

What is EOS?

EOS stands for the **Entrepreneurial Operating System** — a set of tools and practices that help Unicis stay focused, aligned, and executing on our vision. It is the operating system for how we run the company.

If you are new to EOS, do not worry. This page explains the core concepts in plain language.

Already familiar with EOS? Jump to [the V/TO](#), [Scorecard](#), or [Traction](#).

The Six Components of EOS

EOS is built on six components that form a complete management system. At Unicis, we have documented all six in the handbook.

Component	What it means	Where to find it
Vision	Where we are going and why — our purpose, values, and long-term targets.	V/TO page
People	Having the right people in the right seats.	Leadership page
Data	Measuring what matters with objective numbers, not gut feel.	Scorecard page
Issues	Surfacing and solving problems systematically.	Traction page
Process	Documenting how we do things so we can be consistent.	Core Processes
Traction	Turning vision into execution through Rocks and meetings.	Traction page

How Unicis Uses EOS Daily

EOS is not a theoretical framework — it is part of every week at Unicis. Here is how it shows up:

Weekly: Level 10 Meeting (L10)

Every Monday at 10:00 CET, the team meets for 90 minutes to review the Scorecard, check progress on Rocks, and solve issues using the IDS (Identify-Discuss-Solve) method. The meeting follows a fixed agenda — no surprises, no tangents.

→ Full details on [the L10 meeting](#).

Quarterly: Quarterly Session

Every 3 months, the leadership team spends a half-day reviewing the V/TO, assessing Rocks (Done or Not Done), and setting new priorities for the next quarter.

Annually: Annual Planning

Once a year, the leadership team rewrites the V/TO, sets the Annual Rocks, and reviews the 3-Year Picture.

Ongoing: Scorecard

Every week, each metric owner updates their number on the Scorecard. Green means on track. Red means it goes on the Issues List for the next L10 meeting.

Key EOS Terms

If you hear these terms in meetings, here is what they mean:

Term	Quick definition
Rock	A quarterly priority. SMART. Either Done or Not Done at quarter end.
V/TO	Vision/Traction Organizer — our single-page plan.
L10	The weekly 90-minute execution meeting.
IDS	Identify, Discuss, Solve — how we resolve issues.
Scorecard	Weekly business health numbers with one owner per metric.
Issues List	A running list of everything that needs solving.
Accountability Chart	Who is in which seat, with clear responsibilities.
Rocks, Sand, Pebbles	Rocks = quarterly priorities. Sand = daily tasks. Pebbles = smaller projects. Big rocks first.

A full glossary of all company terms is on the [Glossary page](#).

What EOS Is Not

- It is not a cult. It is a practical toolkit.
- It is not rigid. We adapt it to our size and context.
- It is not for micromanagement. It creates clarity so everyone can work autonomously.
- It is not about more meetings. The L10 replaces ad-hoc status meetings with one structured hour.

Start Here If You Are New

1. Read the [V/TO](#) — understand where we are going.
2. Read the [Traction page](#) — understand how we execute weekly.
3. Read about [the Scorecard](#) — understand how we measure success.
4. Ask your manager if you are unsure about anything. EOS works best when everyone understands it.

First introduced at Unicis: Q2 2026 | → [V/TO](#) | → [Scorecard](#) | → [Traction](#) | → [Glossary](#)

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