieuse

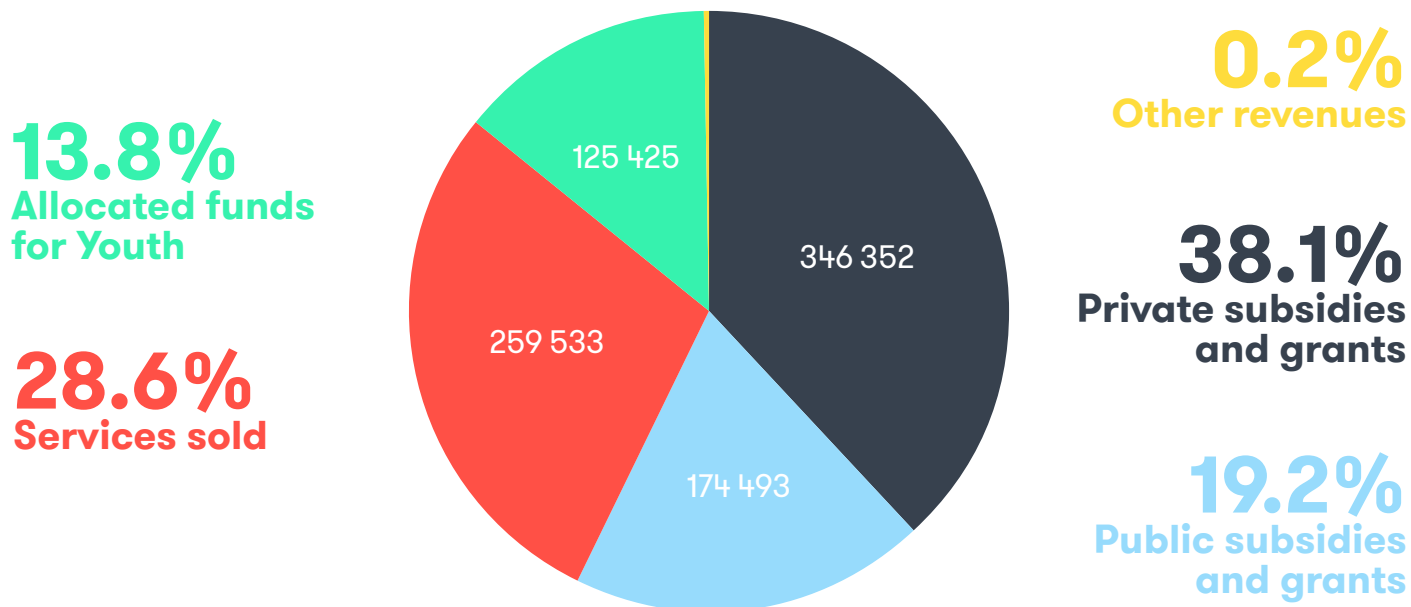
pour avancer vers la gouvernance distribuée. Parmi les différents consultants déjà rencontrés, euforia fait la différence à travers son ouverture, sa capacité à s'affranchir des préjugés, et son innovation. Alessia est particulièrement appréciée pour sa présence solaire et son écoute affûtée, elle a tout de suite su créer un lien de confiance avec l'équipe. Cette équipe est riche de par sa jeunesse et sa fraîcheur, mais quel professionnalisme ! La disponibilité et réactivité dont on fait preuve Yoko et Alessia ont été des facteurs de réussite précieux. Notre démarche est toujours en cours et est semée d'embûches, mais le soutien d'Alessia nous permet de garder le CAP et de rester optimistes.

L'accompagnement qu'offre euforia dans ce type de démarche et un accompagnement de proximité et très respectueux et vraiment novateur.

Un grand merci à toute l'équipe !

5. Our funds for 2018 and how we allocated them for those of you who fancy numbers ;)

Sources Funding - Total of CHF 907'903



Breakdown of expenses per projects - Total of CHF 907'903

3.7%

Other Commercial
trainings

2.6%

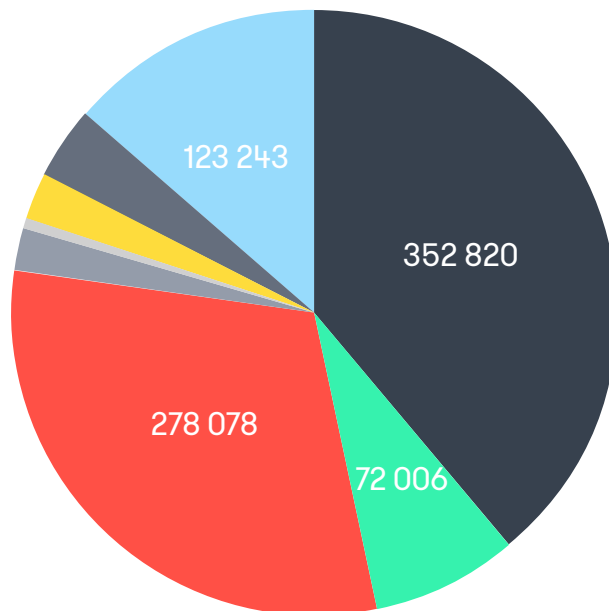
Radical
Collaboration
corporate

0.5%

Grants
to Impact
projects

2.2%

Marketplace



13.6%

Core
operations

38.9%

The Unleash
Project

7.9%

(r)evolution
Lab

28.6%

Mindfull
(Re)integration
prototypes

In 2018 as in recent years, euforia has been able to deploy more resources to its activities than its annual revenues thanks to allocated funds from previous years. However, the budget (again ca. 900k) we put together for 2019 aims at covering all expenses, as well as at generating a modest positive result so as to consolidate the association's reserves. Also, we will put a process in place to reflect the ZEWO principles in the presentation of our finances.

6. An euphoric thank you

Andrea, Anna, Anais, Arne, Chanti, Corrina, Haile, Jero, Jimm, Jürgen, Kurt, Lina, Lolli, Luc, Mario, Mathilde, Nathalie, Osi, Sidsel, Stephan, Theo, Yoko, Bundesamt für Sozialversicherungen / Office fédéral des assurances sociales, Drosos Stiftung, Ernst Göhner Stiftung, Fondation Hoffmann, Hirschmann Stiftung, Stiftung Mercator Schweiz, UBS Stiftung für Soziales und Ausbildung & Varietà.

**Thank you,
your euphoria crew**



