

Glossary

Commonly used terms at Unicis. If you hear an acronym you do not recognise, check here first.

Tip: Bookmark this page or suggest new terms by messaging Predrag on Element.

EOS (Entrepreneurial Operating System) Terms

Term	Meaning
Accountability Chart	An org chart organised by function (seats), not by people.
Annual Planning	Full-day session once per year to rewrite the V/TO and set Annual Rocks.
Core Values	The 5 values that describe how Unicis already operates at its best: Openness by default, Trust through compliance, Small team big ownership, EU-first mindset, Honest over comfortable. See V/TO .
IDS	Identify, Discuss, Solve — the structured 3-step process used in L10 meetings to resolve issues. An issue is not solved until it has a To-Do with a named owner and a due date.
Issues List	A running log of obstacles, opportunities, disagreements, and open questions. Maintained in OpenProject and worked through in every L10 meeting.
L10 (Level 10 Meeting)	The weekly 90-minute execution meeting with a fixed 7-segment agenda: Segue, Scorecard, Rocks, Headlines, To-Dos, IDS, Conclude. Rated out of 10 at the end.
Quarterly Session	Half-day meeting at the start of each quarter to review Rocks, update the V/TO, and set new priorities.
Rock	A company-level quarterly priority. SMART, takes the full quarter, and is either Done or Not Done — no partial credit. Each person has 1-7 Rocks (3 is ideal).
Scorecard	A weekly snapshot of business health metrics. Each metric has one owner and a weekly target. Red metrics go on the Issues List. Goal: 13 consecutive weeks of green. See Scorecard .
Segue	The first 5 minutes of an L10 meeting where each person shares one piece of good news (personal or professional) to set a positive tone.
V/TO (Vision/Traction Organizer)	The single source of truth for where Unicis is going and how we will get there. Contains Core Values, Core Focus, 10-Year Target, 3-Year Picture, 1-Year Plan, and Marketing Strategy.

Company Terms

Term	Meaning
BE (Business Edition)	The proprietary version of the Unicis Platform with enterprise features. Hosted on GitLab.
CE (Community Edition)	The open-source version of the Unicis Platform. Hosted on GitHub.
DRI	Directly Responsible Individual — the single person accountable for a given area, tool, or process. Not necessarily the person doing the work.
EOS	Entrepreneurial Operating System — the management framework Unicis uses to run the company (V/TO, Rocks, L10 meetings, Scorecard).
Unician	A member of the Unicis team (employee, contractor, or core contributor).

Security & Compliance Terms

Term	Meaning
DPA	Data Processing Agreement — a contract outlining how customer data is processed and protected.

Term	Meaning
MVSP	Minimum Viable Secure Product — the baseline security controls Unicis uses for all products and services. See Controls .
MNDA	Mutual Non-Disclosure Agreement — a contract protecting confidential information shared between Unicis and another party.
SBOM	Software Bill of Materials — a formal record of all components and dependencies in a software product.
SOC	Security Operations Centre — the systems and processes for monitoring and responding to security incidents. See SOC Plan .
SoA	Statement of Applicability — a document listing which controls from a security framework apply to the organisation.
ToM	Technical and Organisational Measures — the security and privacy measures implemented to protect data.

Development Terms

Term	Meaning
CalVer	Calendar Versioning — the versioning scheme used for Unicis Platform (e.g. v2026-05).
CI/CD	Continuous Integration and Continuous Deployment — automated pipelines for building, testing, and deploying software.
DAST	Dynamic Application Security Testing — automated security scanning of running applications.
GA	General Availability — the official stable release of a software product.
PR	Pull Request — a proposal to merge a set of code changes from one branch into another.
QA	Quality Assurance — the process of testing software to ensure it meets requirements and is free of defects.
SAST	Static Application Security Testing — automated security scanning of source code.
SDLC	Software Development Lifecycle — the stages of software development from planning to release. See SDLC .

General Business Terms

Term	Meaning
API	Application Programming Interface — a software intermediary that allows applications to communicate with each other.
GRC	Governance, Risk, and Compliance — the integrated approach to managing these three disciplines.
OKR	Objectives and Key Results — a goal-setting framework used to track objectives and measurable outcomes.
SLA	Service Level Agreement — a commitment defining expected response and resolution times for support requests.

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