Cohere+: Summary of the SenseMaker® Application

The method in a nutshell..... 2
From the research questions to making patterns and narratives visible.. 2
Signifier Development..... 2
A word on Sensemaking..... 3

Results:..... 4
a)Collective patterns in different settings..... 4
b)Zooming in on the Individual stories - Core themes (Analysis with AI). 6
c)Wordclouds: Sense of coherence vs falling out of coherence..... 6
d)Main Differences between IDG stories and those from other movements..... 8

Insight: Coherence, Cohesion & Tension handling..... 9
What "outliers" reveal about a system..... 10

Annexes:
Zooming in on the Individual stories - More Details and Examples..... 13
Most important contribution to coherence in groups
Awareness of importance of coherence in individual stories
All stories and taglines

The method in a nutshell

The main digital tool for exploring coherence during the IDG summit; Holomovement and in other networks was a so-called SenseMaker capture (by Cynefin Company). This digital in-depth survey invites participants to share real-life stories, anecdotes, and experiences about a given topic and, in a second step, to evaluate these and make sense of them in a number of fields of tension between different values (for example “Does your story relate more to self – a group – or the larger system?”, see Figure 24.6 above). By having respondents (and not the “experts”) evaluate their own experiences, the SenseMaker software allows to generate both quantitatively relevant and meaningful qualitative data in and about complex human systems which are much better at mirroring the underlying needs, beliefs and expectations than more unidimensional, linear surveys. The collective patterns that become visible as a result of a SenseMaker survey can then be subject to joint sensemaking, enabling the respective system “to see itself”.

The actual data provided in this article to show the kind of representation that Sensemaker offers, but does not provide an in-depth sensemaking of the data collected, as most relevant data and meaning-making thereof has been included in the IDG book-chapter 23 “Deepcasting the IDGs - Exploring the cross-dimensional quality of coherence”. A collective sensemaking of the very participant group at the IDG summit 2023 where most of the stories were collected, was not feasible, due to tight agenda setting of the programme.

From the research questions to making patterns and narratives visible

Signifier development – (Evaluation frame for the participant and the question holder)

Collection of real-life stories related to experiences in people’s networks and communities

Participants making sense of their own story (through signifier prompts during story input)

Automatic dashboard **display of collective patterns** and providing access to the single stories

Different networks/movements, different collective patterns

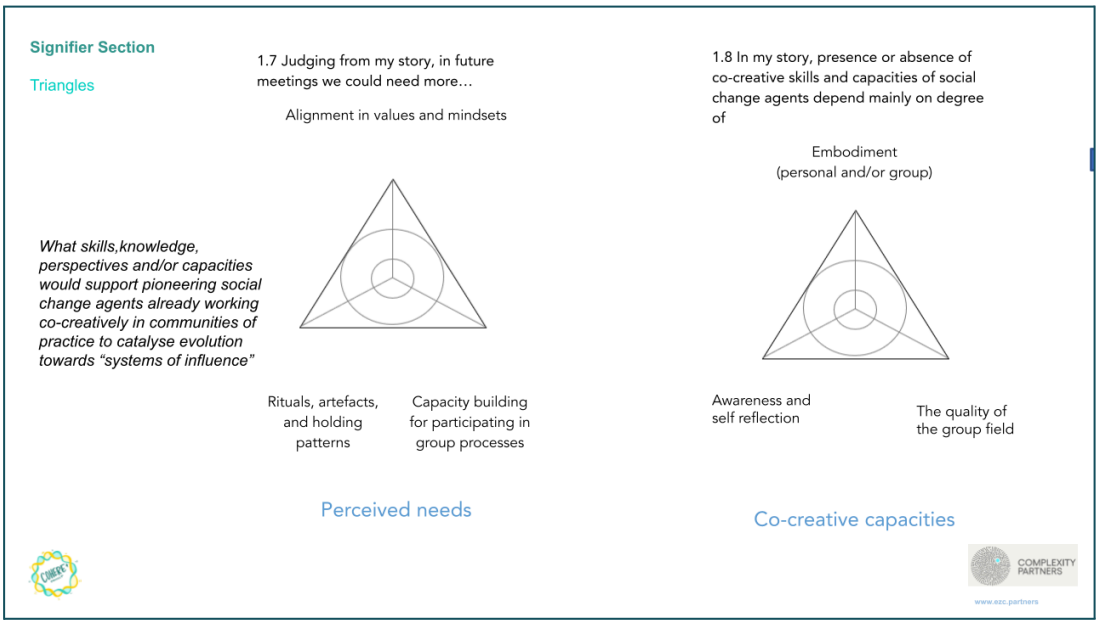
Results: **Patterns** connected to real-life stories - rich data - quantitative+qualitative

Results: Zooming in on the **individual Experiences/Stories**

Signifier Development

Is a specificity of the sensemaker tool. The intention is to not collapse possible answers into a simple scale of 1 to 5, but to create a framework that keeps the ambiguity of our life experiences and requires the participant to really take a moment to look at and sense into the experience and the evaluation thereof (cognitive activation)

Signifier development is an art, that requires quite a number of iterations before the complexity and different perspectives around the topic at hand has been well enough explored by the project team and has a chance to produce relevant and meaningful data. See below for an example



A word on Sensemaking

When working with the SenseMaker technology, there are at least two distinct moments for sensemaking:

a) the **individual sensemaking** that occurs when a person is invited to share (anonymously) a real-life experience, anecdote, story, narrative about the topic at hand, e.g. groups dynamics and then step back from that experience and evaluate it themselves (not any expert) against a number of carefully designed so-called signifiers/context/framing

b) the **collective sensemaking** that is possible as soon as enough people have introduced their authentic "stories" and their personal evaluation. The collective patterns that show up are then the basis for a dialogue between participants. If allowed to happen in a co-creative setting, this surfaces n**ew layers of meaning, blind-spots, un-noticed patterns and trends as well as directions for action and innovative thought,** that without this layer of **collective enquiry** combined with the actual stories would **go unnoticed**

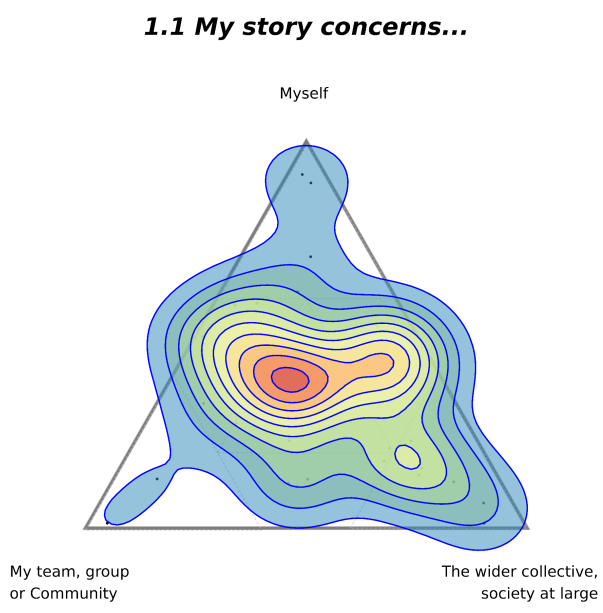
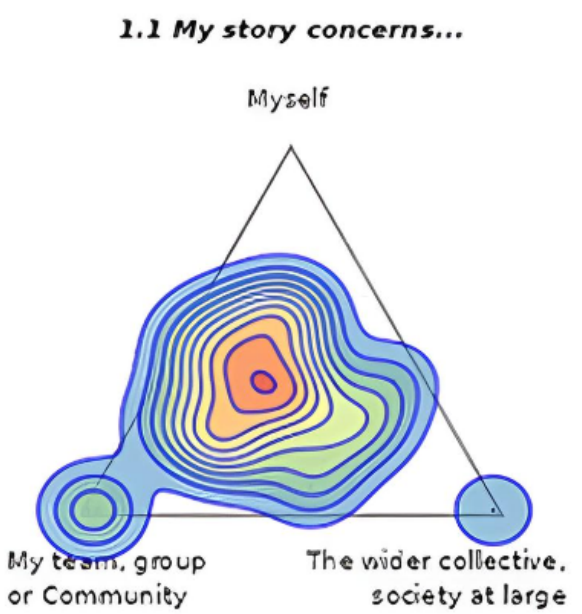
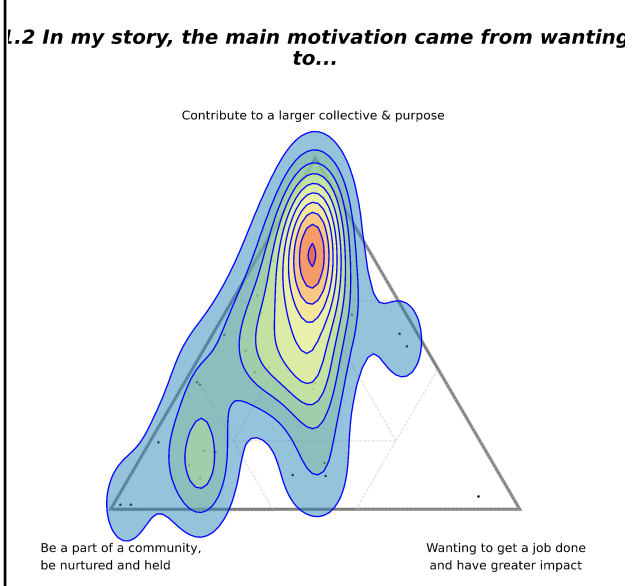
This method is also very useful in **highly heterogenous groups** that would like to find a way to cooperate and move jointly forward in direction of their purpose, as it goes deliberately beyond group think and welcomes the diversity of ideas, experiences and narratives.

