Communities of Coherence

A guide for Practitioners

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INTRODUCTION

This guide is offered by members of the Cohere+ project (2022-2025, Erasmus+), which has emerged around the observation that weaving coherence between inspired actors is a key element of success for the global movement of transformative systems change.

The Cohere+ project holds that many brilliant pioneers, visionaries, researchers and activists around the world are working towards systemic shifts in the way the world is governed, from separate and destructive to generative and unified. At the same time, these pioneers don't always see and experience themselves as an interconnected community yet, for several reasons, thereby weakening their overall outreach and impact.

Cohere+ has started to explore this challenge in many different ways over the last 3 years, both in theory and in a practical sense. First, we are trying to understand the nature and essence of coherence as such. Second, we argue that coherence could be framed as an overarching - yet implicit – quality that is at the core as to bringing a holistic level of consciousness to life in all dimensions of our being- in the intrapersonal as well as in the interpersonal level, in cultures, systems and in our relationship to planet and cosmos.
Besides this substantial exploration, Cohere+'s action research also focuses on specifically identifying the factors and elements that help to build or increase the level and quality of coherence in fields of transformative change agents. On this basis, we are developing practical tools and practices to enhance their learning capacity, and to actively create "islands" or "communities of coherence" that can have significant impact both individually and as a whole.

This guide is organized in four main parts.

NATURE OF COHERENCE

The first part, more general explores the nature of coherence, its potential and its meaning for the specific context of the meta-modern.

EMPIRICAL EXPLORATION

The second part, more empirical presents core findings of Cohere+'s empirical exploration of coherence in various areas of the field of transformative systems change.

CAPACITY BUILDING - COHERENCE BY CHOICE, NOT BY CHANCE

The third part, the more substantial one, focuses on capacity building and how to consciously design social spaces for coherence to manifest.

COMMUNITIES OF COHERENCE

The fourth part introduces CoC as a social architecture proper to embody, hold and bring into practice the principles of individual, social and global coherence.

This icon links to our learning journeys Website. If you want to dive into the present topic, you can klick to sign in and enroll for a course.

INTRODUCTION

The emergent Ecosystem we aim at making more visible to itself expresses and embodies an holistic level of consciousness. At the core of this emerging consciousness we perceive and experience our true nature as Humans in a radical different way: no longer in separation from each other but deeply interwoven with everything that is in the Universe.

We invite you to look at the film "A Radical Guide to Reality" produced by Wholeworld-view and Jude Currivan.

It is a short film for young people and truth seekers of all ages. It shares how scientific breakthroughs and evidence at all scales of existence, is converging with universal wisdom teachings, to reveal that our entire Universe meaningfully exists and purposefully evolves as an interdependent and unified entity; inviting us to re-member who we really are – and who we can evolve to become.

https://www.youtube.com/watch?v=6GkLM8o4RXc

First Part

Exploring the nature of coherence, its potential and its meaning for the specific context of the meta-modern.

MEANING OF COHERENCE IN AN EVOLUTIONARY CONTEXT

Radical new forms of collaboration are appearing all over the world - beyond the mainstream and thus not yet visible to those people who are anchored in the modern paradigm. Radical because they are grounded in an entirely new understanding of how we see and define ourselves as human beings and who we want to be and become. The pyramidal order that has shaped our societies for 7,000 years as a taken-for-granted way of organizing and operating has become obsolete. Younger generations - and those following the evolutionary flow - are exploring, developing and testing more appropriate models. Here, power is understood as a formative force that is always in the service of the whole. Communities of Coherence are expressions of an integral-holistic or meta-modern way of thinking and acting. The focus is on organizing the collective creative potential in such a way that both the individual contributions of the individuals (I) and the effective power of the community (We) are expressed as coherent synergies. This coherent energy field is characterized by freedom from fear. We let go of the desire to control, to dominate, to prove, and open a meeting space where lightness, relaxation, curiosity, connectedness emerge.

Many of the participants who experience coherence testify how they experience the togetherness easily, intensely, joyfully, with high energy density.

In Communities of Coherence, thinking, feeling, sensing (personal consciousness) and creating from a transpersonal consciousness are aligned with a common Higher Purpose.

VOICES FROM EXPERIENCING COHERENCE

"a very clear wisdom, a knowledge, which cannot be explained rationally or causally".

"Highly creative and innovative ideas, answers, approaches to solutions arise naturally and effortlessly"

"I feel a deep connection with everyone and everything that is there"

"I never knew how easy letting go can feel, it is such a wonderful feeling!"

"In this coherent field, we develop a shared power where almost anything is possible."

Communities of Coherence may be seen as incubators for personal, social and global transformations into the next step of our evolutionary journey.

WHAT IS COHERENCE AND WHY IS IT MEANINGFUL FOR INTEGRAL-HOLISTIC COMMUNITIES

Coherence is perceived as the organizational principle of the universe, a forming, unified whole from its diverse, differentiated aspects. The fundamental aspect of our nature is coherence, it's about tuning into and aligning to it. This is a choice we can make at any moment.

While there is no agreement on one single definition, coherence can be described as "a state of harmony and alignment when all parts of a system work in sync and in resonance in order to hold the system as whole while ensuring all parts a maximum of efficiency and a maximum of freedom". [1]

The word coherence comes from latin cohaerere which means connected, consistent, harmonious. Beyond this general definition, the term and phenomenon of coherence has gained attention and relevance in many different areas.

In physics, coherence expresses the potential for two waves to interfere. Physiological coherence is seen as the degree of order, harmony and stability in the various rhythmic activities within living systems over any given time period, while in psychology the sense of coherence is related to comprehensibility, manageability and meaningfulness (Antonovsky, 1983). Recent research in complexity science points out that our sense of identity is determined by how we interact with others and our surroundings and this interaction maintains coherent structures, challenging the idea that being stable means being rigid. Instead stability actually comes from being flexible and adaptable ensuring coherence in the group (Juarrero, 2023).
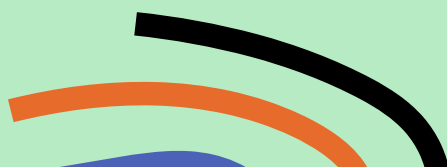
We can't force coherence. You being you and your deepest truth (without expectations...).

Sinclair Kennally

[1] Summarized from presentations at the online summit "Art and Science of Cultivating Coherence", hosted by Heart Math Institute in Nov 2023, - https://spiritualgrowthevents.com/events/art-science-of-cultivating-coherence-summit/.

More perspectives on coherence

PERSONAL, SOCIAL AND GLOBAL COHERENCE

The HeartMath Institute is one of the most meaningful organizations in the field of <u>scientific research on coherence.</u> It distinguishes three levels of coherence: personal, social and global.

PERSONAL COHERENCE

a harmonious state where our hearts, minds and bodies are united in cooperation and flow. It helps us raise our self-security, resilience, creative ability, and intuitive guidance and activate our heart intelligence. Coherence attunes our choices to the most effective ways of responding to each situation life brings. Hence, coherence is following the flow of our creative force effortlessly.

SOCIAL COHERENCE

understood as making coherent connections within families, teams, groups or organizations by aligning around shared intention and purpose, is far beyond collaboration. It is about accessing creativity beyond rational thinking. It is the fact that we are connected on a heart level, while still being ourselves individually. This harmonious state creates coherent energetic field environments and has a positive, uplifting effect on social behaviors and interactions. It helps us feel safer and more comfortable, it boosts collective intuition which increases resilience and flow and easier access to solutions for harmonious outcomes. Social coherence manifests as an increased flow and energy efficiency in our communication, while interactions grow opportunities for all. Social coherence has the potential to connect us more deeply as we move into the future – thereby creating a more heart-connected world.

GLOBAL COHERENCE

can be understood as the interconnectedness between all living systems: humanity, plants and animals, as well as the sun and earth's magnetic activity. Global coherence research uses a multidisciplinary approach. It incorporates a wide variety of scientific data to gain new insights into the phenomenon. Today's scientists suggest that an unseen thread ties all things together. We could call this a holistic web of interconnectedness.
Working towards global coherence is about uniting people in heart-focused love and intention, increasing collective consciousness and enabling an evolutionary leap to more cooperative and compassionate ways of being in the world. In this perspective, we can interconnect, remembering that we are a loving unified entity, and that we are not separable while being unique. We experience an embodiment of that wholeness of which we are naturally part.

Personal, social and global coherence build and influence each other.
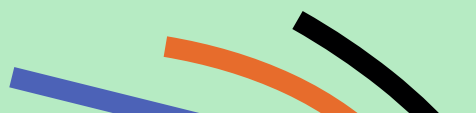
A PROCESS VIEW: UNFOLDING INTO COHERENCE

When diving deeper into the exploration of coherence, a number of questions arise: Is it a state, a way of being, an emergent property or a precondition for emergence of the capacities we seek to develop? As a standalone term, the mind tends to offer it as a fairly static phenomenon to our imagination.

In fact, viewing coherence as a static state can easily lead to imaginaries of control, as if it's a state to preserve and protect without trust in the available self-organizing intelligence of a complex system. This can also lead to the delusion of making coherence a goal in itself, a value to optimize, rather than seeing it as an enabler of whatever goals collectives aim to accomplish. It might be fetishized or become another hollow buzzword in the business lexicon.

In a process view, where continuous change is an ontological prime, we do not get to hang on to any steady state but are asked to follow the principle of unfoldment from one state to another.

Coherence as a process is therefore best thought of as dynamic coherence: a property of a system that continually adapts and seeks its optimal form and expression to actualize its goals.

How about considering your framework as an evolving and dynamic whole that can potentially enable coherence for communities and individual practitioners?

How would collaboration improve by acknowledging the metaphor of a manifold seems apt, which is a mutidimensional object in which each element touches, influences and interacts with all other points?

Preventing coherence

It is in our nature to focus on coherence as an idealized future state while trying to stay connected to our vision of the 'higher order' and dismiss or fight the chaos, as it seems to take us further away from realizing the vision. But that impulse can actually prevent a collective from moving into coherence. Focusing on a future idealized state likely keeps us from seeing what is really happening.
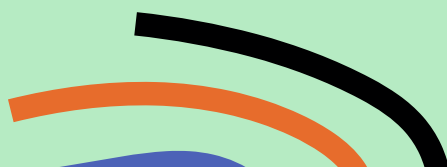
The focus is better brought to the here and now, working the potential in the field as it is, including facing the difficulties and their causes, many of which are hidden.

Viewing unfolding of a group towards a goal as the interplay of Driving and Restraining forces. Both forces buiding a dynamic adaptive interdependence that is never static, always needing to be flexible in response to changing conditions.

"When a system is far from equilibrium, small islands of coherence in a sea of chaos can lift the entire system to a higher order." Prigogine, 1984.

A process view enables working with the present moment but shows that there are stages in any journey into coherence. More…

EXPLORING THE ROLE OF HOW TENSIONS ARE DEALT WITH AS A MARKER OF QUALITIES OF COHESION VERSUS COHERENCE

"Working through" occurring tensions is an essential element on the journey towards coherence. Moreover, we found the ways that tensions are dealt with (both individually and on group levels) are an important indicator and instrument for measuring degrees of coherence in various contexts, including groups.

In a nutshell, we argue that we can map possible strategies for dealing with tensions on a continuum or scale between two polar opposites, between efforts to resist tensions on the one hand, versus being open to welcome tensions as "feedback" that contains valuable information for improving the quality of cooperation on the other hand (see figures 2 and 3). In both cases, the respective actors might subjectively be intending to do the best for what their respective group or working context needs in order to be functional. Yet, they do so on the basis of dramatically different degrees of capability when it comes to holding and dealing with complexity.

Since in both cases the challenge tends to be to keep the group together as such, we suggest to call the two poles of this continuum cohesion and coherence. The different implications of these two polar opposite strategies to deal with tensions can be illustrated very well by looking at examples from politics. Put simply, it is the difference between closed (authoritarian or dictatorial) systems versus open (democratic) ones as ideal types. Note that differences in how "cohesion" is perceived can be assumed to be a function of the group's overall ability to hold and integrate complexity, as described by structural adult development theory.

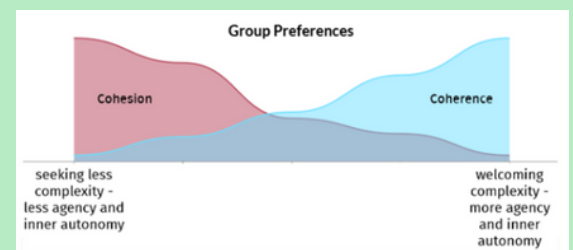Figure 2: Continuum of strategies for dealing with tensions (Cohere+)

Figure 3: Visualization of suggested correlation between addressing tensions and states of cohesion/coherence in groups (Cohere+)

Interpreting conflicts through the lens of value systems
(Clare Graves, Don Beck)

✳ In a **mystical** value system conflicts are perceived as a threat to the strong sense of belonging that builds the safe fundament for the tribe.

✳ In a **mythical** value system conflicts are perceived as a way to protect own agency, to claim for more individual power and set up boundaries to exploitation. They are seen as necessary for self-assertion.

✳ In a **traditional** value system, conflicts are a challenge to the given order of things and are seen as threats to the stability of the system.

