



The Impact Lab

Take action to the next level!

Insight Report

Lab meeting in Berlin, Germany, from 23rd to 25th October 2018

In contrast to previous Labs of the Global Leadership Academy, which all focused on specific issues like inclusive insurances, migration or human trafficking, the Impact Lab was first and foremost action-oriented and specifically designed for the alumni of the GLAC Community to further support them in their work of tackling the SDGs.



The Global Leadership Academy called for interested members of the GLAC Community from the three Community pillars – GLAC Leadership and Innovation Labs, Global Diplomacy Labs and the Transformation Thinkers Network – who have developed change ideas or initiatives individually or in teams within or outside of the Global Leadership Academy’s Leadership and Innovation Labs.

Together with the Impact Hub, the Global Leadership Academy designed a Lab that aimed at:

- Providing targeted support to take existing change initiatives to the next level
- Fostering individual innovation capacities
- Strengthening the global network of change-makers and innovators of the GLAC Community members

The Lab was set up to support the participants in re-framing the problem they are trying to tackle, in ideating their ideas, creating convincing messages to their target audiences, potential partners and funders, and breaking down the challenges in front of them into small, feasible steps that would take their projects to the next level.



From October 23 to October 25 2018, 23 change agents from the public, private and civil society sector from 14 countries, alumni of 9 different Lab formats came together in Berlin to kick off the Impact Lab at the Impact Hub Berlin.

After a warm welcome and some introductory games to break the ice, participants individually introduced themselves and their work, which was followed by a deck of cards exercise. In peer-to-peer feedback groups, each participant or group presented their deck of cards, which then helped them to generate a SWOT analysis (identifying the strengths, weaknesses, opportunities and threats) for their initiative.



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Before wrapping up day 1, the results and impressions of their work were shared among the group. This first day was rounded up by a treasure hunt to get to know Berlin and a dinner for some more informal networking.

Day 2 started with a circle of trust to talk about the participants' expectations and ensure that the Lab process was co-owned by everyone. After a fun energizer, the facilitators introduced the Impact Logic and talked the participants through the model using the example of Impact Hub. Afterwards, everybody immersed themselves into their initiatives again and started creating an Impact Logic for their own projects, which was followed by deriving actions and next steps from it for a subsequent Action Plan.

Given the action-oriented nature of this format, another useful model for taking projects to the next level and really putting them into practice, the Lean Canvas, was introduced. After some time to work individually or in the respective project teams, everybody paired up in groups again to receive peer-to-peer feedback on their work, which was the last exercise for the day.

The second evening consisted of a dinner at the grand Museum for Communication followed by a cultural night with some group games, creative vibes and Pakistani dance moves.

The third and last day of the Impact Lab started with reflections from the previous days and with setting the agenda for the day. The so-called unconference sessions tackled the issues communications, stakeholder engagement and funding, partially held by the participants themselves to support each other with their expertise after finishing off the Lean Canvas and the Impact Logic models from day 2. With new inputs from the respective unconference sessions and their peers, everybody collated the learnings from the previous exercises and days to refine and complement their individual action plans. The rest of the day was then dedicated to pitching their projects. After practicing their pitches and receiving feedback from their peers, all participants got the chance to record their pitches to later use these videos in the process of securing funding or promoting their initiatives. Before day 3 came to an end, a session on personal development and well-being was held, where everybody could share thoughts and also possible issues on their personal well-being with the group. Wrapping up the Impact Lab with a circle of appreciation and exchanging numbers, everybody made sure to keep in touch and further support each other.

Reflecting on the unique and inspiring atmosphere of the Lab, one participant stated: "I [...] am sometimes pessimistic about our world but being in groups like this, especially this group, makes me a bit more optimistic. You are doing something that everybody doesn't want you to do but we all know that it needs to be done. So I get inspired by you, I draw inspiration from that."



More impressions and information about the Lab:
www.we-do-change.org/what-we-do/the-impact-lab

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On behalf of the Federal Ministry
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