Results

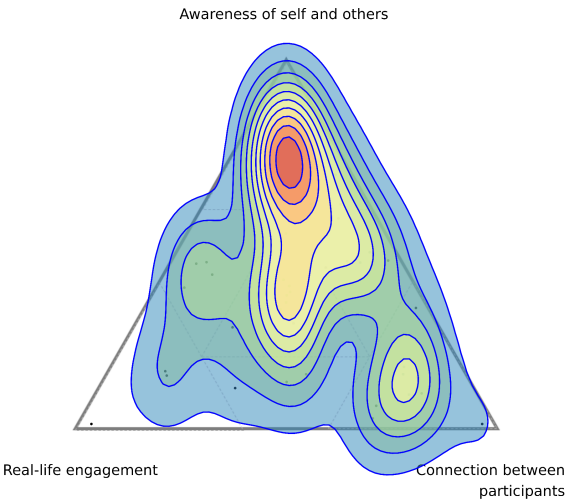
Collective patterns in different settings

Comparison Triads Heatmaps IDG vs Other groups

The following graphs show the collective patterns deriving from the individual evaluation of the experiences/stories that the participants carried out, when invited to share a story via the Sensemaker app. In the dashboard it is possible to zoom into the underlying narratives.

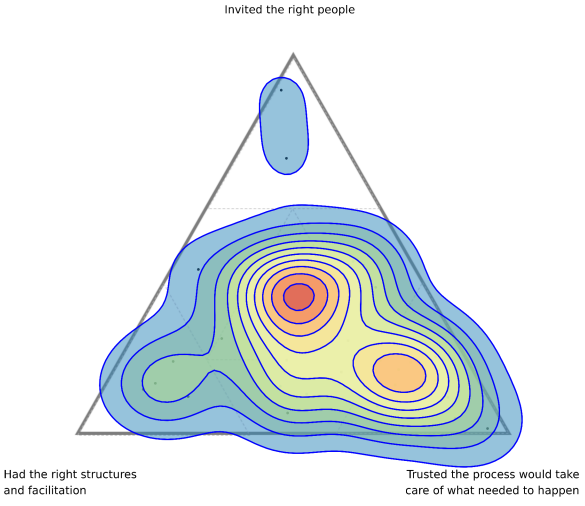
IDG Community	Participants of other groups
	
	

1.3 In my story, what happened led to more...

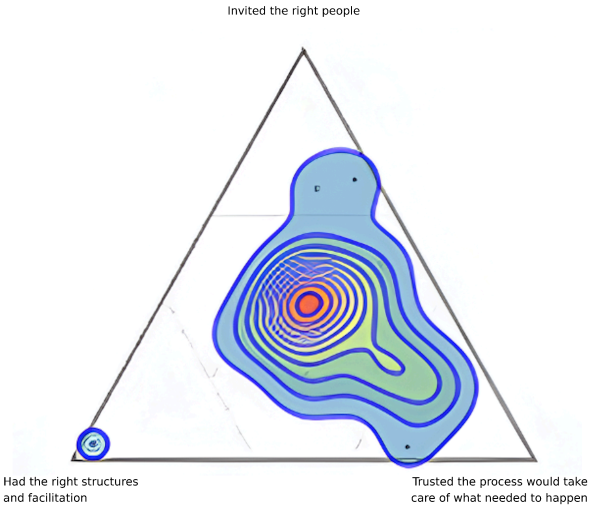


1.3 In my story, what happened led to more...

1.4 Relating to my story, I feel we...



1.4 Relating to my story, I feel we...



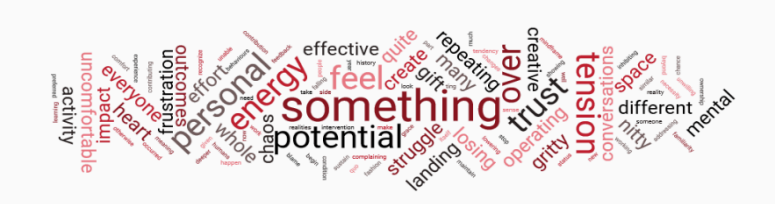
Question to the reader:
When looking at the different graphs and distribution of the patterns what do you see and what sense do you make of it. We love to hear from you! (bettina.geiken@ifis-freiburg.de

Zooming in on the **Individual stories - Core themes** (Analysis with AI)

IDG	Other Networks, incl. Holomovement
1. **Authentic Connection and Vulnerability** as the foundation for trust and belonging. 2. **Collective Rituals and Embodied Practices** as tools for unity and energy. 3. **Inclusion and Diversity** as both a challenge and an opportunity for growth. 4. **Language and Communication** as a double-edged sword in heart-centered work. 5. **Safe Spaces and Psychological Safety** as prerequisites for coherence and collaboration.	1. **Authenticity and Vulnerability** as foundations for trust. 2. **Tensions as Catalysts** for deeper coherence and innovation. 3. **Self-Organization and Co-Creation** as essential but challenging. 4. **Embodied Awareness** as a tool for personal and collective alignment. 5. **Leadership and Power Dynamics** as make-or-break factors for group success.
See more detail at the end of this document	

Wordclouds: Sense of coherence vs falling out of coherence

When asked what to describe the sense of coherence and falling out of coherence was, these are the wordclouds of answers.

	IDG	Other networks, incl Holomovement
Coherence		
Incoherence		

Main Differences between IDG stories and those from other movements

The **three biggest differences** between **IDG stories** and those from other movements (for simplicity sake: Cohere+ stories) are:

1. Focus on Inclusion and Diversity:
    - The **IDG workshop stories** place a **strong emphasis on inclusion, diversity, and psychological safety**, recognizing the need to burst the "bubble" of privilege and engage more diverse voices. Participants highlight the **challenge of addressing dissonance constructively** and the **fear of conflict** within the community.
    - The **Cohere+ stories**, while also valuing authenticity and vulnerability, focus more on the **internal dynamics of groups** and the role of **embodied practices and self-organization** in fostering coherence and trust.
2. Role of Language and Communication:
    - The **IDG workshop stories** emphasize the **tension between precise language and heart-centered communication**, highlighting the need for **clear and inclusive language** to create common ground. Participants describe the **power of language to both connect and divide**, and the importance of **safe spaces** where participants feel heard and respected.
    - The **Cohere+ stories** focus more on the **role of embodied practices, such as grounding and breathwork**, in maintaining personal coherence and group resonance. While communication is important, the emphasis is on **nonverbal and somatic ways of connecting**.
3. Emphasis on Collective Rituals and Embodied Practices:
    - The **IDG workshop stories** highlight the **transformative power of collective rituals**, such as dance, music, and artistic expressions, in creating moments of **collective alignment, joy, and energy**. These experiences help dissolve separation and foster a sense of **unity and shared purpose**.
    - The **Cohere+ stories** also value embodied practices but focus more on their role in **personal and collective alignment** within the context of **self-organization and co-creation**. The emphasis is on **maintaining coherence and enhancing group resonance** through **grounding, breathwork, and movement**.

Insight: Coherence, Cohesion & Tension handling

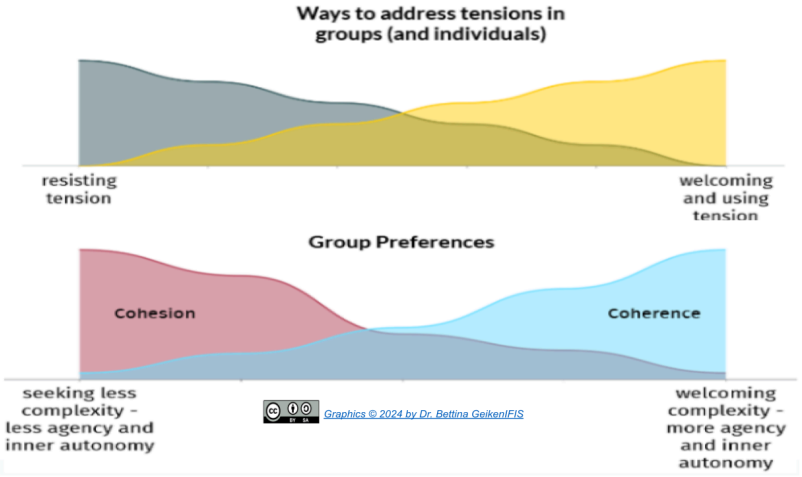
The Cohere+ project team with all partners explored jointly the results of the Sensemaker Captures, and the topics it was pointing towards.

What stood out was that there seems to be a connection between the willingness to welcome tension in a group (and in an individual) and the potential for coherence to manifest in the group, once the tension are used as information, integrated individually or as a group and/or are being used creatively to **uncover the "wisdom in the tensions"**

Below is a summary of our findings:

Major insight from Sensemaker Research
Coherence versus Cohesion

The degree of **openness towards tension**, dissonance, frustration, and chaos are **indicators of a group/system's potential for coherence.**



Coherence versus Cohesion - Key characteristics

Coherence

- **Definition**: A dynamic state of clarity and flow that emerges within complex adaptive systems (like groups) when individual filters, assumptions, and cultural differences have been "burned away." and/or when individuals with high personal coherence and intentionality come together
- **Essence**: It enables **deep collective inquiry**, fresh insight, and creative prototyping.
- **Characteristics**:
  Emergent, not instantly designable.
  - Rooted in sensory, emotional, and conceptual clarity.
  - Requires time and intentional processes
  - Can be disrupted and re-entered through diversity and open inquiry.

• Any **journey into coherence** goes in stages, including periods of dissonance, tension and decoherence. **Working through** periods of "decoherence" and **tension is necessary.**

Cohesion

- **Definition**: The bonding, stickiness, and sense of belonging within a group — the "us" identity.
- **Essence**: It supports **group stability, identity, and shared language**.
- **Characteristics**:
  - Based on ritual, shared culture, and belonging.
  - Useful for continuity and action-taking.
  - Can hinder novelty and deep inquiry if not disrupted.
  - Tends to resist change and challenge to group norms

What "outliers" reveal about a system

Exploring (in)coherence in communities of change agents using Sensemaker®.

This article has been published earlier by IFIS as part of the monthly blog posts and as part of the activities in the Cohere+ project. Here we focus specifically on the "outliers". which can reveal an often overlooked amount of information about the system at hand.

As part of our EU-Erasmus+ project **Cohere+**, and supported by the associate partner Cynefin Company, a **Sensemaker® capture**** was designed in order to tap into hidden assumptions, underlying patterns, and unarticulated needs around the topic of coherence. A number of communities and movements of change agents participated, in particular participants of Inner Development Goals Summit 2023, participants of the Holomovement meeting in 2024 and other groups and networks. In total, 110 stories could be collected.