✳ From the **modern** value system that is wide-spread in the business world, conflicts are perceived as disturbing, because they prevent groups from "quickly reaching the goals" and diminish efficiency. Therefore, profit-driven companies spend a lot of attention and money on "conflict management", suggesting that "we have to get rid of them".

✳ In the **postmodern** value system, conflicts are perceived as threats for the harmony of the respective group, and people tend to skip or ignore them.

✳ In contrast, the idea of interpreting conflicts in a different way as a positive force that - as an inherent part of our human nature - can play a crucial role in fostering depth and coherence, only takes over with the **meta-modern (integral), holistic** value system. Here, we start to see that framing tensions as a potential adds real value. Going beyond traditional conflict resolution and fixing problems, we understand that by acknowledging tensions as helpful guidance from collective intuition, we can tap into deeper, more authentic, and more powerful relationships.

Spiral Dynamics integral, Beck & Cowan, 1996

Reframing tensions through questions.

What has been overlooked? What is not yet addressed? What is out of alignment? What is ready to be revealed thanks the tension? Are our interactions serving the field (you, me, us, and between) in the best possible way? What is being call for and forth in us by the field?

If a group's dynamic is governed by the value of cohesion, tensions are usually first seen as a threat to the given situation, power structures, the status quo, agreements, group harmony and/or a sense of belonging and safety. This discourages addressing conflicts.

Seeing tensions not as threats, but as sources of potential, leads to recalibrating our thinking, feeling and ultimately our acting. If mindfully explored and properly addressed, tensions can be transformed into creative frictions, information, and higher levels of coherence.

We may choose to welcome and use them as a signpost to important overlooked or subtle information from within the group/field, in service of greater coherence while integrating more complexity.

This perspective is already brought into action by many practitioners in the Deep Democracy ecosystem.

CONCLUSION

Coherence is our true nature, the pattern of how the Universe creates. From there generating coherence means to remember our true nature and reconnect to it so that coherence will naturally emerge. That could be the higher purpose of Coherence.

Yet in our present life context and based on our levels of consciousness we recognize that we dance between coherence and non-coherence in a dynamic way, as an ongoing process and that reconnecting to our true natural coherence needs to be a choice in every moment and practiced on a daily basis.

In this perspective we will explore in the chapter 3 how though design we can create conditions for coherence to naturally manifest, i.e. how people can re-connect to their true nature. In addition we will share methods, tools, practices that support us in our journey to embodying coherence.
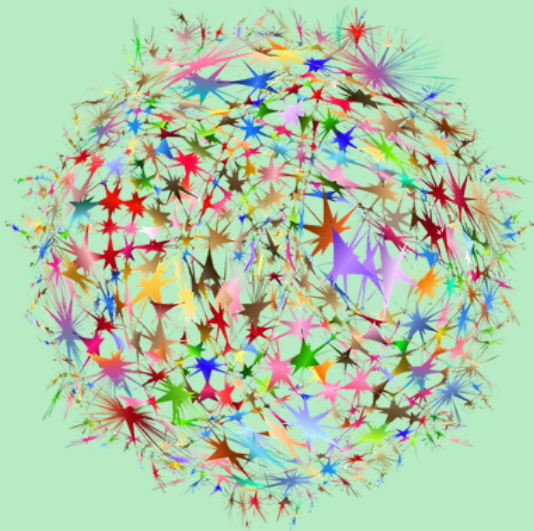
"As individuals and groups practice increasing their heart coherence, it paves the way for a collective momentum that has the potential to transform and uplift consciousness on a global scale – Global Coherence™.

HeartMath Institute

Second Part

Presenting core findings of Cohere+'s empirical exploration of coherence in various areas of the field of transformative systems change.

EMPIRICAL EXPLORATION OF COHERENCE

Cohere+ has explored the Inner Development Goals community (IDG), along with numerous other networks of change agents, in various ways. In this empirical section we present insights from three kinds of sources:

HOLISTIC SENSEMAKER®-BASED INQUIRY

conducted at the IDG summit in Stockholm in October 2023 which was designed to map the character and qualities of coherence within the IDG field. Based on participants ´own sensemaking of their joint experience in the IDG community, we can start to see areas of potential improvement where increased attention could help to strengthen the community's overall coherence and thus, power and impact.

IN-DEPTH INTERVIEWS

interviews with members of the broader field of transformative social change taken over the past two years. Our interviewees have been asked to reflect on their perceptions with regard to the degrees of coherence within their respective networks and fields, on the challenges they see in this area, and their own tools to enable coherence.

EXPERIENTIAL EXPLORATIONS

engaging in first and second person experiential explorations within our enlarged team to test and specify our findings.

EMPIRICAL EXPLORATION OF COHERENCE

1st and 2nd person field exploration: What is coherence? (1)

A very straightforward way to probe into the phenomenon of coherence is an introspection exercise that can be done by almost anyone and any group. The instruction is to sit down in silence for a moment and to "feel what it feels like to be in a coh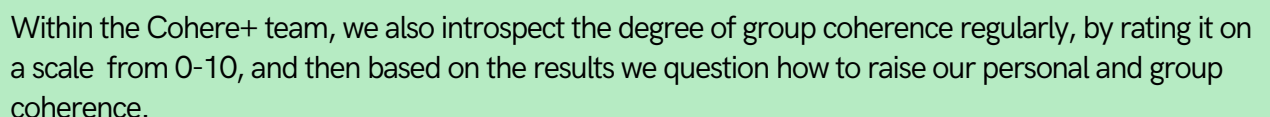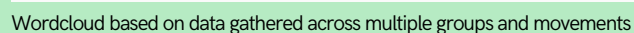erent (or: an incoherent) state/process/situation starting with describing briefly the context. We have conducted this exercise at several occasions with various groups. Here are some bio-feedbacks by which our participants described their inner perceptions of coherence:

EXPERIENCING COHERENCE

Sense of relaxation, peace, warmth, groundedness,

Open perception, open mind/heart, energetic perception - am I/are we aligned or are there tensions?

Relaxation, sinking in, rest

Sense of equanimity, ability to make the best out of tensions

Frequencies coming into synchronization – alignment of all personal and transpersonal elements to Source, co-creating best of

Note that no matter which group we ask to do this exploration, the responses are almost identical.

The following wordcloud illustrates typical responses:

Wordcloud based on data gathered across multiple groups and movements

Within the Cohere+ team, we also introspect the degree of group coherence regularly, by rating it on a scale from 0-10, and then based on the results we question how to raise our personal and group coherence.

EMPIRICAL EXPLORATION OF COHERENCE

1st and 2nd person field exploration: What is coherence? (2)

A similar exploration has been conducted in another community of practice of change agents (Social Architects, D.A.CH) that has been working, developing, and exchanging ideas and experiences together for almost 10 years on how to operate from the integral-holistic perspective. In this case, the exercise was further differentiated by a perception method that the authors call 5-sync. Participants were asked to introspect an experience of a state of coherence and incoherence/non-coherence connected to a real-life example, and to notice their inner perceptions in a more nuanced way, i.e. by distinguishing between perceptions on the physical, emotional, mental, energetic, and transpersonal levels. Besides helping participants to sharpen the individual perception skills, this exercise also produced a finer distinction of the qualities and effects involved when coherence is experienced or, in turn, is absent (see table).

1st person perceptions. Introspecting to in/coherence across different realms.

"Feel what it feels like"	Experience of Incoherence	Experience of Coherence
Physical	Physical discomfort, often in the chest area, tensions, restlessness	Calmness and lack of stress
Emotional	Helplessness, desire to escape, sense of uncertainty, anger, desperation	Experiencing causeless joy, expansiveness, acceptance, and confidence. Pressure-free mindset, equanimity, and overall contentment
Cognitive/ Mental	Overwhelmed by internal dialogue	Confidence in checking methods to prevent issues. Clear understanding of concrete possibilities and synchronicity in planning
Energetic	Fluctuating energy levels; low energy leading to feelings of powerlessness	Feeling of inner strength and trust. Confidence without the need for control, perceived as effortless by others
Transpersonal	Recognizing interconnectedness. sudden opening for more agility	Recognizes connection to a larger context. Facilitates self-organization and brings out the best in individuals

While most people might be able to intuitively sense and tell if a system or context they find themselves in is coherent, it takes some inner skill development to be able to refine perception in the way proposed by the 5-sync method.
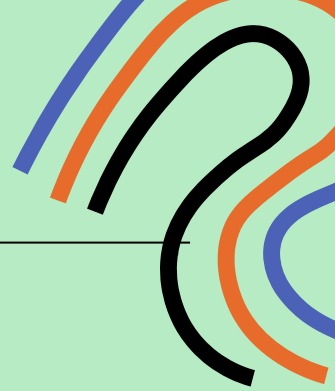
EMPIRICAL EXPLORATION OF COHERENCE

Results from 3rd person observation: effects of coherence

Likewise, we conducted fieldwork in the form of participant observation at various occasions. One of them was the second IDG summit in Stockholm in October 2023, (including the Unconference, a day before), where members of the Cohere+ team attended both the plenary conference and the five independent workshops. The following table shows a few observations we have put together during those events which we attributed to states of incoherence or coherence.

Observations and attribution to in/coherence from a third person perspective across different realms.

Realm of observation	Incoherence was observed via	Coherence was observed via
Physical	fidgeting and talking; people retracting to do own work or other activities no clapping; people on phones	no phone usage all day; not many people walking in and out; active participation by all in the room; people eager to do/participate in exercises; vivid conversations in small groups;people respecting the rules of the game
Emotional	being polite instead of naming problems more clearly; disagreement, not being in sync	feeling welcome; collective/ explicit appreciation; genuine connections made; positive, open atmosphere; emotions shown openly; all emotions could come out
Cognitive/ Mental	consuming attitude; people being distracted; lack of balance and red thread between sessions	asking relevant questions; curiosity
Energetic	attention fades; sense of urge ...for food	lack of tension (or tension mindfully held); quality of presence; focused and mindful attention over a long span of time; laughter
Transpersonal		Awe

So we can physically and energetically observe a number of behaviors and qualities that can be interpersonally recognized as expressions and effects of (in) coherence.

EMPIRICAL EXPLORATION OF COHERENCE

As to the effects of coherence, if we take the <u>framework of the IDG skills</u> as an illustration, we hold the following to be particularly interesting

BEING

In the BEING dimension, we see both physical and inner effects. Both relaxation and presence are psycho-physical states that have been confirmed by research and can be visualized through appropriate methods (i.e. higher heart rate variability and the relaxation of the nervous system, also conceived as elements of resilience, McCraty, 2017).
As to the phenomenological dimension, an increased ability to focus helps to strengthen the inner compass, as well as related THINKING qualities.

THINKING

When our BEING is coherent, our thinking seems to open up and have the space and incentive to follow its natural curiosity as a precondition for unfolding creativity. Furthermore, an increased clarity of thought not only enhances a quest for meaning and purpose, but also informs clear speech and emotional composure.

RELATING

The main effects of coherence in the RELATING dimensions are, precisely, good relations, characterized by mutual interest, empathy, trust and curiosity. This, in turn, allows for seeing tensions as signposts for deepening relations, harvesting more potential and creativity, and for allowing in more diversity in a given group.

COLLABORATING

Finally, the above qualities enhance both individual and groups' capacity to act and thereby to bring about positive change in the outside world, whereby agency is based on a sense of meaning and integrity.

Third Part

Capacity building
## Coherence by choice not by chance.

This design is AI-generated.

THEORETICAL FRAME

CONDITIONS FOR COHERENCE TO MANIFEST

As described in chapter 2 the following findings are based on 1st and 2nd person field exploration as well as interviews and observational research with writing profiles of social change-makers working across a wide set of geographical and societal contexts. These profiles aim to bring alive how specific leaders are engaging in systems change within complex contexts, and to highlight adaptive practices and challenges to coherence within their work.

