Impact DAO training course

Below is an initial syllabus of the course. This is informed by years of applied research into building DAOs around public goods.

#### **Month 0**

We will lay the groundwork, write blog posts, Twitter threads, emails, build the course work, and all the things we need to do to ensure the greater community understands the project and that we have the coursework is a stable place before we start.

(Find 5 Impact DAOs to launch: 12 hours - Community Managers)

#### **Month 1**

We will measure interest from the active projects on the platform and choose times that will accommodate the most popular timezones. We will undoubtedly need to exclude one area of the world but will ensure they are included in future versions of this course.

##### **Workshop #1 - Kick off & MVV:**

##### (8 hr for MVP - Token engineer & Griff + 8 hours to run the course & grade homework - 1 Token engineer & Community managers)

We introduce the syllabus and learning opportunities to our first set of cohorts, as well as describe the purpose of a mission-vision-values documentation (MVV).

**Homework**: We create an initial MVV. Many projects may already have one, and it is fine if they just use what they already have.

##### **Workshop #2 - Mapping the Territory:**

##### (20 hr for MVP - DAO coordinator & Griff + 8 hours to run the course & grade homework - DAO coordinator & Community managers)

Why? What value does mapping your stakeholders add to your community? What decisions can be valuable to distribute to your community and what decisions shouldn’t be? What tools do we have at our disposal for polycentric governance? We will introduce a variety of coordination mechanisms that can be used like Snapshot, Pairwise, Tokenlog, quadratic funding, delegation, elections, and more and show people how to map their decision-making process.

**Homework #1**: Go play with these various tools: setup Metamask, get gas money (which we will provide), create votes, dig deep and see what you like.

**Homework #2**: Create a list of decisions that make sense for your DAO to decide and a list of decisions that should stay in smaller teams.

##### **Workshop #3 - Recognize Past Capital, Labor & Expertise:**

##### (8 hr for MVP - Token engineer & Griff + 8 hours to run the course & grade homework - Token engineer & Community managers)

We introduce the concept of giving voice to past contributors and experts who have helped the project.

**Homework**: Create a ranked list of contributors and a ranked list of experts, as well as a detailed list of capital contributions. Reach out to those lists and ask them to also provide a ranked list of relevant contributors that they know about.

We hold open office hours twice a week every week.

(9 hours - Community managers)

#### **Month 2**

##### **Workshop #4 - Recognize Beneficiaries:**

##### (8 hr for MVP - Communication specialist & Griff + 8 hours to run the course & grade homework - Communication specialist & Community managers)

We hold a workshop focused on developing a strategy for giving voice to the beneficiaries of the charity (e.g., the people experiencing homelessness that benefit from the services of a shelter) as well as their community of experts and past contributors using web3 delegates (the human bridge), direct rep token allocations, surveys and other strategies that can be tailored to each projects unique needs.

**Homework**: Create a ranked list of beneficiaries. For each identified stakeholder in all the stakeholder groups (capital, labor, expertise, beneficiaries), describe the strategy for enabling them to participate.

##### **Workshop #5 - Maintaining Engagement:**

##### (8 hr for MVP - Community manager & Griff + 8 hours to run the course & grade homework - Community managers)

We hold a workshop on community engagement strategies. In this workshop, the various projects will mostly learn from each other about what has worked, what will work and what hasn’t.

**Homework**: For each stakeholder, describe a strategy for how they will be engaged and for a small sample set, propose these strategies directly to those stakeholders to verify if it will work for them.

##### **Workshop #6 - Reward Systems:**

##### (16 hr for MVP - Token engineer & Griff + 12 hours to run the course & grade homework - Token engineer & Community managers**)**

We hold a workshop to overview the pros and cons of the various SBT distribution systems in web3 (e.g., Praise, Coordinape, Goveryn, POAPs, Otterspace, etc.) and discuss strategies for continually rewarding stakeholders, discussing requirements like POAP designs or Praise quantifications and complex topics like inflation and social second order effects.

**Homework**: Create an initial spec for your project's reputation system, including initial distribution and plan for continued distribution.

##### **Closing the Group - Not Everyone is Ready for a DAO:**

To start, these sessions will be open to the public; the homework will be graded, and if projects do not complete the class assignments, they will not be invited to the next section of the course. They can watch online as everything will be published there, and they can enroll in the next cohort. We will trim the group size at this stage to a manageable size.

##### **1:1 Sessions - With Us & P2P:**

##### (24 hours to run the course & grade homework - Everyone)

The fundamentals have been sorted; the potential DAO founders have proven they are ready; now it is time for peer-to-peer feedback as well as sessions with our experts to help them review their design spec tailored for their unique set of stakeholders. Multiple sessions will be needed with each group. The goal will be to iterate on their DAO design to get it to a good place.

**Homework**: Create 5-minute (max.) video outlining how they will design their DAO to accompany their design spec.

We hold open office hours twice a week every week.

(9 hours - Community managers)

#### **Month 3**

##### **Presentations #1 - Initial Design:**

##### (4 hours to run the course - Everyone**)**

Each project will present their impact DAO design to the group for live Q&A feedback.

**Homework**: Give detailed feedback to at least 5 other projects about how you would improve their impact DAO design.

##### **1:1 Sessions - With Us & P2P:**

##### (16 hours to run the course - Everyone)

The fundamentals have been sorted; the potential DAO founders have proven they are ready; now it is time for peer-to-peer feedback as well as sessions with our experts to help them review their design spec tailored for their unique set of stakeholders. Multiple sessions will be needed with each group. The goal will be to iterate on their DAO design to get it to a good place.

**Homework**: Finalize your design and create another 5-minute (max.) video but this one being a pitch video outlining how as an impact DAO they will be able to better accomplish their goals.

##### **Presentations #2 - Final Design:**

##### (4 hours to run the course - Everyone**)**

Each project will present their final impact DAO design to the group.

**Homework:** Make at least 3 social media posts (Twitter threads ideally) about your favorite 3 impact DAOs (that are not your own).

##### **Quadratic Funding Round:**

##### **(Not doing for MVP)**

At the end of every course we will have a quadratic funding round for the impact DAOs that succeeded at graduating. Giveth will fundraise for this and ensure there is a large enough matching pool that it will incentivize the projects to complete the course.