Sensemaker® collects real-life stories, experiences, anecdotes, and narratives of participants and then asks them to step back and evaluate their own stories. This allows for **direct individual sensemaking** of the lived experience. Subsequently, the aggregated data from all entries highlight **collective patterns,** these are used for **collective sensemaking.**

A number of findings have already been published as part of the chapter 24 **"Deepcasting the IDGs - Exploring the cross-dimensional quality of coherence"** in the book IDG: Stories of Collective Leadership in Action, Volume 2: From "We" to "Systems Change" (De Gruyter Brill).

The following text summarizes core elements of a live sensemaking session by Bettina Geiken and Anne Caspari who jointly looked at the data.

In this sensemaking session, we focused on so-called **"outliers"**, which are those responses and stories that are seem outside the majority of responses and patterns (indicated as triads and dyads below) and which can reveal an often overlooked amount of information about the system or topic at hand.

"Most stories are positive, very positive or mixed. And then there are 9 very negative stories out of around 110. So this is an **outlier group** —which makes it particularly interesting. It's a mixed group, geographically and professionally (citizens, consultants, NGOs, entrepreneurs), with a diversity of age and more female than male voices.

The tensions they describe are mostly internal — **conflicts within the self** or between the self and the wider collective. If we look at the triads and dyads (where patterns emerge beyond individual stories), a few things stand out:

- There was no strong trend toward growing awareness in relation to others.
- People were less concerned about "having the right people" and more about having the right structures, facilitation, and process.

One key polarity appears in section 2.1: “My main concern is to stay true to myself and my truth” versus “to be part of a generative community.” These are often felt as opposing needs. Negotiating healthy self-boundaries in a strong community space often creates tension.

Not everyone can manage this balance. In intentional communities especially, individuals sometimes sacrifice aspects of selfhood to remain included.

In this dataset, many stories align with the struggle to **stay true to oneself while navigating community belonging.** This can reflect either:

- an internal challenge with navigating that space, or
- a community that is itself overwhelming or misaligned.

Section 2.3 shows that **tensions were mostly ignored or suppressed**. In 6 out of 8 stories, tensions weren’t addressed, indicating discomfort either with specific people or with the process.

For instance, one story from Belgium highlights the tension between “making sense” and “moving to action.” Another speaks of criticism of IDGs that led to only polite conversation—missing the heat or intensity the storyteller needed.

There’s also a strong theme of **personal safety.** One person wrote of choosing separation while longing for connection. The process didn’t offer enough safety for them to feel included, despite external signals of belonging.

Another story described the difficulty in **processing anger and the weight of today’s world—capturing feelings of hopelessness and how hard it is to digest such emotions.**

Many negative stories involve themes like:

- feeling lost
- lack of clarity on next steps
- desire for aligned action, but no follow-through

E.g. some people describe magical moments of emergence or presence, but then say: “the next steps were never clear” or “nothing happened after.”

There is also a gap between the desire to **contribute to something bigger and the reality of taking action**.

Several stories reflect **ambivalence:**

- “I want to serve the collective”
- “I want to be nurtured”

Only few stories land on “I take action” or “I get things done.”This may point to a need for support in building aligned agency—especially between gatherings or outside structured group moments.

Overall, considering all stories, they rarely seem to identify task-oriented goals. This suggests that in **coherent or emerging spaces, relationships and safety are prioritized—possibly at the expense of action.** That might be why we see fewer stories about agency and execution.

This is precisely what the project aimed to address: **how to help changemakers move from connected intention to aligned action.**

Overall, the **emotional vocabulary** around **"falling out of coherence"** is richer than that around "coherence itself". People seem more able to describe disconnection than deep presence or flow, which are rarer experiences and harder to articulate.

To sum up, the stories marked as “negative” show the following recurring themes:

1. **Personal triggers and emotional discomfort** – Often from interpersonal interactions or group dynamics.
2. **Tensions not addressed** – Especially when people suppress conflict or difficult feelings.
3. **Disconnection from agency** – Feelings of being lost, confused, or passive between gatherings.
4. **Unmet expectations in facilitation** – A mismatch between hopes for coherence and what actually happens.
5. **Reflections on ego and coherence** – The tension between personal patterns and collective flow

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Annex: Zooming in on the Individual stories - More Details and Examples

(Analysis with AI)

IDG	Other Networks, incl. Holomovement
From the real-life experiences shared at the IDG workshop, the following 3-5 most important topics/experiences emerge as central themes for change-makers in transformative movements: **1. Authentic Connection and Vulnerability** ● **Key Insight: Deep, heartfelt connections** and the willingness to be vulnerable are foundational for **trust, belonging, and collective coherence**. Many stories highlight moments where **authentic sharing, emotional openness, and presence** led to transformative experiences. ● **Examples:** ○ A group of women fully feeling and witnessing each other, dissolving barriers, and opening hearts. ○ A powerful conversation during lunch that felt like "unconditional love" and brought healing. ○ Participants feeling safe to share personal struggles and ask for help, creating a sense of inclusion and support. **2. Tensions Between Inclusion and Exclusion**	From the collection of real-life experiences in the Cohere+ stories, the following 3-5 most important topics/experiences emerge as central themes for change-makers in transformative movements: **1. Authenticity and Vulnerability in Group Dynamics** ● **Key Insight:** Authenticity and the willingness to be vulnerable are critical for **deepening trust, connection, and coherence** in groups. Many stories highlight moments where **personal sharing, emotional openness, or addressing shadows** led to breakthroughs in group processes. ● **Examples:** ○ Participants feeling uncomfortable with exercises that didn't explicitly ask for consent but ultimately led to deeper connections. ○ A facilitator being challenged by group anger, which led to a more authentic and transformative space. ○ The tension between personal truth and group belonging, and how navigating this tension can either disrupt or enhance group coherence.

- **Key Insight:** There is a **strong desire for diversity and inclusion**, but many participants also recognize the **challenges of creating spaces that truly welcome everyone**. The IDG community is often described as a "bubble" of privileged, middle-aged, Western individuals, raising questions about **how to burst this bubble** and engage more diverse voices.
- **Examples:**
  - The observation that the IDG community is mostly **white, middle-aged, and Western**, with a call to include **younger people, people of color, and those from the Global South**.
  - The struggle to **address dissonance and conflict** in ways that allow the community to learn and grow, rather than avoiding tension to maintain a "positive spirit."
  - The fear of conflict and the difficulty of receiving criticism as an opportunity for evolution rather than a personal attack

3. The Power of Collective Rituals and Embodied Practices

- **Key Insight: Movement, dance, music, and embodied practices** create powerful moments of **collective alignment, joy, and energy**. These experiences help dissolve separation and foster a sense of **unity and shared purpose**.
- **Examples:**

2. The Role of Tensions and Conflicts as Catalysts for Coherence

- **Key Insight:** Tensions and conflicts are not obstacles but **opportunities for growth, deeper understanding, and collective evolution**. How groups **address or avoid tensions** determines whether they move toward **coherence or fragmentation**.
- **Examples:**
  - A group where tensions were ignored led to disintegration, while groups that welcomed and processed tensions experienced breakthroughs in trust and collaboration.
  - The idea that "strangeness" or dissonance in a group (like an off-key note in music) can be integrated to create something new and harmonious.
  - The importance of facilitation that holds space for tensions without suppressing or glossing over them.

3. Self-Organization and Co-Creation in Communities

- **Key Insight:** Successful transformative movements rely on **self-organizing principles, shared leadership, and co-creative processes**. However, these require **clear structures, trust, and alignment** to avoid chaos or burnout.
- **Examples:**
  - The **World Unity Week** example, where self-organization led to both **inspiring individual contributions** and

- The spontaneous moment on the dance floor when everyone sat down during the "IDG hymn," creating a collective shift from dancing to silent awe.
- The energy and connection felt during a dance session, highlighting the importance of **connecting through movement and hearts**.
- The use of **artistic expressions** (e.g., music, visuals) to open hearts and deepen connections.

4. The Role of Language and Communication

- **Key Insight: Language can both connect and divide**. While precise language helps create **common ground**, it can also become a distraction from the **heart-centered essence** of the work. There is a tension between the need for clarity and the risk of getting lost in semantic debates.
- **Examples:**
  - The **two sides of language**: its power to describe ideas precisely vs. its potential to lead groups down "rabbit holes" that distract from deeper connection.**balancing intellectual rigor with emotional and embodied presence**
  - The importance of **heart-centered communication** that transcends words and fosters **deeper understanding and unity**.

5. The Need for Safe Spaces and Psychological Safety

- **Key Insight: Safe spaces**—where people feel heard, respected, and free to express themselves—are essential for **coherence, creativity, and collaboration**. Without safety, participants withdraw or disengage.

missed opportunities for collective co-creation due to lack of facilitation.

- Teams that **recruited internally for "Agile Coaches"** to support self-organization saw gradual improvements in responsibility and coherence.
- The challenge of **balancing individual autonomy with collective alignment**, especially in dispersed or virtual teams.

4. Embodied Awareness and Somatic Practices

- **Key Insight: Grounding, breathwork, and somatic awareness** are powerful tools for **maintaining personal coherence, regulating emotions, and enhancing group resonance**. These practices help individuals **stay present, navigate stress, and align with their purpose**.
- **Examples:**
  - Participants using **body scanning or breath awareness** to stay centered during stress or conflict.
  - A **sensing exercise** where participants could physically feel the emotions of others, demonstrating the power of **embodied connection**.
  - The use of **art, music, and movement** (e.g., poetry, theater, chanting) to foster **group coherence and emotional well-being**.