We have identified eight main fields that require attention when wanting to create supporting conditions for coherence.
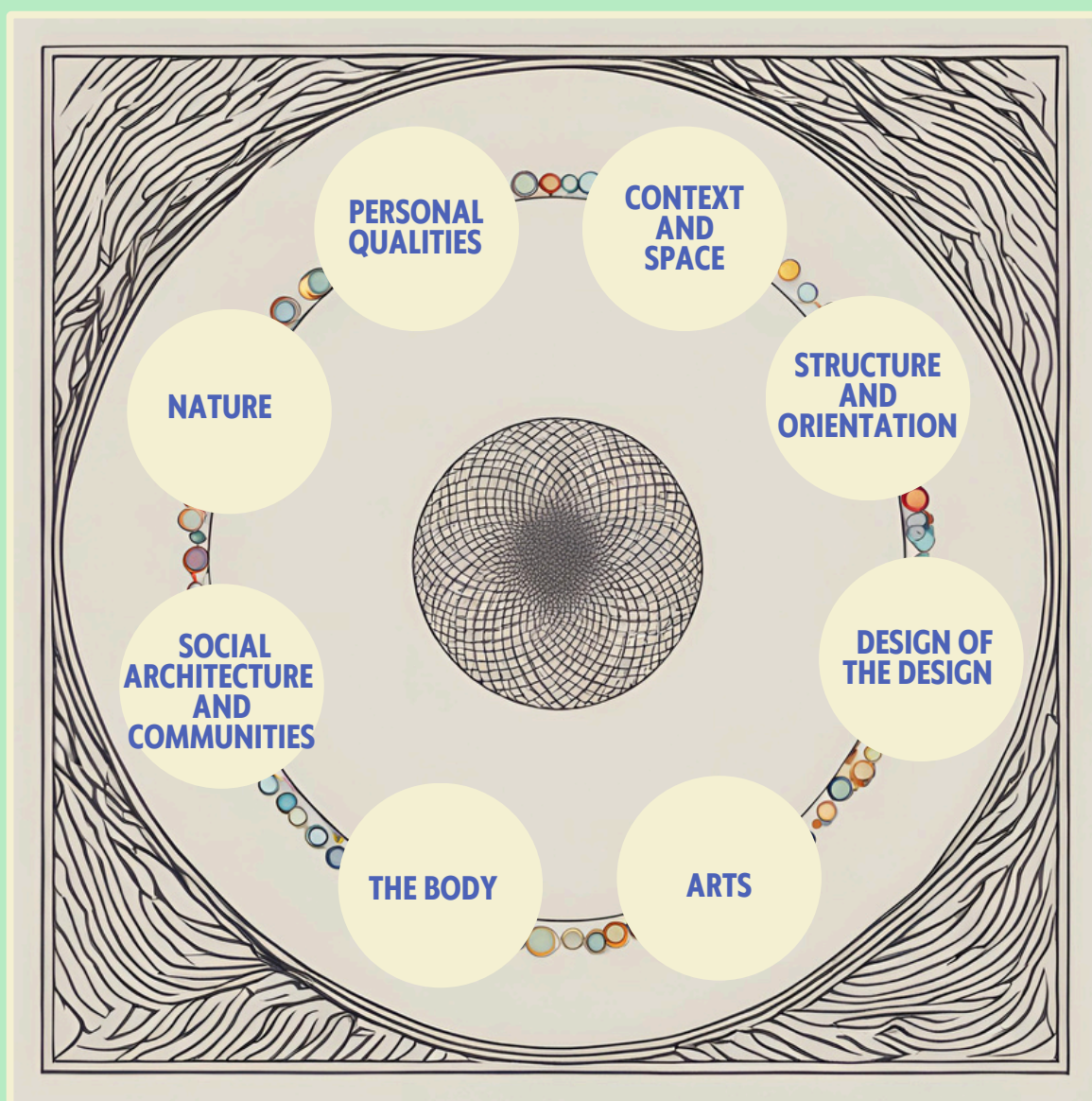
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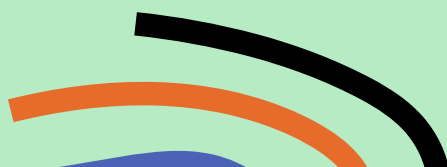
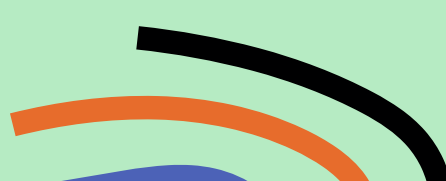# CONDITIONS FOR COHERENCE TO MANIFEST

Personal qualities

Among the most important inner states or attitudes that foster coherence are openness and the absence of fear.

✳ We understand openness as the ability to engage in relationships with others naturally, practice deep listening and communicate in a non-judgmental way. In a more "advanced" form, it also involves the ability to access different levels of consciousness, worldviews and mindsets a person or a group has developed so far without being identified with single ones. The resulting fluidity enables us to take many different perspectives without feeling threatened by leaving our (preferred) position.

"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."

PARTICIPANT VOICE FROM THE IDG SUMMIT 2023

✳ Fearlessness or the ability to manage fear are important, because when fear takes up a lot of space in our mind – even subconsciously – certain neurobiological processes are activated as studies show. Our ability to think in a clear, complex and differentiated way dwindles, as well our capacity for compassion is blocked. In this state, we lose some of our inner freedom and tend to seek cohesion in order to feel safe.

CONDITIONS FOR COHERENCE TO MANIFEST

Context and space (1)

Safe spaces of trust and appreciation that can hold diversity (1st person quality)

In order to reduce fear and build trust, it is crucial to create spaces that are able to hold and welcome feelings of fear with mindfulness and non-judgmentally. By becoming visible and expressible, fears often lose their power, and by translating them into needs, we can address them more easily. In turn, the experience of trust and being appreciated helps people to relax in a group and to dis-identify with ego-driven impulses like fear.

A sense of safety and trust is supported by allowing in diversity and authenticity – in other words, encouraging people to self-express beyond getting personal social needs met, like playing roles, wearing masks, claiming space and separating by checking out. People can then speak from Presence and show up as the individuals they are with their respective talents and skills. It helps coherence to manifest when each person is aware of their unique contribution in service to the whole.
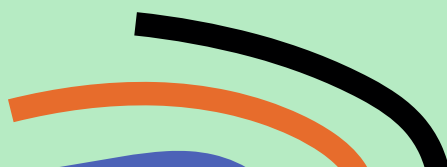
Building trust and feelings of safety

Do we actively allow and encourage the expression of differences and tensions? Do we facilitate the sharing of tensions? Do we know how to integrate conflicts? How can we name conflicts without blaming? How do we invite vulnerability to show up and protect its expression? How do we hold emotions mindfully? How do we invite people to show up as unique individuals, valuing their talents and strenghts?

In a very practical sense, a supportive setting is one with plenty of space to move around, practice art and engage in other forms of self-expression or embodiment. If possible, being in nature adds another powerful context. Also, attuned and bounded formats for interacting more authentically such as an un-conference design and working with the smaller intentional groups enables generating joint insight and wisdom, and thus to strengthen shared trust.

"It makes a huge difference for me to share in a space I feel is safe and allows 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."

PARTICIPANT VOICE FROM THE IDG SUMMIT 2023

CONDITIONS FOR COHERENCE TO MANIFEST

Context and space (2)

Resonant space (2nd person quality - relational - impulse in relation to sth).

Besides safety and appreciation it appears that resonance plays a meaningful role in fostering coherence.

In a resonant field, intense experiences and authentic encounters are possible because the answer or impulse comes from our transpersonal dimensions (Essence Consciousness, Universal Self). We let go of the mind and the urge to judge and control and open a space for openness, curiosity, acceptance and connectedness. Through the experience of resonating with our respective creative source, we experience being touched and the joy of perceiving that we have an impact, and can move others and ourselves. In this resonating and resounding lies a potential for personal, social and global transformation.

Coherence emerges out of resonance. The process of coherence brings the high energy of resonance in alignment i.e with vision, purpose, actions... and synchronizes the resonant fields in the collective.

This You-tube video on a resonance experiment with different frequencies is a great visual entry point into the topic.

https://www.youtube.com/watch?v=wvJAgrUBF4w
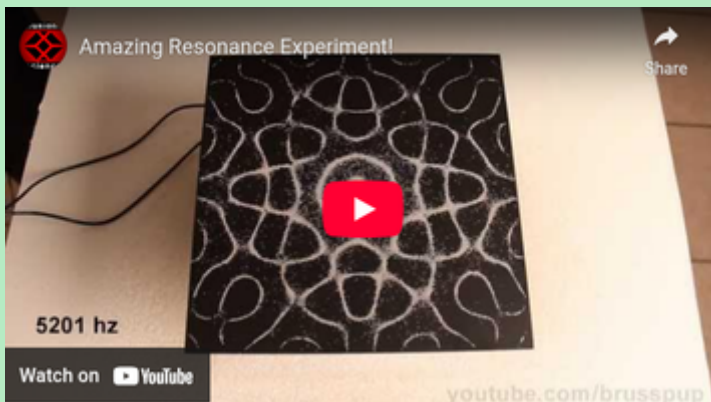
So what does resonance mean?

Etymologically, the term derives from the Latin "resonare", which means to echo. Even though the term originates from physics, especially acoustics, in recent years it has spread to the fields of knowledge of psychology, sociology and spirituality. In the spiritual field, the term "law of resonance" is now increasingly used as a synonym for the "law of attraction" and is associated with the various cosmic laws. It says that we attract what we send out - and that all that we send out also comes back to us.

Resonance in a sociological context

It holds a special potential if we understand resonance as a sociological concept, as Prof. Rosa describes it: "as the primordial form of human world-relationship".
In this context, resonance is understood as a resonating system that arises from the relationship between two or more subjects or between a subject and an object. In this resonating system, all parts mutually inspire each other. Resonance thus becomes a response relationship, which at the same time has an inherent moment of unavailability.

- Horizontal resonance takes place between two or more people, for example in love and family relationships.
- Diagonal resonance describes relationships to things and activities.
- Vertical resonance means the relationship to the great collective singulars like nature, art, history, religion....

Hartmut Rosa, Resonanz. Eine Soziologie der Weltbeziehung

CONDITIONS FOR COHERENCE TO MANIFEST

Sructure and orientation (internal and external)

The meaning of the Higher Purpose

An appropriate amount of structure and orientation creates safety and focus. This can be fostered on a personal level, by striving for clarity on one's own higher purpose and on a group level by building a common shared vision or purpose. Knowing my own "why" that extends to a purpose beyond the Ego-Self is a very powerful precondition for both individual and group coherence. This allows the individual to maintain the "I" in the "We" and to dance between both dimensions. To connect from that space to a shared vision and purpose enhances not only the group's coherence, but also the common purpose. It provides energy to act, to co-create in a flow-state and to shape reality accordingly.

How to be best together

Furthermore, orientation is supported by providing a minimal "liberating structure" that is in service to the realization of the common vision by revealing "how to be best together", i.e. that supports the embodiment of all skills, competences and gifts that people bring to the group. That means that such a structure should facilitate a clear self awareness of competence and skill at the individual level and how this differs to others in the group. This is crucial for effective differentiation and the building of meaningful synergy.

Essential for coherence building are spaces where the group has a way to understand and acknowledge difference and competence that isn't based on ego fear and scarcity patterns. Structures that therefore orient us to our differences and how this affects resonance and coherence seem to be crucial.

Some people could be afraid of asserting their own strenghs and talents being anxious to threaten the "We" feeling and sense of being all "equal". This could lead to a leveling of competences that will be lost for all and diminish the creative power of the community.
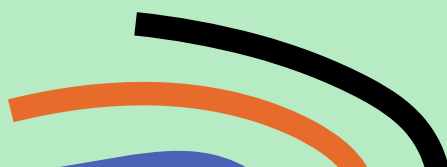
Personal Coherence/ The Power of Purpose

CONDITIONS FOR COHERENCE TO MANIFEST

Emergence, Self-organization and intentional Design (1)

Design of the Design

Designing intentionally coherent social spaces means that we acknowledge the volatile nature of coherence as we have previously described. The comprehension of coherence leads us to create designs that mirror this dancing between coherence, cohesion and non-coherence. It appears that using the principles of emergence for designing coherent social spaces can address these dynamics coherently.

Chaos | Order

Emergence Zone = Opportunities for Growth
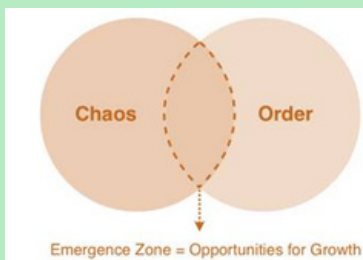
7thgenerationdesign

The chaordic approach seems to integrate design and emergence principles for shaping processes. In this approach a core element is the principle of self-organization. In human ecosystems, self-organization does not mean laissez-faire or taking oneself out of the process, in fact the design aspect for self-organization is essential. Through prudent design, we can create the conditions that promote self-organization without direct intervention. One of the essential prerequisites is the competence of social innovators and coherence guardians to bring together emergence and design and to maintain the balance between order and chaos (chaos in the sense of unpredictable and uncontrollable). As well coherent self-organization is promoted through being able to inwardly and effectively read our own impulses to attune to the broader field of creation.

This competence builds on the ability to resonate with the field (i.e. organization) through deep listening and sensing, thereby listening to the subtle movements and "breathing" of the system, perceiving its needs and tensions and seeing the direction in which it wants to develop.

This integration of design and emergence in our work takes place when our perception of the world is based on trust and the recognition of the creative impulse in individuals and systems. This perspective allows us to consider organizations as living organisms that have the ability to self-organize under appropriate conditions, that are resilient and can respond intelligently and dynamically to internal and external stimuli. This approach supports in a natural way the manifestation of individual and social coherence.

What does emergence mean?

According to Jeffrey Goldstein (1) emergence is the appearance of new and coherent structures, patterns and properties during the process of self-organization in complex systems. The process is characterized by the following features:

- Radical novelty (features that have not been observed before)
- Coherence or correlation (integrated wholes that maintain themselves over time)
- It is the product of a dynamic process (it unfolds)
- It is vivid (you can perceive it)

In the animal world, we know this phenomenon from the transformation of a caterpillar into a butterfly. A completely new, whole insect emerges through a perceptible, dynamic process of self-organization.

Coherence guardians rely on the quality of time to recognize:

- when are design impulses supportive?
- how much design is necessary (e.g. only minimal structures to get into action)?
- when are letting go and waiting advantageous, even if it means enduring tensions and "not knowing"?
- when are impulses for realignment or adjustment necessary?
- when and how phases of growth and rest can alternate in order to keep the system healthy?

Chaordic approach The term was coined by Dee Hock, the founder and former CEO of the VISA credit card organization.

