

INQA funding program for team and organisational development

We provide tailored support for you and your organisation to:

-  Actively involve employees and teams in change processes
-  Meet current and future challenges in a purpose- and solution-oriented manner
-  Establish agile and future-proof ways of working
-  Understand digitalisation as an opportunity and use tools and AI effectively
-  Strengthen leadership and collaboration through clear roles, responsibilities, and decision-making processes
-  Develop new business areas based on a learning and innovation culture

We are Unity Effect, a social enterprise from Bonn. We stand for experiential and action-oriented learning and support teams and organisations in development and transformation processes, in German and English, both on-site and online. Our programs and services combine innovative frameworks and methods from academia and practice. Within our team, we live and learn in our daily work what we then share as practical experience.

With us, you won't get dry theory, but applied practice:

-  Employees develop their own solutions with our support
-  Agile working phases allow for adjustments during the project period.
-  Conducted online, in person on site, or as a combination

80% of the costs are subsidised by the government.

That means:

- A daily rate of €1,200 only costs your (social) enterprise €240.
- Up to 12 consultation days of 8 hours each are possible.
- The support lasts for a maximum period of 7 months.
- Travel expenses and other costs are charged separately and are not subsidised.

 We will also guide you through the application process at the regional INQA advisory center. Contact us directly via email for more information and an initial consultation: johannes@unityeffect.net

Here's how it works

1. **Check eligibility for funding** and discuss the development program with supervisors, team or company management.
2. **Contact us:** To schedule an appointment, please reach out to johannes@unityeffect.net, to discuss your current situation and needs regarding team and organisational development.
3. **Initial consultation:** We will put you in touch with a regional INQA advisory center for a free 1-hour check to confirm your eligibility for funding. The advisory center will support you throughout the application process (approximately 2 hours of work) and issue an INQA coaching voucher once all documents have been reviewed.
4. Once the voucher has been issued, we will **start the consultation process together:**
 - The consultation and support process is carried out over a period of up to 7 months according to a defined, agile procedure.
 - All documents must be submitted digitally within one month of the coaching's completion. Reimbursement of 80% of eligible costs will then be granted. Proof of full payment of the invoice is required, meaning the company must initially cover the total costs.
 - After 3-6 months, a final meeting takes place with the INQA advisory center (without an INQA coach).

Who is eligible for funding?

- **Small and medium-sized enterprises (SMEs)** with headquarters and place of work in Germany (regardless of legal form and non-profit status)
 - fewer than 250 employees **and**
 - either an annual turnover of no more than 50 million euros **or** an annual balance sheet total of no more than 43 million euros
- **Meet the following criteria:**
 - The company must have been on the market for at least 2 years at the time of the initial consultation and voucher issuance, or for at least 5 years if the legal form has changed.
 - At least one person is employed full-time and subject to social security contributions.

These organisations are not eligible for funding

- Management consultancies that are active in the fields of personnel policy or work organisation
- The company has already received INQA coaching.
- The maximum amount of de minimis aid has already been exhausted (more than €300,000 over a period of the last three years).
- Municipal enterprises or companies with public participation (> 25 %)

Johannes Hochholzer, certified INQA coach

Johannes Hochholzer, facilitator and organisational development consultant, thrives in interdisciplinary settings. He has over 10 years of professional experience supporting transformation processes, team development, leadership development, and organisational development. He designs engaging workshops (both online and in-person) on corporate and organisational strategy, digitalisation and AI applications, as well as on successful collaboration



and establishing a healthy feedback and communication culture. He motivates and empowers individuals to take initiative and find their own creative and collaborative solutions. He has been part of the Unity Effect team since July 2023.

- M.Sc. in Biophysics
- 3.5 years of management for the conversion of a former monastery into a cooperative housing project (from strategy development and community building to property management)
- Leading the agile conception and software development for the neighborhood platform klink.app for managing shared resources
- Conception and implementation of leadership training programs
- Introductory events on social entrepreneurship at universities
- Systemic and humanistic training in leading and moderating groups at the Ruth Cohn Institute