5. Leadership and Power Dynamics in Co-Creative Spaces

- **Key Insight: Power imbalances, leadership styles, and decision-making processes** significantly impact group coherence. **Inclusive, distributed leadership** fosters trust

● **Examples:** ○ The difference between **formal rules of behavior** (which can feel restrictive) and **implicit safety** (which invites authenticity). ○ The importance of **small-group processes** to co-create safety and connection, such as asking participants what they need to feel safe. ○ The **transformative power of unconditional giving and generosity**, which breaks down barriers and fosters deeper trust.	and collaboration, while **hierarchical or top-down approaches** can create resistance or fragmentation. ● **Examples:** ○ A **male-female co-leadership dynamic** that facilitated coherence, compared to instances where **men disengaged from collaborative work**. ○ The challenge of **ego-driven leadership** disrupting group flow, versus **servant leadership** that supports collective emergence. ○ The importance of **clear agreements, transparency, and accountability** in financial or organizational decisions to maintain trust

WP 3.3 Comparison ´”Most important contribution to coherence in group”

Conclusion: The focus in the IDG Group is to a large extent **on Upper and lower left,** whereas the responses from participants from other groups include also more often elements from **upper and lower right (integral framework)**

IDG 13-10-23	Multiple Groups
• **Inclusivity and Welcoming**: Greater welcoming to newcomers, right representation, and more interactive processes to include diverse voices. • **Facilitation and Structure**: Attention to facilitation and learning needs, better facilitation, and having structures that sustain meetings. • **Dialogue and Communication**: More dialogue, open dialogues, circles of listening, continuous dialogue for development, dialogue to acknowledge emotions, and dialogue to share experiences, including conflicts and dissonance. • **Inner Development and Connection**: Focus on inner development processes, being and paying attention to being, vulnerability, courage, authenticity, vulnerability, and selflessness. Love, empathy, acceptance, and presence in interactions • **Learning and Growth**: Learning to be with dissonance and conflict, learning from each other, learning from small group connecting experiences, and continuous learning and development. • **Trust and Safety**: Deepening trust, creating a sense of safety, and nurturing connection. • **Alignment and Clarity**: Alignment on intention, coherence, understanding the direction of travel better, and clarity of intention. • **Community Building and Engagement**: Mobilization on projects, having connectedness like a fishing net where everyone is together, nurturing connection, and expanding and sharing processes that work. • **Concrete Action**: Emphasis on concrete action, doing, and concrete projects. Overall, these responses highlight the importance of communication, inclusivity, inner growth, trust, alignment, community building, action, learning, and empathy in fostering greater impact and engagement within a group or community.	• **Inclusivity and Commitment**: Ensuring that everyone is fully on board and committed to the group's vision and goals. • **Facilitation and Communication**: Encouraging open and honest communication, addressing triggers and expectations, and framing change as a collective process. • **Deliberate Dialogue Processes**: Making use of slow dialogue processes and creating spaces for reflection and meta-observation. • **Awareness and Integration**: Developing awareness of individual and group shadows, integrating them, and maintaining mindfulness for oneself and others. • **Embodying Dynamic Intelligence**: Embracing emergent intelligence and trusting in what wants to happen, while also reflecting on group dynamics and embracing messiness. • **Clear Planning and Trust**: Having clear plans for manifesting ideas, building trust within the group, and supporting each other. • **Coherence and Alignment**: Creating coherence among different initiatives and systems change efforts, understanding the value of all parts, and aligning stakeholders. • **Community Building and Collaboration**: Initiating community journeys and festivals to foster collaboration and shared understanding around relevant impact themes. • **Frameworks and Deliverables**: Developing frameworks for deliverables, such as coherence guides and interoperability proposals, to guide the group's work. • **Stakeholder Engagement**: Ensuring the right stakeholders are involved and aligned with the group's goals, fostering engagement and openness. • **Structural Support and Resources**: Establishing governance and financial structures to support the vision, as well as obtaining resources from mainstream partners and funders. Overall, these factors emphasize the importance of commitment, communication, support structures, coherence, and collaboration in driving greater impact and engagement within the group or community.

WP 3.2 Action Research
Sensemaker “Real-Life Stories”
Awareness of importance of Coherence vs Cohesion

Analysing the **82 stories**, we see a **moderate-to-high awareness of the importance of coherence**, though the *depth and embodiment* of that awareness varies widely.

Coherence

1. Explicit awareness of coherence (≈ 30% of stories)

Some storytellers use the *word* “coherence” or directly describe it in systemic, embodied, or energetic terms. They consciously observe when coherence arises, breaks down, or needs repair.

Examples:

- Teams explicitly *measure and cultivate coherence* through “Eco-Intention,” journaling, grounding, and reflection.
- One author explores the “loss and recreation of coherence” linked to ego dynamics — showing meta-awareness of group field dynamics.
- Another story notes how *male–female co-leadership pairs* enhance field coherence, recognizing coherence as a *relational pattern*.
- The M4 descriptions (e.g., “Trennungen zwischen Geist und Materie…”) explicitly connect healing, integration, and coherence as a systemic process.

*Interpretation:*These participants *understand coherence as a living system property* — relational, energetic, and ethical. They link it to consciousness, responsibility, and field dynamics.

2. Implicit awareness of coherence (≈ 45% of stories)

Many stories reveal an intuitive grasp of coherence — noticing when flow, trust, or resonance is present — but without naming it as such - Coherence here is *felt* more than *conceptualized*.

Indicators:

- Descriptions of “flow,” “connection,” “synchronicity,” or “effortlessness.”
- Moments of alignment where “the future seemed to pull us forward” or “everything came together naturally.”
- Reflections on *incoherence* — e.g., when facilitation fails, power dynamics dominate, or participants talk over one another.
- Awareness of *energetic or emotional fields* (“I could feel sadness and heaviness of the other person,” “group harmony after tension released”).

*Interpretation:*These storytellers *feel coherence but don’t yet language it*. Awareness is experiential but not always anchored in shared practice or reflection.

3. Low or partial awareness of coherence (≈ 25% of stories)

In some cases, coherence appears only indirectly — as frustration, fragmentation, or lack of shared direction.

Patterns:

- Complaints about missing coordination, “no space for co-creation,” or “organizers doing all the talking.”
- Teams functioning well operationally but missing deeper relational or field attunement.
- “Rush to act” overriding “inner coherence and preparation” (as one author warns).
- Power struggles or “top-down holonic structures” creating incoherence despite good intentions.

*Interpretation:*These stories *reveal incoherence as a shadow*, yet awareness often stops at critique rather than systemic learning. There’s recognition of dissonance but limited capacity or language to re-align the field.

4. Overall patterns among different change maker movements

- **Emotional maturity and consciousness** are widely valued — coherence is seen as both *a collective competency* and *a developmental state*.
- The **embodied dimension** (breath, sensing fields, flow exercises) shows emerging somatic awareness.
- Several stories note the **paradox** between *spiritual alignment* and *organizational functionality*: the gap between “feeling connected” and “operating coherently.”

6. Overall conclusion

Across the 82 stories, **coherence is recognized as essential**, even sacred, but the **field-wide coherence literacy** is uneven.
Roughly:

- **1/3** demonstrate *systemic–embodied understanding*,
- **1/2** *intuitively sense coherence*,
- **1/4** *struggle with incoherence* but don’t yet have shared tools to restore it.

The **collective awareness** is clearly **awakening**, and these stories themselves act as mirrors of the field’s *developmental edge* — moving from *experiencing coherence* to *consciously cultivating it*.

Cohesion

There is **frequent evidence of cohesion dynamics** — i.e., the collective tendency to prioritise emotional safety, belonging, or shared identity *over confronting difference and creative friction*. However, there is also growing *meta-awareness* of this pattern; several authors explicitly reflect on it or attempt to transcend it.

2. How "Cohesion" Manifests in the Stories

A. Avoidance of conflict and over-harmonisation

Many stories describe **groups where facilitation or leadership smooths over tension**, even when it's an important signal for deeper coherence work.

Examples:

- In the **adult development gathering**, when anger arose, the first facilitator left, and the second tried to "harmonise and gloss over stuff coming up" through meditation — an archetypal cohesion response.

- In the **World Unity Week** story, organisers "do all the talking" and invite prestigious speakers instead of enabling co-creative dialogue. The sense of togetherness is high, but generative friction is missing.
- The **Holomovement/Sedona** narrative shows cohesion masking incoherence — "warm, spiritual and cohesive" meetings still reproduce top-down dynamics.

Interpretation: These are groups where *emotional unity is prioritised over systemic transparency*. The energy feels good, but the work of integration is deferred.

B. Preference for belonging and comfort over differentiation

Several storytellers describe how they or others **withheld personal truths** or **muted authenticity** for the sake of group flow.

Examples:
In the **Deep Democracy** seminar story, the narrator *chose not to share* a personal political story, questioning later whether the group could be truly coherent without that level of authenticity.

- In some **team settings**, participants sense "different agendas competing" but do not name them — again showing cohesion as politeness.
- The **project meeting** exercise on childhood assumptions — though meant for connection — is experienced as "reductionist," pointing to a mechanical approach to belonging rather than genuine relational depth.

Interpretation: Belonging is maintained through subtle self-silencing, resulting in a *pleasant but thin layer of togetherness*.

C. Emotional fusion mistaken for coherence

Some stories celebrate high-energy, heart-based moments that *feel like unity* but may mask lack of integration.

Examples:

- "We all sang 'Man in the Mirror' and saw everyone as photons of light" — a moment of transcendent cohesion. It evokes collective resonance but lacks evidence of integrative follow-through.

- The **Sedona conference** and **World Unity Week** both end in tearful connection — "no one wanted to leave" — yet participants note little structural or strategic co-creation afterwards.

Interpretation: These are peak experiences of *emotional coherence without structural coherence* — cohesion at the vibrational level, not sustained systemic alignment.

D. Gender and leadership patterns reinforcing cohesion

The repeated theme of **men retreating and women holding the emotional field** suggests that cohesion is partly gendered — harmony is carried by feminine-coded relational care, while masculine-coded differentiation (assertion, critique) is often either missing or mishandled.
When co-leadership pairs hold both energies, **field coherence** improves; when one polarity dominates, groups default to cohesion or fragmentation.

3. Awareness of the Cohesion Trap

Encouragingly, about a third of storytellers *recognise the danger of cohesion*.
They speak of:

- The "rush to act" versus doing the inner preparation.
- "Superficial unity" and the need for deeper structural coherence.
- "Dynamic tension" as necessary for genuine co-creation.

This shows that the field is **beginning to discern harmony from coherence**, but the practice of *staying with tension* is still fragile and inconsistent.

4. Developmental Interpretation

Cohere+ as a community is **moving from cohesion to coherence**:

- **Cohesion (Stage 1–2):** emphasis on safety, identity, and shared values; suppression of tension.
- **Differentiation (Stage 3):** awareness of hidden power and the need to include shadow and dissent.
- **Coherence (Stage 4+):** capacity to hold multiplicity, paradox, and creative conflict as a source of integration.