Jeffrey Goldstein in Emergence Definitions

CONDITIONS FOR COHERENCE TO MANIFEST

Emergence, Self-organization and intentional Design (2)

Practices

Tools, approaches, practices can then be properly selected to fit into the "Design for coherence". For example, we observed that short sharing or storytelling exercises in between keynote presentations brought more aliveness and energy into the field and built trust and empathy. Small conversations in pairs gives everyone the opportunity to speak, listen and be seen even in large group settings. A guided meditation can drop participants into sensation and deepen their embodiment, resulting in a more calm and coherent field. Various forms of movement and/or non-verbal communication takes people out of their heads and allows them to let their bodies find their place in the space. Asking people to directly exchange thoughts about what brings them alive is also a good way of raising energy levels. Another interesting "up-stating" exercise is to exchange on a topic, by starting each sentence with "Yes and", building upon, adding new and even contrasting viewpoints, instead of opposing the previous statement.

The SenseMaker approach can be helpful for designing the design. It makes the warm data, state of group integrity and collective patterns visible. Surfacing the invisible elements supports coherence and helps people make sense which also increases the coherence.

Tools and practices will be described in the Section Practical application.

!

The less aware or committed people are in the group at that moment, the more energetic vibrational guardianship is needed to increase the frequency. Depending on what type of coherence we talk about, i.e different cultural influences and mental structures, the vibrational guardianship needs to be different by acknowledging the diversity of needs.

CONDITIONS FOR COHERENCE TO MANIFEST

INSPIRE
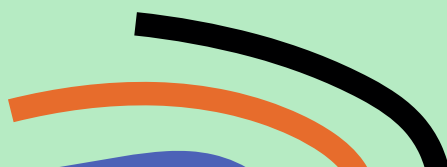
The Arts as powerful drivers of coherence

The story of one of our interviewees provides concrete insights into how the dynamics of coherence manifest in the field. This is an impressive example of the degree to which the arts – music, theater, poetry – can be vehicles for these processes.

This example for the power of arts and music as a way to build coherence is the work of organizational psychologist, facilitator, and non-violent communication trainer Kateryna Yasko in the extremely challenging current context in Kyiv, Ukraine. Given the sheer scale of the need to build and strengthen civic society, she has been experimenting with workshops using poetry, music, and plays to align groups around shared intention and purpose and develop empathy – ultimately enabling action and change within the civic sphere. Yasko specifically noted that group coherence – amongst participants as varied as IT company staff, school principals, and groups of teenagers and families – was enhanced thanks to a collective witnessing of a performance and the professionally facilitated discussion afterwards. Coming together around these shared experiences of the arts, with the opportunity to reflect and voice their responses creates coherence, fosters trust, and supports emotional well-being.

It seems that these outcomes are partly due to the quality of coherence present already in their design and execution. Yasko works from a place of coherent vision and inner compass, and also engages her collaborators (musicians, directors, actors, poets, philosophers, and other trained discussion facilitators) across diverse modalities and skills. A longer-term vision of effecting change and "strengthening ties in the social fabric of the country through culture" is at the center of their work. Thus, a coherent design takes into consideration both the specific cultural and developmental needs of the participants, which results in a stronger effect on inner and interpersonal coherence for the participants.

Her experimental practices, born out of necessity, show how group processes that take into account psychological distress and trauma, as well as help participants to develop greater social coherence needed to then act in their communities. By providing safe containers for developing RELATING skills and culturally-relevant emotional resonance, the arts ultimately foster transformative development for their participants (including moving towards what she refers to as Kegan's "self-authoring collective mind").

We therefore encourage everyone to consider how a "coherent sensorium" model – which includes coherent sound, visuals, and movement – could be used within facilitated workshop settings.

CONDITIONS FOR COHERENCE TO MANIFEST

The body as a powerful coherence catalyzer

Our body is in constant contact with the environment. It immediately resonates with events and signals giving us continious feedback. If we want to increase our individual coherence, it is essential **to (re)connect with our body** and to experience it as a valuable resonance field. Training our sensations goes hand in hand with such questions as "what exactly do I feel, where in the body? What energy qualities do I perceive... ?" This presupposes that we build a mindful relationship with our inner body, sense into it, listen to it, to precisely locate and describe the finest, subtle emotional or physical impulses.
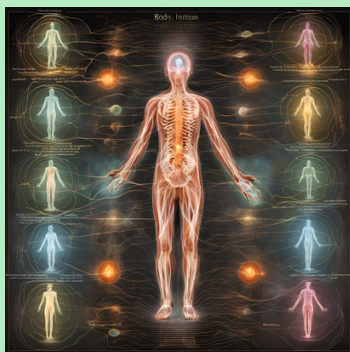
This design is AI-generated.

The second step is **to acknowledge and interpret these physical perceptions as information**. This is challenging at first because our mind tends to question our perceptions. The language of intuition often needs to be deciphered. It chooses linguistic means other than the mind to communicate. Through attention and practice, we become better and better at interpreting the sensations as reliable feedback. Provided we are open to it and practice to ignore the skepticism of the mind.

Trust in these primordial properties of our body as a sensor for assessing our degree of coherence was natural for tribal societies, sometimes also life-saving. This trust was undermined by the development of the rational mind. On the threshold to the integral-holistic age, our sensitivity is becoming increasingly important. The complexity and acceleration of our era call for access to faster, higher-level information sources that are not accessible to the mind. Qualities that are and were highly developed in tribal societies, such as instinct, senses and body awareness, will now come to the fore again, albeit in the context of high complexity and global challenges.

Reconnecting to our inner body helps to be at our full potential and to connect in a coherent way all our dimensions. As a reliable feedback organ it enables us to stay in coherence, no matter what happens in the outside world.

CONDITIONS FOR COHERENCE TO MANIFEST

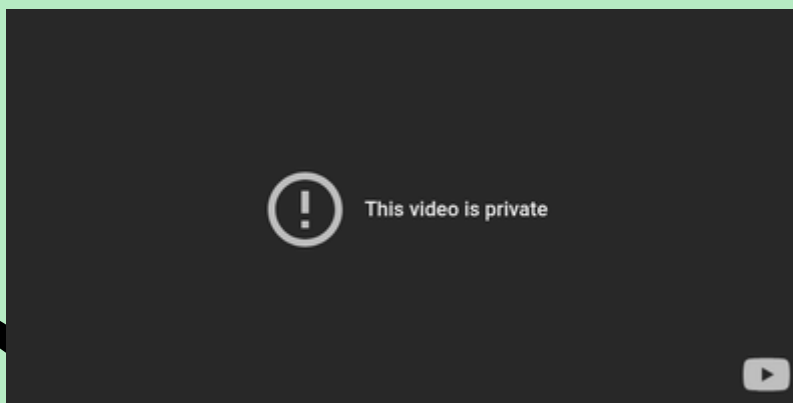**Social architecture** and **Communities** (1)

Technology supporting social architecture based on coherence

We are working with partners all over the world to bring forth technologies that will support co-creation at scale based on a picture of planetary-wide unity and co-creative interconnection. The 'Morphogenetic Web' emerging through the Perspect3vism project is a vision of a new type of internet platform and 'living system' that will support co-creators to express their unique view of the world. From here they will be able to connect with like-minded co-creators through an integrated Synergy Engine and explore opportunities for co-creation. The Synergy Engine's in-built coherence currency system will support and nourish onboarded co-creators to evolve their state of being in order to enter into deeper levels of coherence so that they have sufficient life energy and heart connection to create from a place of unity and health. From here they can self-organize through 'social DNA' as social organisms and become active, co-operative cells in a larger, emergent planetary superorganism.

Prototype MAIA

MAIA represents a coherence architecture, pattern or 'logic' for co-creation. This architecture is used to provide a systems and scalable design for how co-creators can self-organise their activities at a planetary scale in a way that the whole thrives as a coherent system while each individual agent or group of agents is simultaneously thriving.

- The priority at this stage is to test MAIA's architecture, logic and algorithms.
- MAIA can also be used in the present period to help educate co-creators about the distinctions in their Contributions and approaches to co-creation, and moderately facilitate and showcase emerging co-creative activities. It could be implemented as a technology for the Wheel of Co-Creation.
- The goal at the moment is NOT to present or build custom MAIA software in any significant or long term form, though we are presently working with technology partners that will support this to occur once we have completed our testing of MAIA's logic and algorithms. Thus, for the short term, MAIA will use existing software (such as this Airtable form) to deliver and test interim capabilities.

This video is private

https://www.youtube.com/watch?v=B7NNf3lx1yY

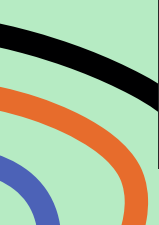Further information about the social architecture of the emerging Synergy Engine

More on Maia

CONDITIONS FOR COHERENCE TO MANIFEST

Social architecture and Communities (2)

Communities of coherence

We will look at the nature of Communities of Coherence in the section "Communities of Coherence".

CONDITIONS FOR COHERENCE TO MANIFEST

Nature based approach and coherence (1)

✳ Taoist landscape reading

Relating Taoist Landscape reading to coherence involves understanding how its principles foster a harmonious and integrated existence. Here's how the essentials of Taoist Landscape reading contribute to coherence:

- Observation and Attunement: Developing heightened awareness through deep observation of the landscape fosters a connection to the environment, leading to more harmonious actions.
- Harmony and Balance: Living in harmony with nature, understanding yin and yang (feminine and masculine polarity), and recognizing the interconnectedness of the five elements promotes ecological balance, personal well-being, and sustainable actions.
- Flow and Cycles: Aligning personal energies with the natural flow (Qi) and embracing seasonal cycles enhances coherence by promoting resilience, adaptability, and well-being.
- Integration and Simplicity: Integrating human activities with the landscape and adopting simplicity reduces complexity and supports ecological balance, fostering a unified, harmonious approach to life.
- Spiritual and Inner Connection: Fostering reverence for nature and using the landscape for inner reflection aligns inner values with external actions, promoting personal growth and a deeper sense of purpose.
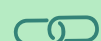
✳ Bioleadership

Applying the above in a practical leadership oriented down to earth-approach, the notion of Bio-Leadership seems relevant to mention.

> "It looks at things as living systems. It cares for life. It trusts that something special happens when we walk through a forest. It's honest about our ecological emergency. It balances different ways of knowing, with head, hands, body and heart. It works from the ground-up, understanding circularity, regeneration and localism. It knows that we hear each other better when we cook together and sit around the fire. It gives space to be human - to feel all of the tensions and emotions of the messy and urgent times we live in. It values spacious qualities, vulnerability and inquiry. It knows autumn and winter are just as important as spring and summer. It uses inquiry and experimentation as tools for complexity. It is revolutionary. It looks to lessons and ideas from across time and cultures. It recognises that life is a miracle, something to take care of, for ourselves and many others."

✳ Schuhmann Frequency

The Schumann frequency, the Earth's "heartbeat" at approximately 7.83 Hz, reinforces the idea of coherence by synchronizing our biological rhythms with the planet's natural frequencies. This grounding effect promotes well-being and a sense of connection to the Earth, aligning our actions and thoughts with the natural world.

https://www.emerald.com/insight/content/doi/10.1108/978-1-83797-639-320231009/full/html

https://schumann.ie/unveiling-the-profound-influence-of-schumann-resonance-at-7-83-hz/

CONDITIONS FOR COHERENCE TO MANIFEST

Nature based approach and coherence (2)

Together, these principles (Taoist landscape reading, Schumann Frequency, Bioleadership) create a valuable foundation for:

- Grounding and Presence: The Schumann frequency helps us stay grounded and present, aligning with the Earth's natural rhythms.

- Connection to Nature: Learning from and harmonizing with natural rhythms deepens our connection to the environment.

- Adaptability to Cycles: Embracing natural cycles fosters resilience and adaptability.

The Global Coherence Initiative is demonstrating through a Worldwide Network of Magnetometers, Random Number Generators, and Tree Monitoring Sensors – that we are all far more interconnected with each other, Nature, and Earth's magnetic fields than previously understood. Earth's magnetic fields interconnect and distribute information to all living beings and organisms on our planet – that's why it's important for each of us to feed the energetic field environment with love and compassion. This will help offset the stress waves and lift the consciousness of humanity.

By integrating these principles, we cultivate a sense of coherence that aligns our inner and outer worlds, creating a balanced, harmonious, and interconnected existence. This coherence enhances our ability to navigate complexity, fosters sustainable living, and promotes a deeper connection to both nature and ourselves.

https://gowyrd.org/notes-wyrd-field-2023/

https://gowyrd.org/how-does-it-work/
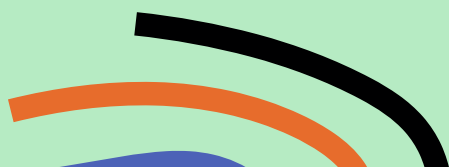
PROFILE OF A COHERENCE ACTIVATOR AND GUARDIAN

PRELIMINARIES

Coherence is about asking people to explore their humanness and might be a challenging part. It requires the willingness and the readiness for engaging in the Unknown, in emergence processes that are not just knowledge-based. It demands to "sense into" and include and transcend the mind, expanding the limitation of linearity and duality. It aims at "Being together" and from there to co-create. Coherence fosters Evolution towards becoming the heart-informed humanity able to address wisely and efficiently global challenges.

We are just at the beginning of harnessing the immense potential of coherence to enhance human interaction. When coherence encounters incoherence, how can we best respond to unlock its potential? The process of learning is uniquely complex and goes beyond mere polarity —our group is dedicated to exploring and grasping this complexity. By embracing and holding complexity, we can adopt a more effective and acceptable framework for personal and collective development. This approach allows us to frame development in a way that acknowledges and integrates the diverse and intricate aspects of human growth and interactions.

So what we concretely propose is the building of laboratories to experience what embodying coherence makes possible for us individually, for our social interactions, for communities and how it impacts the field. We wish as well, to support laboratories for designing and facilitating social spaces where we get out of our habits and patterns, where people get beyond their roles and identities. Such labs should be seen as open containers that allow emergence to manifest, i.e. to integrate whatever will evolve and be developed along the journey that we now cannot yet perceive. Tools, methods and containers are helpful while knowing that the map is not the territory.

PROFILE OF A COHERENCE ACTIVATOR AND GUARDIAN
IDENTIFYING CORE /NEEDED CAPACITIES

The Gap analysis report identifies six key "capacities for the future" that individuals and groups within the ecosystem should focus on developing. In the following texts we integrate the core elements of the report findings and add some reflections.

In addition, we noticed as an overarching quality, that Humour, playfulness und sincere irony is a capacity that positively informs all the other capacities.

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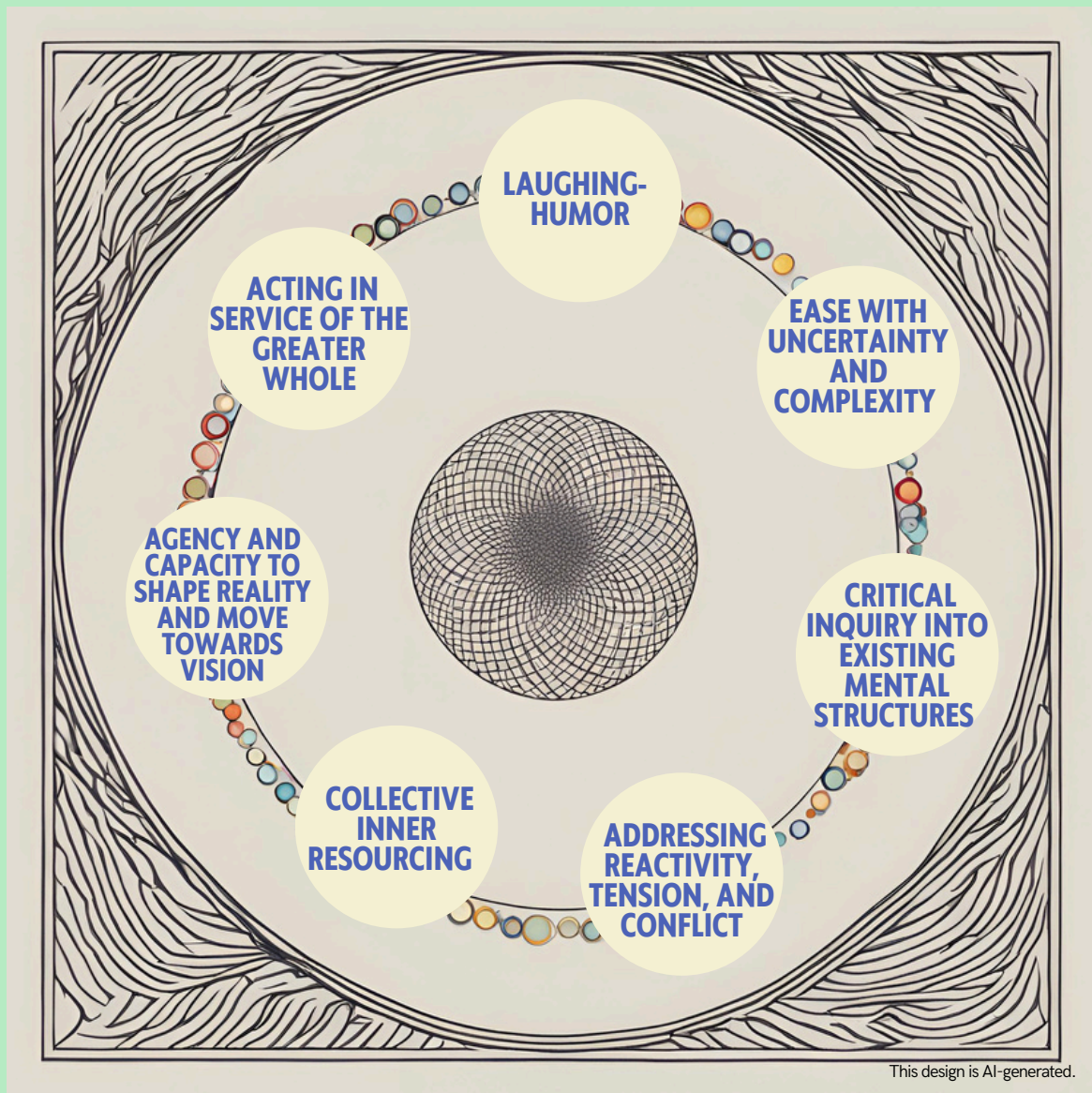
PROFILE OF A COHERENCE ACTIVATOR AND GUARDIAN
IDENTIFYING CORE /NEEDED CAPACITIES

Humor - Laughing

Relaxing the mind is crucial, acting as a prerequisite for the points discussed above and allowing openness to transpersonal experiences. When we laugh or smile, our physiology is impacted: The diaphragm contracts, leading to deeper breathing and increased oxygen intake, which helps let go of mental concepts and alleviates stress symptoms. Even an unnatural smile creates a feeling of lightness, removes stress, and widens the gap between triggers and reactions. This gap between trigger and reaction can help us respond more thoughtfully and reconnect with our inner purpose. This dis-identifying from emotions allows us to become more of an observer, offering a fresh perspective and the opportunity to reconsider situations. Ultimately, joyfulness carries us through the ups and downs, maintaining a coherent vibration.

Studies show that frequent laughter diminishes the impact of stressful events on our mental state, supporting the stress-buffering model of positive affect. Thus, humor not only lightens the emotional load but also helps us dis-identify from negative emotions, promoting a more balanced and coherent state of being.

https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2249748/

https://www.researchgate.net/publication/350740252_Irony_and_Thought_Developmental_Insights

https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7347187/
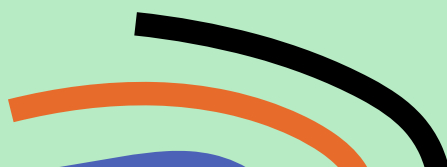
PROFILE OF A COHERENCE ACTIVATOR AND GUARDIAN
IDENTIFYING CORE /NEEDED CAPACITIES

Ease with uncertainty and complexity

Cohesion and Coherence as distinct qualities (and the related attitudes, strategies, and approaches) have very different effects on our ability to deal with complexity.

In a state of cohesion, we tend to reduce the amount of perspectives we can take and access, with the result of limiting our options to feel, think, relate to each other, adapt and act.

In a coherent state or dynamic, we are able to access multiple perspectives and dimensions of perception, thus going beyond fixed ideas on right and wrong. At the same time while realizing that a complete understanding of all perspectives may not always be possible, the need for control decreases and humility and intuition can flow in, which in turn supports meaningful collaboration and stimulates creativity.

As pointed out in the gap analysis through analysis of interviews there are a few elements that are specific to enhance ease with uncertainty and complexity in collective settings and therefore influence positively its states of coherence. Safety and protection in community spaces enable vulnerability, allowing for collective witnessing and just "sitting with" complexity. This can also be described as being in a de-structured or liminal space which has been seen to foster collective development.

For coherence to manifest, we need a certain level of heterogeneity and diversity, thus increasing the potential for creativity and new ideas, solutions, perspectives, but also raising complexity. Communities that aspire to operate as much as possible in a state of coherence should also be willing to endure the inevitable "renewing" process of "coherence - incoherence - diversity - complexity- uncertainty - tension - more coherence".

Liminal spaces as a practice field for holding uncertainty and not-knowing.

A liminal space is a threshold and transitional space in which everything is possible but nothing is fixed, a place where one does not arrive, but only stays in order to arrive somewhere. In this "supsension state" uncertainty and the fear of losing control usually feel uncomfortable and oppressive. When we have the courage to cross the threshold of the familiar and known, we may witness and experience the revelation of what potentialities are present in me, in others, in the "in-between", in the transcendent. Liminality is able to promote deep personal and collective transformations and gives the creative space to unfold. Richard Rohr defines liminality as "a sacred space in which the old world can fall apart and a larger world is revealed."

"Heterogeneity is the human condition and for good reason; bland homogenisation drives differences under the table. The secret is to make the differences coherent in relevant contexts."

Personal Coherence - Navigating complexity

PROFILE OF A COHERENCE ACTIVATOR AND GUARDIAN
IDENTIFYING CORE /NEEDED CAPACITIES

Critical inquiry into existing mental structures

This inquiry could help to support individuals and collectives to recognise and transform socio cultural conditioning. As well it invites to disentangle from existing mental models and make space for new ones. Critical inquiry into existing mental structures involves:

✳ Developing awareness of existing mental structures and blind spots

✳ Open, curious, and humble inquiry into individual and collective patterns of how we are showing up in the world – including questioning our attachment to those patterns

✳ Discernment of which mental structures might be (un)healthy, (dys)functional, or (un)supportive (and when and for whom)

✳ Unlearning patterns that are not currently healthy, functional, or supportive

✳ Awareness of what dominant cultural or behavioral patterns look like and how they might subtly produce harm.

What are the values that are meaningful for our community?
What are the core values that are aligned to the higher purpose of the community?
Which of our values is wounded, when we are in reactive modus or triggered?

Mental structures are connected to our identity.

Many people feel threatened when they think their identity is questioned and tend to react to protect their self-identity. So exploring Identity can be worth doing, to inquiry into " who am I". We might discover that we play different roles that are distinct parts of ourselves. If we accept this inner diversity as not being kept in boxes under control, we then can handle our identities in a fluid and flexible way, opening up for growth. It is an invitation to go beyond the labels. We access a doorway into what we might be if not keeping ourselves in limiting compartments and this may bring a quality of liberation and surprising oneself. Two values are involved in this process: freedom vs safety.

One helpful map to approach this topic is the Meta perspective Spiral Dynamics integral that proposes to acknowledge all levels of consciousness with their specific values, mental structures, world views. This model allows us to appreciate differences while distinguishing within the respective level of consciousness those mental structures that are life-supporting and those that are dysfunctional.

PROFILE OF A COHERENCE ACTIVATOR AND GUARDIAN
IDENTIFYING CORE /NEEDED CAPACITIES

Addressing/Using reactivity, tension, and conflict

Addressing reactivity, tension, and conflict could help individuals and groups to build healthy relational cultures that are high in trust. As well it enables us to resolve and integrate the interpersonal challenges that may arise when working co-creatively and in emergent ways. In Part 1 we have described how tensions relate to coherence. In the following we enounce what addressing reactivity, tension and conflict involves:

※ A capacity to tolerate tension and the discomfort that may arise

※ Seeing conflict and tension as opportunities for transformation

※ Approaching one's experience with curiosity and a willingness to deconstruct it

※ A capacity for embodied awareness

※ Communicating about one's experience in a non-judgemental way

※ The courage to have difficult conversations

In our interviews with over a dozen actors in the social change field, we discovered that tensions within organizations and across movements can often be perceived as driving and/or being driven by a lack of coherence. Hence, as discussed in chapter 1.4 ways to mindfully navigate tensions can be a powerful driver of deeper coherence.

For example, another interviewee working in the field of group process and conflict facilitation explained how any relational tensions that "naturally arise in any system" should ideally be addressed by surfacing them "gracefully and fluidly [...] internally or interpersonally, in a way that they become fuel for further refinement and improvement of the systems they are part of, rather than causing complete breakdowns." He noted that this approach can result in "flow, harmony [...] and all sorts of metrics of wellbeing and effectiveness."

Then again, as paradoxically as it might sound, for coherence to emerge as well as for the design of structures and constraints that might support states of coherence, we need a certain level of heterogeneity and diversity, as otherwise the (dynamic) state of coherence turns rather sooner or later into "flattening" alignment and cohesion.
Even though increasing variety within the system to the point where it becomes heterogeneous, increases the potential for creativity and new ideas, solutions, perspectives, it matters that the differences are capable of coherence. Typically in a group process, this might not be an immediate result, but communities that aspire to operate as much as possible in a state of coherence must also be willing to endure the inevitable "renewing" process of "coherence - incoherence - diversity - uncertainty - tension - more coherence".