Most stories oscillate between the second and third stages — aware of the need for coherence but still socially conditioned toward cohesion.

5. Overall conclusion

Across the 82 stories:

- **Cohesion dominates the emotional tone** — there's a collective longing for unity, belonging, and peace.
- **Tension work is the growing edge** — few stories demonstrate sustained practice in metabolising difference.
- **Awareness of the distinction is emerging** — participants are beginning to name the discomfort of false harmony and to seek structures that allow truth-telling, polarity work, and systemic coherence.

In a few poetic words:

The field knows how to *bond* and is learning how to *integrate*.

Cohesion gives warmth; coherence gives evolution.

a) Write your experience here:	Please give your story a title.
We were in a project meeting and the facilitator of that day asked us to participate in a kind of test that would allow us to surface the most persistent childhood assumptions and exchange about it with a colleague, as a basis for a better connection with each other. Even though I have no issues doing these kinds of enquiries and also talking about it, I felt uncomfortable for two reasons, 1) our/my consent was not asked explictely and 2) it felt in a way far to reductionist and flattening the energetic space for me. However, the exercise did its job and connected us all on a different, more personal level	Not appropriate exercise
I have been participating in World Unity Week for a few years - it is an experiment in self-organising community building through online convergences. It is an open space for anyone to bring their voice forward - anyone can host a room and put workshops and talks on the schedule. There are monthly and weekly gatherings to prepare for it and help everyone learn the tools we are using. Those preparations have been frustrating to me because the organisers do all the talking and showing videos and inviting prestige out people to speak (who saying nice prayers, but not really relevant to moving the co-ordination further). People fill in forms about what rooms and workshops they would like to do, but there is little to space held for participants to share what they are interested in presented, connect with others interested in same things to jam and co-create - this is expected to happen naturally and not too facilitated, but of course that happens only to a small degree between friends. The result is many rooms and presentations and discussions happening with no participants or attendees. I ran a bunch of events which were really valuable for me to bring my voice forward and I noticed that opening really helped others as well - to show up on a global stage is inspiring! The panels and conversations in themselves are valuable but there is a strong sense of missed opportunity. It is so difficult to connect with other people`s offerings - the view of the whole is always missing - many people are bringing their ideas forward but there is no space for co-reation. The Openspace sessions had little energy and were not well facilitated in some cases as it was tagged onto the end after everyone was tired of the week of activities. I suggested a few times and in different ways how to structure the conference with plenary then breakout then plenary days alternating or key moments to do collective harvesting throughout to share what's happening and make meaning. This was not accepted because the organisers said they are trying a different method. Teeming - linking in prayer and deeper alignment without facilitating it explicitly. I had my doubts. What surprised me however, is how tight and connected and energised the community feels despite my sense that we were not achieving or co-creating. We worked hard to co-create the conference	Maturing into Cocreation

together and became more than participants, we became colleagues and friends. The final ceremonial day when we were all together and celebrating, many were crying and no-one wanted to leave and I was up at 2am to be there in that space. Now a large portion of the same people are ready to co-create the Holomovement together - a more strategic co-ordinated effort to advance the movement of conscious governance, media, technology ect. People are engaged and excited and putting a lot of tangible efforts such as building website and showing up in Sedona to actively co-create. This story follow a pattern we work with at The Hague Center where people move through a process of networking, practicing together, and then co-creating at larger scales. So it seems that World Unity Week has served its purpose by giving each person their voice and agency, connecting in sacred community, and preparing the field for more mature levels of co-creation.	
Testing I walked into the gathering and saw many familiar faces, some I've only met online in Zoom calls and through social media and collaborative platforms. It was a moment of great potential, excitement, some nerves and relief. At once I felt at home and in a foreign land of possibilities. A mix of being in service to something greater than my self and being in service to that which is mine to offer. In the flow of our projects' evolution it felt like a next iteration and I wondered what comes next and walked all the way into that future.	Testing
I would refer to the experience of the 2030 SDGs Game last week. It's an amazing simulation game, which brings about very interesting aha-moments about collaboration, limiting beliefs and our impact on the world.	My SDG Game Experience
I felt triggered by one of the participants, who did not seem to feel, perceive what the group wanted and that the group had to make several moves to accommodate the particular wishes of that person. I felt that the need for group consensus is taking a toll on me.	Triggered
Much of my organization development work for the past 30+ years has involved co-creating a healthy workplace culture -- from ones that have clearly not been healthy ever before. While each of these efforts produced outstanding shifts into healthy relationships and operations, they rarely remained sustainable for more than 5-7 years -- because of an over-arching mindset/conception that 'they were now fixed' and needed nothing more. For me, convincing folks that a healthy culture is a dynamic, interdependent system, an ecology, which requires ongoing attention and response to changing conditions fell on deaf ears. So, deterioration of health was a logical and (for me) a predictable outcome...AND, eventually, when the erosion became overwhelmingly evident to the organization leaders, it was too embarrassing for them to admit and reach out to me for help; a psychological double-bind that actually was a repetition of their original	The gift of dissonance for re-designing

conditions that prompted them to seek me out as a consultant. Fortunately, I woke up to how "I" had also been enabling this logical outcome which has compelled me to review, reflect, and re-calibrate my own mindframe which allowed me to re-design my offerings more wholistically from the start and in my contracting forms and process.	
I was part of a gathering around adult development when the group facilitator kept talking over the participants. Thre was anger arising and when it finally exploded, it brought the whole group into a much more authentic space and deeper into the process. The first facilitator quit the process for a whole day, trying to come to terms with what happened, the second facilitator was struggling when left on his own with 30 people, and tried to harmonize what was coming up and tried to use meditation units to gloss over stuff coming up. Very interesting processes.	Group process despite of facilitation
The creativity and effortless of co-creating in a community that has emotional, cognitive maturity and is connected to its transpersonal dimensions, thus opening unlimited opportunities and potentialities to build a world based on caring, sharing and enhancing each other.	The potential of co-creating with Spirit and Nature
Throughout the time our group spent together, including much of the preparation process and the public event that followed, I felt powerfully guided by forces far greater than my own capacities. I was able to bring forth ideas, structures, humor and even compromises that brought us into a higher space, all with less effort and more flow than ever before. I could feel a sense of deep alignment among all those who gathered, a willingness to be our best selves in service to our most grand and joyful vision for the future of humanity and all life. It was almost as though the future was pulling each of us to be fully present to all we had to offer in a grand weaving of a new tomorrow.	Stepping Into the Fullness of My Mission – and Ours
Paradox. Recently I attended a gathering where the in-person energy was very high and amicable... there was a palpable sense of camaraderie and optimism. It felt like this gathering might be leading to something different than the promise of similar events and circumstances in the past. When I got home a few weeks later and the dust had settled, I began to notice some cultural patterns which gave me concern that this community (in total) may not be ready for what it is desiring. There seems to be a default pattern of looking outward and understanding 'action' to be only a certain type of possibility. I am concerned that it's status quo and rather than investing our FULL time and resources in the action and activities of internal cohesion, preparation and infrastructural establishment, it will end up being the same old same old and we'll end up with a hollow movement. The urgency of action seems to get distorted into the rush to act. Rather than take our time and thoughtfully proceed with a cohesive and inclusive and dynamic process, it feels a bit like 'here we go again,' and putting the cart before the horse. I understand the horses want to run free, run hard,	The Grass Is Not Always Greener Even As the Spiral Turns In Its Clare Graves.

run wild, and run away... and ... we must also learn from our past and listen to the inner heartbeat of the superorganism wanting to come into the womb of it's surrogate collective parents. I am hoping that my intuition is flat out wrong in this case. I am trusting that I can find my voice in the cacophony of experts and I dream that we collectively realize that the grass is not always 'GREENER' on the other side.	
M4 In unserer modernen Gesellschaft gibt es unendlich viele Trennungen zwischen Gruppen, Schichten, ethnischen Identitäten etc. und auch Trennungen zwischen Mensch und Natur wie auch Trennungen zwischen Geist und Materie, Seele und Körper. Sich dieser Trennungen bewusst zu werden und diese im Sinne von Heilung und Innovation wieder in Teilen aufzulösen, ist Teil von Modul 4.	Auflösung von Trennungen
Years ago, the Source of Synergy Foundation presented an event called A Call to Conscious Evolution: Our Moment of Choice at UCLA. During the program, Siedah Garrett sang "Man in the Mirror," and all the members of the Evolutionary Leaders Circle (an initiative of the Source of Synergy Foundation) who were part of the program came onstage to sign along with her, the band and the audience. As we were all singing “Gonna Make that Change” there was a feeling of union that was extraordinary and I saw everyone and everything in the whole auditorium as photons of light. The harmonious vibration of our collective intention to make a change was moving matter and creating a morphic field where form became light. What a Quantum Moment!	Collection Intention Turning into Light.
TEAM I participated in a seminar on Deep Democracy recently which is a lot about dealing with shadow issues in groups and surfacing them constructively. As it were, our politics as usual is full of hidden shadow material which shapes the way we do politics all around in a less constructive way. It occurred that we got to talk about a shadow issue in German politics in which I had a personal stake. Already before the seminar, I had thought to myself that whether or not I would be able (i.e. have enough safe space) to share my story about this issue might be an indicator of the depth quality of the seminar. We soon found ourselves talk about the issue in question - which was raised by another participant though, not myself. So I was observing the conversation, trying to sense into what might be a good moment to share some info about my personal stake in the issue. It happened that the conversation took quite a transformative course, but did not leave enough room for me to share my point. I decided that it was good enough to leave it there, the group having gone through a considerable journey of inner exploration and opening up towards new perspectives. I felt that sharing my personal story might have interrupted or interfered with that process. So the session went well and was considerably deep - but I still asked myself afterwards whether it was some authenticity issue around	Shadows and deep democracy

myself not contributing that personal story but rather keeping it to myself. Was/could the group be coherent that way? Would it have required that I share my experience - which might have needed some additional processing for which I felt we lacked the time?	
A constellation with people from 5 continents where we all connect trough heart and compassion	Unity and diversity
The observing of developmental shadows in connection with other shadows and how wider they are impacting group processes	Shadow fun
M4 Our organisational design is to work in self organised teams and communities. In theory it means that every team takes over a bunch of responsibilities. But in real life it feels different and the path to work fully self organised feels like a roller coaster: To achieve this goal we recruited internally a small group of people for a new role: "Agile Coach" - in the end we recruited round about 7 people from our organization for this full time role (last year) and gave them the opportunity to take part in a professional education for this new role. Their goal is to support all teams within the organisation to work more and more self organised. In my role as a member of the HR team, I try to support and enable this new group. What I learned and recognized at the beginning working with this group was uncertainity. As soon as I started to work together with this group, I received questions, demandings and complaints whats not working, what they need, etc. It took a lot of time, education, a stable framework, many meetings before we actually could work more and more together. Up to now the group is taking over responsibilty - at the same time this group teaches our teams how to take over responsibilty. My learning during this whole process is: the development of an organisation depends on the personnel development of the peer groups within this organisation. It is essentiel to recruit people with a high level of consciousness (even if the cost of these people are higher - it is worth it). The energies you feel in teams and in groups refelcts the energy of the leading team - if you take a close look at the leaders in the company you know what will expect you in the organisation.	The path to taking over responsibility
Bei der Vorbereitung einer Präsentation geriet das Team unter Zeitdruck. Ein gemeinsamer Termin für die Erarbeitung war nicht mehr möglich. Die Abstimmung erfolgte daher kurzfristig über einen Social Media-Kanal. Es wurde deutlich, dass es sehr unterschiedliche Bedürfnisse nach Abstimmung und Vorbereitung gab, was wahrgenommen wurde, aber nicht belastete. Alle Personen brachten sich mit ihren Ideen und Qualitäten ein, die sich gut ergänzten. So entstand schlussendlich aus einem gemeinsamen Schwingen eine spontane Präsentation, die so nicht vorzubereiten gewesen wäre.	Es war alles schon da

TEAM: team is dispersed these days, however I feel connected to each person doing their thing as we all should be. I listened to a podcast today describing higher order unity where you don't have to coordinate everyone because you are synched up with Source, the people are mature, high vibe actors, and synchronicity is doing its thing. Inspiring, we have hints of that in this grant group, yet some organizing and agreements are still important. I am supported by Anne-Marie and Bettina and am supporting Catherine in brainstorming mapping ideas. Pieter is working with Catherine and Andrea on Fridays. A financial red flag issue with a few collegues' former grant partner has arisen in the field. They have an unresolved financial issue with a well known co-creator for over a year where they disagree on - incoherence when money enters the field. WE shall ensure we are very clear in our financial contracting and expectations. We recently had a good connection call discussing the patterns- and how to ask for help, not get caught again, and to be mindful of the complexity they are able to take on and not bite off more than they can chew. Andrea did a great run through of Maia concepts with a few of us and recorded it. It was great to see these concrete results. I see alignment with what she is describing well, and the on-boarding process for the learning exchange platform. She sounded de-energized about the interoperability work but is continuing and I think she will complete the deliverable. New proposal looks great for an interoperability sprint. Brett, Pieter and Ivo are less active and present than the others. Theo has moved on to a new job. A core team man left my SpoCan volunteer group when we decided to get into serious work of grant writing and expanding our impact. A bit of a theme in the Sedona tracks too, the men shying away from the work and the women writing up the reports! So, how do we strengthen and energize the men in co-creative processes??!! In WUW however, Ben and Jon are very present and active and in good co-creative relationships with Becky and Irina. (some rough patches, but made it through with compassionate communication and Prosocial training and discussions) Emmanuel is co-creating with Mariko. Anne-Marie and Adrian have a special power together. So a male-female bonded pair in leadership (non-romantically involved) is showing itself as a pattern that facilitates coherence in the field. The long-term pairing feels important. Each pair has been leading for 4+ years together. Not just a man and woman role in co-leadership pushed together. After Sedona, Emmanuel immediately siloed off from the rest of the Holomovement and positioned himself in the center making many decisions and plans and holonic structure plans with Mariko (new to the holomovement) as Executive director - which was very odd and felt disingenuous to many experienced co-creators who have given so much to the Holomovement under the banner of "we are all creating	Masculine and Feminine Balance, incoherence with money, coreation and leadership - Team and Holomovement mixture

this together from source". A top down holonic structure? Umm, you missed a memo my friend! Everyone agrees he is doing his best, and is just not experienced in co-creative leadership. Kara and Anne-Marie met with Emanuel, he feels that it is valid at this point to parent the nascent movement, and Anne-Marie agreed with him Anne-marie says he is listening deeply, and perhaps even operating from 'coral'. This was surprisning to me! I trust Anne-Marie's view but don't see it yet. We asked to be a core partner in the Holomovement and arranged a calls and proposals. Brett and Tan raised concerns with Emanuel, but in a way that wasn't appropriate in this field. Brett posted messages in the zoom chat while we were in a wrap up zoom call with everyone about Sedona, how Emmanuel's Role as 'Visioner in Chief '- is not resonant for a co-creative system and his leadership role in igniting the movement should be celebrated but that the role ought to disolve now for the co-creative field to develop. While I agree with the pattern and concern Bret is pointing to, his tactics were unhelpful. Other follow up emails and suggestions The men still lead as directors - making decisions and announcing and teaching the others what to do. Zoom calls are set up as talking heads instead of co-creative spaces. The space is warm, spiritual and cohesive and has power- a group of 100 show up every week! Although we are intending to creating a self-organizing space - some self organizing principles are missing! Anne-Marie runs the Europe Africa side using co-creative principles. That group is activating and weaving - tho it is much smaller. I would like to get more active in co-creating the Holomovement - I am organizing the Ceremonies for Inner World Peace and will attempt to connect with Mariko to team up more for Monthly Holomovement Calls.	
I went to a conference in Sedona to explore how many different groups and projects around the world can cooperate to bring forth a global transformational movement.	Holomovement Event
Team: Our team is using Eco-Intention as a process to measure and work on our coherence of goals and relationships. I have been	Eco-intention value to our team

somewhat skeptical about the process especially as they usually charge a heafty sum for the service. We are getting at a special student rate. As we go through the process I am beginning to see its value - we have written down goals and sensed into them, practiced stillness and grounding practices and it helps us connect and see the big picture together as guardians. We are invited to journal about our experiences, which I don't usually do but find it quite refeeshing and clearing of thoughts - especially negative recurring thoughts - gets me more clear on them and to the next step. I see some mirrors between what they are sayign we might be experiencing now based on the energy and what is actually happening - this gives me a healthy perspective and reseponse to what is happening and makes it less confusing and draining. For example the team was feeling dispersed and as we talked about the communication layer and that it needs attention - it gave me clarity and energy to host the next team meeting more consciously and repeat some eco intention activites. I really like our team and our cocreations and ideas! I am looking forward to making the deliverables and a fe more concrete actions... it takes a while to land and it is happening.	
TEAM - a collaborative effort of an intellectual nature in which my input was greatly appreciated and helped the other person to see me clearer and what my thinking is.. It helped me to feel seen and be valued and alleviate some concerns about personal intellectual capacity. I am an intuitive but can hold my own in an intellectual setting with more confidence now. The broader task, highlighted the alignment and coming into view of the logos of the organisation, it's direction of inquiry and connection to the wider world and the relevance of the project.	Cocreative clarifying of an organisation's Logos
Team - Observing how quickly we can step out of coherence and resonance I become curious to explore and understand the dynamics that lead to losing coherence on one side and not being able in the moment to rebuild to coherence. So what are the criteria that prevent coherence and how can we recreate coherence. First insight is that lack of lost of coherence is linked with the manifestation of Ego consciousness dominating.	Ego consciousness and coherence
TEAM: .....Before a recent meeting I felt that as an undercurrent there were different agendas kind of competing and I noticed it in my consciousness but did name it at the beginning of the meeting	name it - tame it
TEAM: It is amazing how everyone is so intrinsically motivated and just continues to create forward and its sometimes difficult to stay on track with all the developments. At the same time it provides a great sense of trust in the process and the participants of the project.	Catching up with the speed of co-creation
TEAM: It is amazing how everyone is so intrinsically motivated and just continues to create forward and its sometimes difficult to stay on track	Catching up with the speed of co-creation

with all the developments. At the same time it provides a great sense of trust in the process and the participants of the project.	
TEAM - For years I have had an idea about something I wanted to do, but I only wanted to do it in the right context, and most of all I didn't want to do it alone. I finally found a project that gave me that context, as well as people I could work with. We recently had a meeting where I felt we were really getting into it, and just one or two weeks after that meeting someone else in a different network/community that I am part of proposed something very similar to what we were working on. And I think the two efforts are compatible.	Once it happens it happens
M4 - I participated in a group process on flow (the psychological concept). We went through different exercises that were both new to me and transformative in terms of how they impacted my perception of what's possible. Most impressive to me were the following: - An exercise where we would sense the field of another person in about 1m distance, without touching or seeing each other (eyes closed) as the person would imagine an emotionally moving situation. I could clearly feel the sadness and heaviness of the other persons experience! I actually had to move out of the experience and stop the exercise because it was so overwhelming! I could physically feel how my breath changed and where the feeling was located in the body. As we exchanged on what I felt it totally matched the sad situation that the person imagined: a situation related to her fathers death. - another sensing exercise was revealing a similar wow-effect: I was given the name, age and location of a person emotionally relevant to my opposite. Again no touching, but with eyes open, as I connected with the field of the person who shared the three data points. I shared my experience speaking out loud, reflecting what I felt in the others field and how the feeling is moving along the body as well as its quality. In the end, my description and perception was the exact match for the emotional process my opposite had with the person the three data points referred to, without knowing anything about it!	Field Sensing
Attendance on day one of the summit - I found it powerful, engaging, thought provoking, joyful and rewarding	Quality of summit experience
A group of women with beautiful skin of all different shades fully feeling and witnessing each other, tears flowing, dissolving rules, and opening hearts to what is here now.	Dissolving separation and Re weaving the social fabric of life
I noticed that there was a strong heartfelt connection amongst many people over the last few days but also several people who felt disconnection or skepticism or a lack of belonging	Both connected and not
People coming from different spheres, places and backgrounds eager to share, connect and offer their resources to propel change, act and help others in the peaceful transformation.	Transformative power of people
The two sides of language: on the one hand, language is super important to describe very precisely what we are talking about - and what not. Language can provide a sense of precision to form a	Two sides of language, at least..