"The secret is to make the differences coherent in relevant contexts."
(The Cynefin)
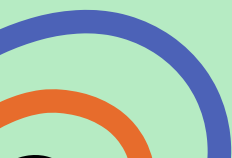
PROFILE OF A COHERENCE ACTIVATOR AND GUARDIAN
IDENTIFYING CORE /NEEDED CAPACITIES

Individual and collective inner resourcing

✳ Capacities for Individual Inner resourcing

- Self-knowledge and self-awareness of what energises oneself
- Ability to self-regulate and co-regulate with others
- Ability to re-create free attention, allowing to zoom in and out and direct one's attention at will, also as a basis for "creating a different reality"
- Accessing community support

✳ Capacitities for Collective inner resourcing

- Being an empathic observer, in other words witnessing and self-witnessing, including the non-verbal communication
- My quality of agency and my receptiveness to others (and myself) and sense of inner alignment and integrity support clarity and awareness
- Capacity to differentiate, e.g. individual trigger versus unresolved issue in the We-space
- Capacity to pause, to sensing into something instead of desire for control, to use "heart-centered" signals in the verbal and non-verbal communication

✳ Emerging capacities in human consciousness

- Alignment with Attractor Patterns
  Human consciousness is evolving towards aligning with subtle attractor patterns or morphic fields, indicating a burgeoning capacity within humanity (Hawkins, 2002). This perspective aligns with Hawkins' view that consciousness levels may manifest as large attractor patterns, suggesting a deeper, interconnected reality beyond empirical observation. The exploration of this subtle level of reality, facilitated by practices like the ganzfeld procedure, underscores a potential shift in human cognition towards extrasensory perception (Barušs, 2003).

- Resurgence of Ancient Capacities
  Jean Gebser's developmental framework suggests that what may seem like new human capacities could be a resurgence of ancient abilities at a higher evolutionary stage (Combs, 2002). This aligns with the spiral dynamics model, where human development progresses like notes on a musical scale heard at different octaves (Beck and Cowan, 1996). Despite modernist barriers that dismiss non-empirical phenomena, these capacities may represent a renewal of ancient human potentials.

- Collective Wisdom and Intersubjectivity
  Accessing collective wisdom through meditation and specific dialogue practices fosters higher states of consciousness and collective intersubjectivity (Gunnlaugson, 2012). These experiences often lead to a "collective mind" transcending individual rationality, fostering interconnectedness within groups. Such collective intersubjectivity can catalyze collective liberation and the emergence of new cultural paradigms focused on collective well-being.

- Transpersonal Intersubjectivity
  Transpersonal intersubjectivity (Scharmer; Pomeroy, 2024) shifts emphasis from individual subjective experiences to shared presence and interdependence among individuals. This suggests a transformative potential in how humans perceive and interact with the world, highlighting interconnectedness as central to understanding human consciousness and evolution.

A desire to feel joyful, energised, and aligned with a sense of meaning and purpose in life and work to show up in the world in our full potential seems to be at the core of inner resourcing. So how can we gather strength and courage, individually and collectively, to be the people we wish to be in the world?

# PROFILE OF A COHERENCE ACTIVATOR AND GUARDIAN
IDENTIFYING CORE /NEEDED CAPACITIES

Agency and capacity to shape reality and move towards vision/vector goal

An embodied sense of agency, and a corresponding capacity to implement one's vision, are considered key for the capacity to shape reality and move in the direction of a vision or rather vector goal, both personally and collectively

Individual agency and the capacity to implement one's vision involves:

- An embodied knowing that one's actions matter
- Having a vision for the future and being guided by it
- A felt sense of power and confidence and resilience
- Coming up proactively with positive, innovative solutions, instead of complaining
- An ability to stay focused on practical next steps without losing connection to one's vision
- Overcome deeply conditioned patterns in order to stand in this powerful place aligned with spirit, giving one´s gifts for the whole.
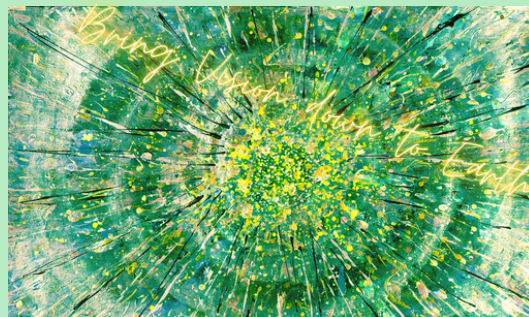
Devalei/ Pixabay

Agency: action that actualizes our best future potential (Otto Scharmer)

At a collective level, agency and the capacity to implement one's vision could support individuals and groups to:

- Take responsibility for developing the relational culture of their team(s) and organization(s). Personal agency helps in managing conflict, fostering better relational cultures, and taking responsibility
- Translating vision into action, not just keeping it in imagination
- A felt sense of agency allows people to rely on self-motivation
- Knowing how to generate high "flow" energy, to come to life in one's own best version and within seconds be able to build bio-physiological coherence is crucial to engage powerfully in emergent co-creation
- Emergent co-creation in turn, requires the ability to recognize and experience the acausal or nonlinear nature of reality and to develop the latent human capacity to access information across space and time by tapping into a collective field of consciousness, psi-field, or morphic field.
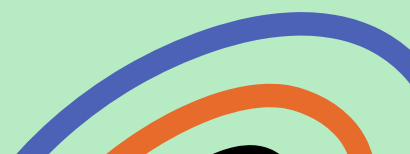
PROFILE OF A COHERENCE ACTIVATOR AND GUARDIAN
IDENTIFYING CORE /NEEDED CAPACITIES

Acting in service of the greater whole

Acting in service of the greater whole could help individuals and groups to engage in emergent co-creation implying sensing into the field, responding adequately to needs and circumstances, transcending conflicts and improving the quality of sense and decision making.
Acting in service of the greater whole involves:

- Being willing and able to put aside one's ego when working with others
- A connection to something greater than oneself – a "higher purpose", or "spiritual connection"
- Being attuned to the (social) whole, by sensing into what is most needed or what is resonating with others
- Cultivating and integrating intuitive and embodied ways of knowing

It appears that serving a greater whole is deeply connected with the connection to a state of consciousness - the Transpersonal - that goes beyond our identity with the Ego Self. Moreover being conscious of one's higher Purpose and sharing a common Higher Purpose with a collective fosters individual, social and global coherence. Enabling social spaces from where we come together practicing and embodying the transpersonal quality becomes an indispensable step. What we are talking about is nothing less than a fundamental shift in our identity as human beings.

INSPIRE

"There's fascinating evidence of a fundamentally new pattern emerging in humanity: the co-creator. This emerging pattern goes beyond surface values to a whole new way of engaging and working with others, based on respect and unity.

The co-creator relinquishes the need for power over others and celebrates the emergence of authentic partnership in all domains, offering a juicier, more collaborative, and ultimately more powerful way to live.

The new co-creator archetype is at the very root of our next evolution of humanity [...] and as we embrace the full power of the new pattern, we can grow into our full potential as a human family."

Futurist Barbara Marx Hubbard

It seems that developing the capacity to tap into transpersonal states of consciousness and make use of them is one significant education goal for integral-holistic change agents.

# PROFILE OF A COHERENCE ACTIVATOR AND GUARDIAN

CONSIDERING THE SPECIFIC CONTEXT OF CHANGE AGENTS IN META-MODERN CULTURE

Specific challenge (through observation and own experiencing)

Engagement in numerous projects, frequent meetings, extensive travel, and the pressure to generate sufficient income often result in a sense of overwhelming. This may explain why many change agents involve themselves in multiple activities simultaneously. Moreover, there is a significant overload of data, coupled with a grand vision to improve the world and shape the future. Individuals are consciously or subconsciously aware of the gap between the mainstream culture and the emerging one they yearn to give birth to. This may lead to moments of hopelessness, resignation, loneliness, depression and subsequently health issues, already at a young age.

An enormous increase in the number of connections, patterns (see table below), identities, and roles, while everyday complexity of our lives is growing, all this build challenging conditions for integral change agents. And therefore we have to navigate various frequencies, from modern to postmodern to metamodern, often feeling and being pulled in different directions. The nervous system has not had the time to adapt to this rapid change. It's like switching between 220V and 120V, causing the nervous system to go haywire.

Joining up the dots
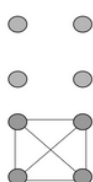
Number of dots	Number of possible links	Number of possible patterns
N=4	L=6	P=64

Impact on health and energy level

There is a pain point or shadow side to this lifestyle. It seems difficult to be fully present—mind, body, heart, and spirit — in each project. There is a tendency to focus on external outputs at the expense of internal exploration and community relationships. Even though these change agents have deep knowledge and experience in self-awareness, meditation and other skills to connect with their higher selves, they struggle to apply them effectively in challenging situations, which hinders inner and social coherence. Consequently, they often feel exhausted, experience health issues, and sense overwork. Particularly among young women, vulnerability seems evident, and setting boundaries for energetic self-protection becomes crucial to prevent symptoms of overwork. Energy levels fluctuate, peaking towards the end of meetings.

How well do change agents take care of themselves?
What does prevent them from practicing and embodying self-care?
How can we address the capacity to handle speed, connection and complexity to achieve greater grounding?
Which narrative would help to make sense of this complexity?

It requires courage to focus and choose out of the plethora of possibilities, combating the fear of missing out (FOMO). Trained intuition, connected with a higher purpose, aids in making choices effortlessly. Without it, focus wanes, and individuals become easily distracted, though this tends to improve with age. Collecting experiences and reflecting on them in a timely manner through individual and collective journaling is crucial for developing wisdom and intuition.

The gap between knowing and embodying may foster a persisting strength, creativity and courage to pursue so-called "impossible" missions. It may also provide an incredible opportunity to handle the gap constructively, holding it in compassion and clarity. We can see it as a playing field to explore and grow through it,
building the capacity to embark on a path of conscious mental-emotional-transpersonal training.

CONCLUSION

Creating coherence across dimensions

We have demonstrated that there are multiple ways to scaffold, i.e. create conditions for coherence to emerge or increase, from joint experiences of art, re-connecting to body and nature, to creating safe and appreciative spaces of trust, to intentionally design and implement adequate structures. We also show that we can identify core capacities that foster individual and social coherence and supports agency way beyond the moment where people actually meet in their communities.

Coherence can be seen as a dynamic meta-stable process that is informed and guided by many different enabling constraints, such as intention, purpose, authenticity, trust, "tension skills" and scaffolding structures. In this dynamic we realize that skills do not have to be developed one at a time, but reinforce (or, if absent, prevent) each other's embodiment. In other words, this encourages changing our thinking from a linear "I have to do X in order to achieve Y", towards an embodied meta-perspective and apprehension of the complex and interwoven dynamics of all skills, where it does not matter where you start.

!

For coherence to "persist" in groups over time, diversity and even "productive irritation" are necessary elements, stimulating the system to "reshuffle" for coherence over again.

Coherence is brought about not by stifling or silencing a different note, but rather by carefully hearing, acknowledging and integrating "strangeness" (or divergence) within a group into its own evolutive process.

Reframing our frameworks through the lens of coherence as a quality and dynamic of being has the potential to expand the benefit of our competences, abilities, attitudes and thus, the impact of our human ecosystems and communities, radiating back towards increasing coherence in the overall field.

PRACTICAL APPLICATION

This section shares resources/practices/capacity-building elements that can be incorporated into workshop designs and a series of practicums for practitioner development. It may lead to a community of coherence practitioners in service to ongoing learning from and with each other 'in community' as learners learning into increasing orders of both holding and responding to emerging complexity contexts and conditions. A developmental Learning Lab of sorts.
We focus on practices that specifically play a core role in supporting coherence and co-creation.

FRAMEWORKS AND METHODS

We have found those approaches particularly relevant for creating and holding coherent spaces. In this list you will find the links to the most relevant frameworks the Cohere+ group is working with. More in depth descriptions follow for selected practices and tools specifically aimed at supporting communities of coherence.

Spiral Dynamic integral
Meshwork
Vistar evolutionary circles
Wheel of Co-creation
Magic Canoe
U Theory
Holacracy
Heart Math Tools
Life Purpose Group
Conscious Evolution
Eco-intention
Free attention and Attention management
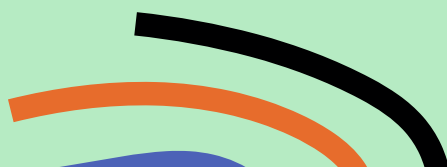Complexity Science based frameworks: Cynefin, Sensemaker and Coherent Heterogeneity
Complex Facilitation
Chaordic approach
Vcols - Virtual Circles of Learning
Indigenous wisdom

PRACTICAL APPLICATION

PRACTICES AND TOOLS* FOR HOLDING AND EMBODYING COHERENCE

We focus on practices that specifically play a core role in supporting coherence and co-creation. There is no specific sequence to follow, no linear order in the structure below. You may select and combine different practices according to individual or collective needs and what seems relevant to you at a specific time of your personal and collective process. If the practice needs much description we will link to the original document in order not to overload the guide.

We have structured the practices in eight fields as named below.