common ground. On the other hand, language (and discussions about the proper words) sometimes leads us down rabbit holes that distract us from the essence. I wonder: what is the role of language (spoken and written word) in an endeavor where we are connected by our hearts — and that's a whole different language.	
IDG Hubs asked me to graphic record their unconference results. They came up with a series of questions and I sensed their feelings and asked them about their needs.	Questions and tensions
I went to a master class workshop on the first two days. It was a mixed experience. I was blown away by the teachers observations, research, ideas and contributions to the field of mindfulness, the depth of learning on Self awareness expansion of self were so profound. At the same time I felt confused and angry about the way that the workshop is conducted. Giving a little time for people to connect and integrate what they were learning, and I felt that his presentation style made him feel like an untrustworthy teacher can we learn from imperfect people? Absolutely, but it left me with me major mixed feelings	Imperfect teachers
I had a beautiful conversation with someone during lunch which was a very touching conversation because it was talking about life and we were both very present in our hearts as we exchanged some of our observations about life. It felt like it was incredibly healing as well it almost felt like unconditional love and I cried about it this morning because he also wrote me to say it was very touching. For me it was about being able to be present in the heart while being awake to what was manifesting. It was a good example of the power of presence.	Moving presence
The field of the track 1 felt like people driven and seeking to make something happen in the corporate phere, which created a bubble with a certain flavor and energy. I was thinking that is the kind of energy that keeps the current system turning as it does. It comes with a certain time sense as well and is interwoven with people's corporate and professional identy. So the change we seek doesn't actually happen in the idg field itself	Corporate energy bubble
Dan Siegel talked about John O'Donohue.	Dan mentioned John
The value of car journeys with colleagues, to and from events - sharing intentions, noticings, reflections etc	Journeys
A colleague I haven't spoken to in years saw on LinkedIn that I was in Stockholm for the IDG Summit. She sent a private message expressing her happiness that I am here and wishing me well. It felt so good to have her warm support, across continents and years.	Little Things
I'm touched by the quality of listening and sharing in the room in our harvesting session. It seems like there is openness to connect share.im curious to learn more through outcomes	Harvesting at IDG

I noticed that people were immediately willing to connect at a personal level and be vulnerable. This process happened even faster as the two conference days progressed.	Deep connection
Deep connection during world cafe on day 3, make space for uncomfortable feelings.felt seen and heard. Healthy alternative space to day one and two.	Connection
Last night at the dancefloor at Berns, all people suddenly sat down on the floor, when the performance of the "IDG hymn" (what a wonderful world) began. Being part of that experience, this sudden collective shift from dancing to clubmusic to sitting silently in awe, felt amazing to me.	What a wonderful dancefloor
Entering the dance session in the acting dimension Tuesday, really grateful but really tired, it was such a strong moment highlighting the importance of connecting through movement and hearts creates such a powerful energy. Left this place even more happy and really awake with lots of energy.	Connected through Movement
to notice that i'm not one of the outliers, but that there are more people with the same understanding of what the world needs/want at this moment. That was at the end of day one walking outside that i was not empty, but full of energy. Even when the message is an emergency i felt there is time (short as it is) and there are people who understand what is needed to get this going. All we need now is exponential growth of that common understanding to great the biggest impact humanity and nature has seen up until now to steer away from the bad and embrace why we are here together.	Common understanding of being part of the beautiful system
That I felt people were open and uncluded everyone. I dien't feel Alone even comming here alone.	Connection
I shared my personal thoughts about Swedish decision making process and IDGs. It's not easy and beautiful one.	Concerns
What mattered to me is when their are clear intentions (why are we here together) and deep connections	Connection and direction
All participants at the IDG Conference are very priviledged, middle age, mostly white, mostly from the western world. We are representing a bubble. So my question is to how can we make the bubble burst and bring in way more people. Young people, peiple of coulor, from the southern hemisphere, poor people etc.	Make the bubble burst
One of the speakers shared his experience digitally (through zoom) while being in Israel. At one moment he apologized in advance in case the alarms went on -meaning he needed to take shelter because of a bombing-. I had mixed feelings: sadness, connection, gratefulness. I was amazed by his generosity.	Generous heart.

The party last night. It was so needed to move The body, Connect on The danceflooe, smile because of The musicians and Their great energy. The contrast to The two very intense days.	Party - let go - chance of emotions
While listening to a speaker the second day of the conference, I was having objections in my mind and a general critical attitude to the presentation. After the talk the speaker lingered in the lobby and a group of people gathered around him lovingly and raptly listening to his continued musings. I felt like and outsider out of sync with what I made into the "general sense" about the speaker and his presentation.	Out of sync with the collective
I feel loved and embraced in a way I never have before. I feel like everyone I meet I can connect with. The tears and deep connection I have experienced with the 5 women in the world café I will carry with me forever.	Deeply connected
A community that's longing for connectedness and yet struggling to establish it a lot of times because we are too often afraid to address dissonance and irritation in a way the community can learn. There's a fear of conflict, the spirit has to stay positive, it seems. And indeed, it's hard to really receive criticism not as an attack on ourselves but to take them as way of evolving.	Still a lot to learn
The act of unconditional giving to strangers by inviting them to my home, meditating together, offering a space of sharing and then offering everyone a meal without asking for anything in return, including any necessary/needed follow up or contact. This feels quite revolutionary in our western material/service reciprocity culture. That also entails breaking up certain inner and outer blockages, ways of thinking, norms, fears within myself, allowing for further evolving for all involved.	Unconditional giving
I would share the significant experience of having the possibility of being vulnerable and feeling safe in front of so many people, asking for help.	Step up
When I hear a præsentation Yesterday from a very bright person, who shows us facts about the problems in the world. And I feel his anger. I feel the darknes insight of me in my stomage. I feel the hopelesness. And that i fet sceared. Freeze. Not able to Think positive. Not able to move or drive somethink. …. Then I have to move myself to another place to let go. I had some drinks at night and Got hagovers next day. But next day I could act.	Keep the darknes light, so you dine freeze
I took part in a conference. Is it a onetime experience. Or am I starting to become a member of a movement? If so what could be my contribution and what is my role?	Participant of a conference or member of a movement
My experience is that everybody was open (me as well), it was easy to share and to connect with people no matter where in the world we're all from. There was a humaness as well, that I really liked. There where time and space to be real and honest, without judgement. Even though the topic at the summit were tough and complex.	Openess

I can only feel comfortable in groups when safety is implicitly guaranteed. The moment we draw up formal rules of behaviour I start drawing back.	Extraverter Introvert
Nipun Mehta's presence left me in awe. He radiated light and love and integrity. He embodies all of what he is talking about and he is a beautiful role model. I feel so inspired by him and I want to spread the word- not just by talking about it but especially by living after the paradigm of radical generosity and giving without agenda.	Throw the better party
The artistic expressions during the past two days were a productive way to open everybody's heart.	Artists in the Summit
when I arrived at the cirkus arena and saw the place, the screen and the people. and I was able to hear the beginning of the summit and enjoy being here after waiting for so long and making the effort to come.	The arrival
It's immediate trust and a field of collaboration. Self and ourpose become Real and alive	trust co-creates what now
It makes a huge difference for me to share in a space I feel is safe. A safe space for me needs to allow for the holding of everything that is present. Asking the group what they need to feel safe and working that out in small groups really works. It's not about coming up with agreements, it's about the process to invite contribution and co creation of the space.	Contributing to the space
I choose separation although i am longing to connection. I do it because it is safe. Others can not make it safe. I have to choos safety and to it although in afraid	Safety
Having spent so much time exploring the very nature of the self, Daniel Siegel caused the paradigm to shift to understand the illusion of an isolated self, where we only truly exist through interconnection. Profoundly true: not only rationally but also uniting mind, body and soul. If there was a definition of sense making, this is it.	Interconnection
Track 2 panels vs community connections. Wishing the design was more creative and fewer or better panels. The community building exercise were great.	Panels vs emergent
I shared my feelings about how I am able to hold space for others professionally, and when it comes to some other situations I find myself wanting in being mindful, being present and nonjudgmental. I do manage to navigate consciously through this but on some occasions it's challenging. It was a wonderful reminder here by my partner that perhaps comes from lack of empathy for self and I most needed this reminder in this moment.	Don't be too harsh on yourself
On the first day we famed a group process as a potentially very "edgy" territory in relation to speaking to the criticisms of idg. And then we were all very pleased with ourselves for having that conversation. But	Nice not edgy

there was no heat in the conversation. Even the criticism that we we are over representing the west and global north and marginalising the rest of the world in terms of who is here in person which is in some ways casting out the structural dynamics and systemic discrimination of the system we want to change. And we discussed it but again no heat - it's a shame but we are ok with it really because we are all doing our best. We should not be ok with it. It should have more heat for us. This makes me very curious	
About the shared understanding of the things, which matter: a global understanding of the IDGs It is so relaxing to feel not isolated with the Personal need for change. Not beeing the crazy one with strange ideas gives space for evolving ideas.	Shared understanding of the relevance of the IDGs
Hearing the speakers speak as well as take time to entune and embody, and participating in the collective atmosphere, I feel an undefined but undeniable shift in me, enabling to be present in some other way, even when I talk to "strangers", embodying an underlying connection. It is a solace for my loneliness.	Unconscious shift
Being with others in IDG community, makes me feel like being a part of something bigger and "flying" together, like a flock of birds we saw on the screen on the first day…sensing together and co-creating the future….each of us with our uniqueness and gifts….caring love in our hearts for us, the journey in front of us, and the expanding collective…reaching higher level of consciousness…	A Flock Of …..
I heard Daniel Siegel talk about the "plate of possibilities" and it spoke to me as I do feel the vast sea is there. But I keep myself stuck for some reason. As an action oriented person I search for answers outside of me.The idea of looking inwards doesn't feel so convincing as a strategy. And I've done so I think, for more than 20 years. I some how haven't cracked the code to myself and I'm fed up even talking about it again. A voice says "just take action!" Which is a fair demand in this world.	Not accessing the vast sea of possibilities
I collaborated with some people that had neurobiodiversity and the whole process was hard for me. It was the first time I collaborated more closely with people with neurodiversity. I had problems in communication, and efficency in our projects. I was stressed during the process.	Challenging collaboration
I connected with a small group os women and that connected us in a very deep and special way.	The feminine empowerment
Fell asleep in Dan Siegels session, but this morning when I woke up, I was, I remembered he had an audio tape of his guided meditation on the wheel of awareness. I'm a long time meditator, and I teach this kind of work, and I have never experienced what I did this morning. I went around the outside of the wheel of awareness, then I went to awareness awareness and everything was just as normal. Then we moved into connecting with friends, neighbors, family, and again nothing changed. And then I was asked to connect to all beings on	Interbeing

earth and my entire body vibrated. I felt a connection that I had never felt before for the first time ever I felt the idea of inter-being in my body in my bones and in my emotions at the same time. I still feel it.	
I was met with so much warmth, love, expectations of something important and bigger, and felt sad and emotional and my expectations of something ”wow”	Love in disguise
We had an amazing occation of emergence, and allowing emerge of ”what wants to happen” in track 3 yesterday. It was such a heartfelt occation of allowing life to emerge. In the gratefullness excercise and the following open sharing a really strong story about being gratefull for a person helping a girl while she were suicidal. It contained such a brave sharing from the heart, acknowledging the pain. Then when we were supposed to rush into the next excercise, suddenly a man and a young lady stood up and askef for the mic. ”This young lady just shared that the couldn’t just move of after that fragile sharing we just heard” and then she shared: ”I feel that we must acknowledge and provide some space for the suffering and pain in this world. I have been suicidal myself and that story triggered a lot of emotions and I guess it did in more people here. Can we please just take 5 min of silence or something, to honour that pain. I do not now what to do, just that we have to hold this”. Suddenly the whole room just felt like that wave from the heart was so important and changed direction. The speakers/workshopleaders beautifully stepped aside and suddenly a lady stepped up from the audience held a short guided meditation on holding the pain of the world. We as a collective, as a MWe tuned in with life, the emeging life! It was just beautiful, and amazing	Life emerging in the room: dancing with the living system
Even though there are like-minded people, it can be difficult to create a sense of belonging.	Belonging
To me it feels trauma is poping up more and the fragmentation and complexity of global change and development and crisis are felt more real. Theory U and system change and the need to do something including mindshift and inner development gains Traktion but allready fall prey to chargon. To me at the transformation conference in prag last year I felt people want complex change processes but are still function in an old paradigm of linear thinking the emergence that happens is often not understood because people think they can do it - on a different note if the thinking and co-reflection of lived experience works and is done in a safe space as experienced with the Tamkeen Community Developmental Foundation in Marocco, it enable with gentleness new impluses to land and to grow - its more about the human soil that needs to be taken care of like in a garden and to take	From getting things done to letting things grow

response ability serious since certain parameter are not in our hands, that we need to nurture.	
I was present during a conference on climate action in the built environment. It struck me that the experts on stage were all inside the same bubble. They assumed that there is only one economically optimal point for building insulation, yet from the passive housing community, it is well established that there are two optimal points: the first point is the classical trade-off where more insulation does not pay off, the second optimum is a quantum leap to passive houses with very simple and cheap heating systems. In the group process I noticed that the setup: experts up front and the possibility of raising a few questions, did not at all tap into the rich knowledge of the public, most excellent experts in this field.	insulation trade-off buble instead of quantum leap to passive buildings
This story comes from a short and intense experience with my daughter when she was just 3 years old. While she was visiting her grandparents, my mother had non important domestic accident in which she hurt her hand....suddenly, my daughter come running, took her hand, put her tiny hand on top and tried to heal here.....and when we asked her, what are you doing ?? she said...I'm healing you....because " You are Me and I am Uou".....alltough she didn't know, she was repeating the same words used by Mevlana the Sufi mystic. For me, this is the meaning of life. We are all connected and we are all born with this interconnection open....we need to keep and cultivate this precious gift. I feel the Holomovement and its activities is focused exactly on doing that !!!	You are me I am you
I am brand new to the holomovement, but not new to the concept. So today's zoom call could be my 1st group process. My take away from the hour was sheer excitement for entering the unknown! This is especially true since I have no idea why I have been invited to participate.	You are going where? To do what???
I'm excited to join a diverse group in another part of the world, to share with others on how to heal.	Me and my medicine
	Dichotomy of Purpose
The personal experience is dance, especially 5Rhythms. 5Rhythms is a reflection of the holomovement in real time, improvisation, movement, rhythms, in flux, facing obstacles, and having experiences that can't be repeated. As a molecule or atom, creating your own space and at the same time connecting with others.	5Rhythms as a Reflection of the Holomovement
In Shamini's flourish group after an amazing sound sequence using our voices the energy in the group felt amazing. Shamini described it as all of us holding the space for each other which felt very true. We did an exercise towards the end of the session which involved using text pencils to draw the pillars that we thought were necessary to	Co-creating our purpose

complete our assignment over the next three to six months (actioning our purpose). We then swapped with a partner who had to interpret what they thought it meant and draw that. The pillars of my assignment were drawings of me writing with the presence of my two guides, an open book, three figures and a nature scene. She drew a large heart. I am currently writing a book which I have tentatively titled “At the Heart of Trauma”. I was blown away. What a download! The magical effect of the group connection was really wonderful.	
It was great to have the experiential session with Lynn McTaggart in the theatre. So good to bring theory into embodiment and walk the talk!	Embodiment
At this workshop I had such an intense exchange and sharing with fellow participants that we skipped a session and just continued talking over breakfast with me giving a more extensive presentation about my work. I can almost say that through this intensive exchange, I have made new friends.	deep exchange with new friends
LOVE WINS Holomovement	Love Wins
I found the time at Juntos farm to be incredibly inspiring. Christians speech was heartfelt and educational. The entire experience was one of regeneration from the community togetherness, the food from the farm, the experience of the farm and the friendly and passionate people that work there, and the divine music and dancing. It felt like a truly integrated experience of what we are all talking about.	Juntos farm
I came onto this experience with no expectations. The First. Day I felt so lonely because I didn’t know anyone and it seemed that everyone knew everyone else. But by Sunday I have an entirely different story which is one of “I can do anything I want because I am led to do it”	She became Significant
I remember the first night talking Jeff Parrot. I was completely electrified by his energy and his strategy - he has Completely restructuring an entire community that was centered around people, new forms of value exchange, food sovereignty and more. I was blown away by how this solid prototype could be a great example of others trying to do the same thing.	Hozo Collective by Jeff Parror
The power of a conscious community coming together is unique, each one of us has a life journey, our journeys intertwined could change the world! The holomovwment is the outcome of visionaries joining genious, like Emanuel and barabara marx Hubbard	Joining genius
During the exponential collaboration stream and Kabir’s presentation I felt the presence of the Divine so strongly in the room that my whole body started shaking and my tears flowing. Tears of Divine truth. Knowing that we are all infinitely supported on our missions. In ways better we can possibly imagine. The soul doesn’t any time and space. The soul is not in a rush.	Divine Presence

Speaking about a juxtaposition between when we tried to workshop and make Coherence happen versus when we allowed the Coherence that's all pervasive and already here to make itself known and resource this moment now.	Coherence Calibration
Many things floating around. I'd like to see actional conclusions	Purpose - direction - action
I was really taken by the many opportunities to cohere in a group or one on one. Several of those times were guided, but I found myself practicing at different times during the day. Sometimes I would bring myself to my center and speak from that place inviting the person I was speaking to to energetically join me there. Other times, during breaks, I would just stand by myself in my centered space and invite whoever would want to join me physically. That was beautiful in connecting to fabulous people.	Coherence
Maureen was lying on the floor as we left the farm last night. She appeared to be having breathing difficulties. She eventually got onto the bus. The energy was challenging. Some people said she needed to go to the hospital but she was adamant she didn't need it. We were also told we had to wait for the bus to fill and go to town before getting help. After a little while I realised there were no healers around her so I went to help out. Through the trip I led her through a healing relaxation. It helped her and created some coherence out of a very messy situation. At the same time it was clear she wasn't well. We took her to her room. She almost lost consciousness again. I decided we have to call an ambulance. She didn't want it and I used my own authority to make it clear that this must happen. She had not used medication for 40 years so she was naturally averse to the decision. It turned out she had a heart attack and ended up in ICU. This was a story of chaos and coherence in waves and very much not the fluffy dream. A woman who had lived in a natural state for many decades needing medical help in a foreign country in order to be safe. A humbling experience in many ways. Beautiful to come out of breakfast into the group healing circle. So many relevant details left out because it's too long.	Coherence can be confronting
Attending the Hollow Movement conference was a profoundly inspiring experience. The event brimmed with amazing people and offered great opportunities for meaningful connections. Throughout the conference, I found myself reflecting on ways to enhance these gatherings, particularly in attracting a more diverse crowd including younger attendees and people who, like myself, prefer experiential learning over traditional lectures. A significant portion of the conference, about 80-90%, was dedicated to lectures. Although informative, I believe that a shift towards more interactive and participatory methods could vastly improve the experience. Engaging participants through activities that involve movement, practical tools, and cooperative tasks creates a more dynamic and memorable learning environment.	Reimagining Engagement

If I had a say, I'd advocate for reversing the current format: dedicate 80-90% of the time to hands-on, embodied experiences. This approach not only makes the content more relatable and impactful but also fosters a sense of community and collaboration among the participants. By reimagining the structure of the conference, Hollow Movement could truly revolutionize how we connect and learn in these settings. ---	
I was touched by a presentation from Elena Mustakova, and her framework that articulates ‘expedient motivations’ and ‘moral motivations’ in different dimensions of life. Afterward I was able to meet Elena and connect, and discover we were both deeply influenced in our formation by Erich Fromm. And then we also found some common collaborative work that we will be doing in Bulgaria together. What a joy and fruitful creative opportunity.	Synergy of the heart
Hi, it was a great experience for me It’s like a fertile soil enriched with the great ideas of people like seeds ready to sprout . It was so great to meet people and get connected. I’m glad I’m a part of our whole movement !	Seeds