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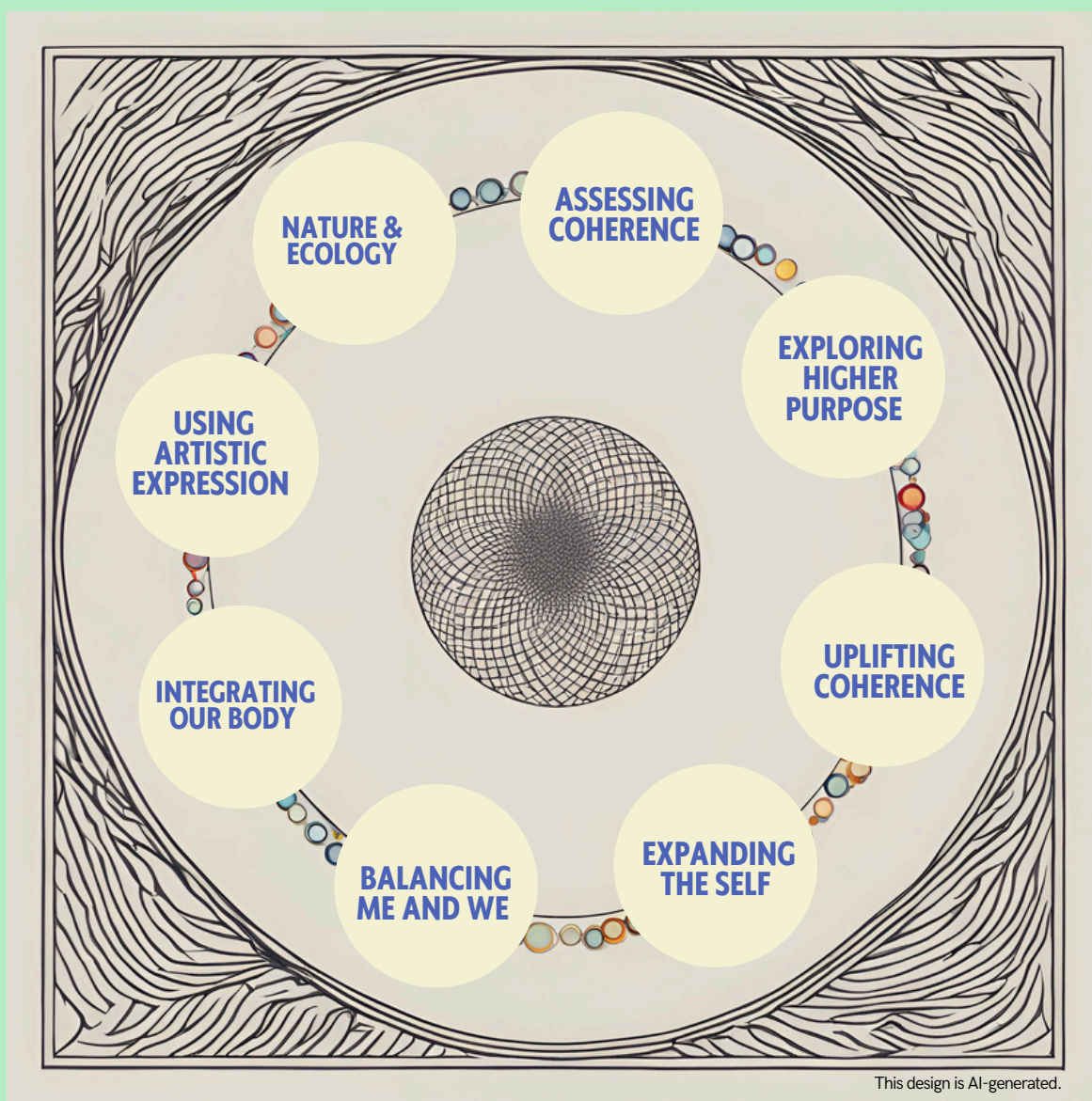
* Please note, the videos and tools represent a functional selection. There is no connection between the authors of this book and the authors of the videos/websites other than having tried it out themselves. Many other sources will work just as well.

PRACTICAL APPLICATION

ASSESSING COHERENCE

Co-creator assessment

- Do I align my personal creative agency with the whole's?
- Have I overcome the ego based need for recognition?
- Is there an underlying sense of peace, acceptance and trust in my life, no matter the circumstances and emotions I am experiencing?
- Am I connected to Source and able to surrender to its guidance?

If yes, move on
If no, to seek support for continuing your personal evolution, healing of wounds and traumas, etc., click here

---

- Am I able to connect in heart resonance with others, in the lovely, higher vibration than we can experience alone?
- Am I able to make explorations in unity with others, being together simultaneously as uniquely gifted individuals and as one?

If yes, move on
If no, to connect with others who are in inner balance, and experience the resonant field of love and oneness , click here

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- Do I pursue my life purpose with heartfelt dedication?
- Is the achievement of this purpose more important to me than my personal role in achieving this purpose, or getting recognition for my contribution?

If yes, the registration on the Map of Co-creators could make sense for you
If not, to seek a small, intimate group for mutual support in activating your different life purposes, click here
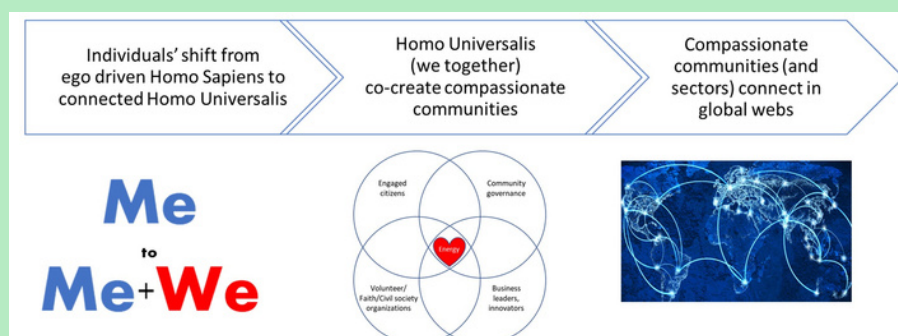
The gradual shift from individual to community and ultimately to global coherence

PRACTICAL APPLICATION

ASSESSING COHERENCE

Assessing coherence level

Individual level

Perception method 5-sync. Participants are asked to introspect an experience of a state of coherence and incoherence/non-coherence connected to a real-life example, and to notice their inner perceptions in a more nuanced way, i.e. by distinguishing between perceptions on the physical, emotional, mental, energetic, and transpersonal levels. Besides helping participants to sharpen the individual perception skills, this exercise also produced a finer distinction of the qualities and effects involved when coherence is experienced or, in turn, is absent. See part 2.

Community level

Describe structures and patterns that enable or disable coherence (short term and long term) in the group and reflect on how it links to the individual coherence level. Work out how to address the identified "traps".

Global level

The Global Coherence™ App created by the HeartMath Institute connects people from all around the world who have a sincere desire to add heart to their daily lives and the world itself. The app enables anyone to join public groups or create their own coherence group.
With an Inner Balance® Coherence sensor, or using your phone's camera as the sensor, you can measure your individual coherence and view the coherence contribution of groups you belong to, as well as the Global Group, the community at large. The app is free and does not require that you have the Inner Balance sensor to actively participate, access guided heart-focused meditations and see your marker on the global map.
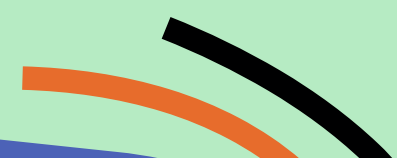
EXPLORING HIGHER PURPOSE

PRACTICAL APPLICATION

Practice 1 - Feeling the "call"

Life purpose groups support people in their passions with an approach that creates intimacy and coherence. Through sharing around our respective life purposes we learn about ourselves and what is fundamental to us. It is an intimate exploration that requires a safe space. Getting feedback from others gives orientation through resonance, people may resonate or not. We create a co-sharing space where distinctiveness is appreciated.

Invite to:
- first connecting with oneself
- coming to alignment with the greater vision
- feeling the "call" and heart´s desire
- visualizing one´s unique contribution and how it serves something greater.

Questions for exploring:

- why do I get up in the morning?
- why am I here on earth?
- what excites me?
- My greatest gift is…
- What is my life journey?
- What have I learnt that brought me to this space?
- Why am I here with you?

Differentiation and awareness of 'vocational identity' and 'arousal' and their unique character should become space in order to avoid that the group slip into the overbearing need of a 'we space', overriding personal creative motivation and self directivity.

As well, the space of sharing one´s unique higher purpose should not turn into a "stage" for Ego identity and needs.

Sharing our own life purpose makes visible and expresses our interconnectedness vs separation.

EXPLORING HIGHER PURPOSE

PRACTICAL APPLICATION

Practice 2 - Resonance practice for higher purpose inquiry

Intention: Alignment of all my dimension to one's life purpose and to common higher purpose

- Resonance practice - Sharing through interconnectedness. Three rounds with different persons: Why are you here? Why are you really here? Why are you really, really here? - Who are you, who are you really, who are you really really?
- Formulate individual higher purpose (see also practices described above)
- Formulate the shared common intention/ Higher Purpose for getting into co-creation

INSPIRE

Awaken Your Purpose is a podcast dedicated to helping you find your purpose and passion. Over 100 passionate people were interviewed and asked to share the tools, methods, tips that helped them find their calling.

Free Ebook
Discovering Vocational Arousal - The transformative Power of Your Creative Genius. Barbara M. Hubbard and Dr Marc Gafni offer a free Ebook to download here.

The Co-Creator's Handbook 2.0: An Experiential Guide for Discovering Your Life's Purpose and Birthing a New World

EXPLORING HIGHER PURPOSE

PRACTICAL APPLICATION

Practice 3 - Connecting to Life Purpose

- **Brief group check-in** of each person: name, location, current situation

- **Guided connecting meditation**:
    - Close eyes and breathe
    - Relax (mind and body)
    - Connect to heart energy (own, each other's, universal /HeartMath quick Coherence)
    - Invite those who feel called to share their higher life purpose and share their attraction to be a part of this group
    - Meaningful questions to feel and sense into during the meditation:
  - Where are you most alive, energized?
  - Where do you experience not marking the passage of time?
  - What are things that you cannot not do? (cannot live without?)
  - What do you say a strong NO to and, then, what are you saying YES to by saying no?
  - What brings awe and wonder for you?

- **One person shares:**
    - How I see my higher life purpose at this point in time
    - What I believe that I can contribute with towards my mission
    - Why I see this emerging group as an important part of pursuing my calling

- **All of the others offer their reflections back** to the person who just shared. These intimate exchanges allow for the coherence, or "the resonant field of love", to grow.

- **These sharings repeat** until everyone has shared and received reflections back. By allocating 20-30 minutes to each person, this may take a couple of meetings.

When everyone has connected, the meetings' initial guided, connecting meditation switches from a focus on the members to a **focus on the shared mission**, i.e.
- Close eyes and breathe
- Relax
- Connect to heart energy
- and then, instead of inviting personal sharing: Invite the wisdom and insights of each person towards the shared mission, including the unexpected inspiration that the Universe may infuse into the group field.

PRACTICAL APPLICATION

**UPLIFTING
GROUP
COHERENCE**

Practice 1 Deliberately create the vibration of appreciation

Being present with a person or a situation with deliberate appreciation

- feel what it feels like to be curious and interested and get a felt sense of it in your body-mind
- feel what it feels like to be grateful and get a felt sense of it in your body-mind
- feel what it feels like to be "amazed and/or in awe" and get a felt sense of it in your body-mind
- Bring all three elements together and relax into the sensation while being present with the other person and connected to your higher self.
- Everytime your attention wanders, gently bring it back to the sense of appreciation for whatever is arising in the other person.

This needs a bit of practice and you can do that with another person who gives you feedback on "your" field of appreciation.

!

Group coherence is the reflection of all individual coherence levels present in the space. That means that group coherence is always impacted by individual coherence or non-coherence. As well individual coherence can be uplifted (or not) by group coherence. Both fields are interwoven, focusing on one will impact the other one.

PRACTICAL APPLICATION

UPLIFTING GROUP COHERENCE

Practice 2 Inquiry for teamwork

On collaboration:

- How do we welcome fears, uncertainty?
- What does each of us need to feel safe here, together?
- What am I afraid of regarding our being and creating together?
- When do I feel that I can trust, how does I notice it (mind, body, emotions)
- How and how often do I/we express appreciation?
- Which form of appreciation do I value most?
- How do we deal with tensions and conflicts?
- What do I need to fully and authentically show up?
- What do you want other people to do when you are triggered?

On structure and Design:

- What is the minimal structure of operating we need to be best together and hold coherence?
- How much design is necessary? (e.g. only minimal structures to get into action)
- When are letting go and waiting advantageous, even if it means enduring tensions and "not knowing"?
- When are impulses for realignment or adjustment necessary?
- When and how can phases of growth and rest alternate in order to keep the system healthy?
- Is the time quality (Kairos) supportive now?

PRACTICAL APPLICATION

UPLIFTING GROUP COHERENCE

Practice 3 Vistar Evolutionary Circles

The Vistar Method emerged over 18 years of meetings and their exploration. This dynamic interaction evolved into a specific set of guiding instructions and actions whose purpose is to reveal our true nature, The Field of Collective Consciousness and spontaneous creativity.

The Method includes:

- **Six GuideRules**, deeply rooted in metaphysical principles
- **Three Roles** for each meeting: the Leader, the Support, and the Participant, each with their own responsibility to the Circle
- **Three Sections** for the progression of the meeting: Introduction, Development and Recapitulation

Description of the rules

Description of the roles

Description of the sections

https://vistarview.org/vistar-method/

UPLIFTING GROUP COHERENCE

PRACTICAL APPLICATION

Practice 4 Global coherence

Care focus- Putting Love into action

The vibrations of our moods, attitudes, thoughts, and feelings rise and fall throughout a day, based on our actions and reactions – especially in today's dynamic emotional climate. The "vibes" we emanate to others and into the environment vary based on our mind, emotions, and disposition. An easy way to maintain a higher vibration is to practice going back to the heart when we get triggered or feel stressed and then interweave qualities of love, care, kindness, appreciation, or compassion into our interactions. That is putting love into action. Anyone who experiences these heart qualities recognizes their transformative value.

- Center in the heart and breathe love and appreciation. This warms our heart and increases coherence in our heart's intention.
- Breathe easily and imagine with each breath that your mind, emotions and body are becoming still inside. This helps with focus.
- Next, visualize more of humanity connecting with their heart's love, kindness, compassion, and respect in their interactions to reduce separation and draw in new solutions that serve the greater whole.
- Now let's radiate our inclusive love and compassion to all who are suffering throughout the planet from wars, famine, and many other hardships.

As the collective heart awakens, this can eventually transform the civil unrest from separation and clear the way for people to get along with each other – a first step toward creating a better and more harmonious world.

PRACTICAL APPLICATION

UPLIFTING GROUP COHERENCE

Practice 5 Eco Intention

Principles of energetic guardianship for projects, teams and organisations

Hans Andeweg's method of Ecointention, which focuses on harmonizing and revitalizing natural and human ecosystems through intentional and measurable energy and field work, aligns closely with Peter Merry's principles of energetic guardianship. Both approaches emphasize the importance of maintaining energetic coherence within environments. By fostering a deep connection and attunement to the human or the natural world, practitioners of Ecointention and energetic guardianship work to restore balance and vitality. They do this by measuring the following parameters over a certain amount of time:

- vitality,
- self-organizing ability,
- inspiration,
- the potential to realize ideas,
- energetic stress and blockages.

Coherence, in this context, refers to the harmonious alignment and perception of energy flows, creating a state where natural and human systems can thrive. Together, these methods highlight the power of intentional energy practices in promoting well-being and resilience as well as support flow and synchronicities in teams, groups, networks etc, increasing measurably their efficiency and timely action.

If you have a great and visionary idea and you and your team would like to get in on the ground in a way that strategy, implementation and communications processes are coordinated and in sync. or because you want your project/team/organization to be more flexible and resilient, consider to have an Eco-intention practitioner accompany the process. It will greatly enhance the sense of coherence and flow in the team. See here for some real-life cases

EXPANDING THE SELF

PRACTICAL APPLICATION

The following presents a number of practices that allow one to gain insight into one's own personal identities and how they actually feel like. In a second step you are invited to sense into identities you might have noticed in others, that you might connect with or which trigger you. These practices are vital for group coherence, as, when applied, they reduce resistance, friction and incoherence and increase understanding where the other person/s might be coming from.

Doing the practices enhances one's willingness to "be", to feel and understand what it means to be someone else, even if for only a short moment, opening the door for more understanding, possibly empathy and increases the capacity to deliberately take a different perspective.

We recommend to debrief each of the following practices each time you use them in that way:

- What ?
  What do you notice?

- So what?
  What else does this explain?

- Now what?
  What to do/not to do going forward
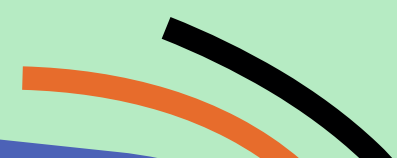
PRACTICAL APPLICATION

EXPANDING THE SELF

Practice 1   Identities Inquiry

Variation 1 Identifying identities
- Reflect on how many identities you are embodying in your life (i.e family, professional, spiritual, relatives...)
- Feel whichever identity feels meaningful
- Notice your felt sense of it, the thoughts, the emotions and physical reactions connected to each of it.
- Reflect on how those different identities relate to value systems
- Ask yourself and share how this practice could contribute to personal and group/social coherence?

Variation 2 - Holding two identities at the same time
First "Feel what it feels like to be identity X and then feel what it feels like to be identity Y" and allow them to be present in your consciousness at the same time. Move forth and back between them. you can also put them on two ends of a line in a room and move forth and back, really get a good felt sense of that space and gradually move into the middle where both energetic spaces meet.
Notice your felt sense of holding both, notice the thoughts, the emotions and physical reactions connected to holding and spanning these identities.

Variation 3 - Identities along one's development
Now choose identities along your development from child to adult, or from stone age to digital age. Notice your felt sense of it, the thoughts, the emotions and physical reactions connected to it.
First "Feel what it feels like to be identity X (e.g. child of 2 with a tantrum) and then feel what it feels like to be identity Y (e.g. the project manager) and allow them to be present in your consciousness at the same time. Move forth and back between them. you can also put them on two ends of a line in a room and move forth and back, really get a good felt sense of that space and gradually move into the middle where both energetic spaces meet.
Notice your felt sense of holding both, notice the thoughts, the emotions and physical reactions connected to holding and spanning these identities.

Ask yourself, how could this practice contribute to personal and group/social coherence?

PRACTICAL APPLICATION

EXPANDING THE SELF

Practice 2   Feminine and masculine polarities (1)

Some <u>Framing</u>

An evolutionary and integral perspective on the Feminine and Masculine polarities

The re-integrating of the Feminine in cultures cannot be approached without simultaneously giving equal attention to the understanding and expression of the Masculine. These two universal principles and forms of energy are inextricably linked and an integral approach will have the best chance of introducing a lasting and transformative process for all, both individually and collectively.

If we focus exclusively on the individual dimension, we can help the uplifting of the Feminine at that level, but when the person returns to a culture and structures that are rooted in the oppression of the Feminine - conscious or unconscious - the healing will be fragile because her expression will be at odds with the outside living a different reality, still based on discrimination or exclusion.

Conversely, if we focus our attention on the collective and cultural aspect of a society that is open to a valuing and authentic integration of the Feminine without healing individual traumas, people will not be able to fully enjoy an integral culture. This can be observed in groups of environmental activists, who carry values of equality, valuing Feminine and Masculine energies equally. In this context, which really seems to be authentic, some women continued to feel excluded, disregarded, as they were apparently experiencing resurgent traumas linked to their own history and disconnected from the present moment.

The integral approach also allows us to open up to a subject beyond value judgements, taking into account the diversity of thoughts and actions without compartmentalizing them but by linking them to the bio-psycho-social dynamics that drive them. This favours a benevolent and differentiating view, recognising differences as potential for synergy and co-evolution.

Personal Coherence/ Expanding Self-Awareness

EXPANDING THE SELF

PRACTICAL APPLICATION

Practice 2 Feminine and masculine polarities (2)

The Feminine and Masculine through the lens of the metamodern view.

The metamodern paradigm has the potential to open up spaces for the co-creation of a new narrative based on an integration of the Feminine/Masculine polarities and not on polarisation. This level of consciousness is deeply animated by the search for union in diversity, integration and synergy of polarities and differences. As a result, the Feminine and Masculine are perceived as qualities that it is natural to develop and express at the individual and collective level. Moreover, from an evolutionary perspective, this integration is seen as an absolute necessity if we are to move to higher levels of consciousness and develop a maturity that will enable us to solve global challenges. This value system will therefore create social architectures that will allow the Feminine and Masculine to flourish in the Four Quadrants while fostering the creative potential that comes from the dynamics of these two forces.

Power is seen as a creative force that is rooted in both the Feminine and Masculine and that serves the Essence/Essential Self. Power helps to manifest in our physical world the essential impulses of individuals in the service of Conscious Evolution, while individuals perceive themselves as non-separated. Therefore exercising power "over" others becomes obsolete.

Exercise 1 The impact of value systems on our view on Feminine and Masculine

The stages of development described in Spiral Dynamics integral are present and active in us, like matryoshkas, those Russian dolls embedded in each other. Depending on our living conditions, one of these systems is dominant and it is through this one in particular that we filter our perceptions, experiences, decide our preferences and actions and create our reality. These filters impacts the way we approach the topic of the Feminine and Masculine. If we want to balance the polarities within us it is worthwhile to question our filters and to recognise that they only represent one aspect of a larger reality.

Self inquiry. Reflection and sharing with a group

- What are the values that are most important to me?
- How do these values impact my view on the Feminine and its qualities?
- How do these values impact my view on the Masculine and its qualities?
- How does it influence my behavior and the expression of both qualities?
- What is helpful, what is limiting?
- Which steps are necessary to bring the polarities into balance?
- How can I concretely do that in my all day life?

**EXPANDING
THE SELF**

PRACTICAL APPLICATION

Practice 2 Feminine and masculine polarities (3)

Exercise 2 Collective Inquiry: 3 voices

One voice represents the Feminine
One voice represents the Masculine
One voice speaks for the "Witnessing" beyond polarities

Choose a topic and explore it from the 3 voices. One person may speak all voices and then pass on to the others. In another setting one person speaks from the 3 voices, giving time between each one to feel into and sense.

EXPANDING THE MIND

PRACTICAL APPLICATION

Practice 1   Virtuous circles of learning 1

VCoLs by "Lectica" are the abbreviation of Virtuous Circles of Learning, is a repeated cycle of goal setting, information seeking, application, and reflection and allows to integrate new information, ideas and habits into our mental networks. It engages learners intellectually, emotionally, physically, leveraging both conscious and unconscious mental processes in a way that integrates new knowledge into existing knowledge.

It has 4 steps:

Set: Decide, which micro-skill you would like to work on, e.g. active listening

Seek: Gather information around the topic, e.g. how do you know you are listening actively, what are the important elements etc

Apply: Put into practice

Reflect: in the moment, taking notes and after a few days of practicing, reflect on your learnings

Awareness Micro-VCol example: Effective listening — nonverbal signals

There are a number of ways in which people demonstrate effective listening, including a number of nonverbal signals, such as:

- Facing the speaker,
- Leaning in to the speaker,
- Maintaining an open posture (uncrossed arms),
- Not averting one's gaze to look at a watch, phone, or other distraction, and
- Nodding, smiling, or showing other appropriate emotional reactions.

EXPANDING THE MIND

PRACTICAL APPLICATION

Practice 1   Virtuous circles of learning 2

In this micro-VCoL, you will sharpen your awareness of these listening cues by observing the behavior of others.

Set: Learn to quickly identify non-verbal signals of effective listening.

Seek: Show the list of nonverbal signals above to a couple of friends or colleagues. Ask them if they can think of any other ways that good listeners nonverbally signal that they're listening. Add any new signals to the list, then print it out so you can carry it around with you for the next few days.

Apply: During the next few days, whenever you observe people conversing, look for evidence of the listening signals on your list. (Try to keep your mind focused on noticing listening signals rather than making judgments about their quality or the people making them.)

Reflect now: Each time you witness one of the signals, immediately put a tally-mark next to it (on your list).
later: At the end of each day, take a moment to consider your observations to date. Are some signals more common than others? Did you find some signals easier to observe than others?

Reset: Continue practicing this VCoL until you are confident that you are able to quickly identify all of the listening signals in your list. Then, begin practicing the VCoL with one modification. This time, observe your own listening signals.

VCoLing is a (micro-)practice that builds skills. Learning by "VCoLing" nurtures the skills required for lifetime learning and development, called +7 skills such as:

- reflectivity
- awareness
- seeking and evaluating information
- making connections
- applying knowledge
- seeking and working with feedback, and
- recognizing and managing biases

It should be noted that in terms of coherence building, VCoLs strongly support personal coherence. However, in a group or team, when team members are engaging at the same time in their specific version of VCoLs, group coherence is expected to increase, as attention of team members moves towards the practice of awareness, reflectivity, making connections, recognizing biases etc.

https://lecticalive.org/about/vcols-free#gsc.tab=0

https://theo-dawson.medium.com/vcol-in-action-learning-the-way-our-brains-were-designed-to-learn-2c01782a4d14

EXPANDING THE MIND

PRACTICAL APPLICATION

Practice 2 Entering the space of not-knowing

This topic is related to all inquiry practices where it is not about to find the right answers or to fix a problem but to reveal what is now and which potential wants to be revealed from the future. Responses, impulses will emerge from the collective space of deep listening, not based on a pre-existing agenda. This demands courage as the mind has been trained and is used to being in control, to plan, forecast, find answers and resolve problems. This practice means a deep shift in our way to relate to oneself, each other and a specific topic.

Different methods can be used like "Vistar", "Quantum/Deep Listening", Transparent Communication, Bohm Dialogue.

Quantum/Deep Listening Practice

1. All people sit in a circle, facing each other
2. Close your eyes
3. Imagine a cord that leads from the base of your spine all the way to the center of the earth
4. Take a deep breath, and as you release the breath, follow the cord all the way down. Imagine its color, shape and pathway, hum or sing the sound of this journey to the center of the earth
5. Connect the cord firmly to the earth's center
6. When you have done this, stay on the pitch that you are making
7. Hold your tone until everyone is singing or humming their own, unique tone
8. When everyone is firmly connected, send a tone swirling clockwise around the circle. Anyone can start
9. Match the sound of the person to your left, then change it, then match it again. Have fun
10. When you all are ready, send a tone of peace to all the beings in the building
11. Extend that tone of peace to the campus
12. Expand the circle to your city
13. Then to your state
14. Ever onward to your country
15. Next to your continent and and finally to the planet
16. Enjoy
17. When all are ready, bring the sound back to the room, back to the circle
18 Find a common tone
19. End when it's finished
20. Be sure that you touch the ground with your hands when you stand up again

"Yes, Deep Listening is the foundation for a radically transformed social matrix in which compassion and love are the core motivating principles guiding creative decision making and our actions in the world"
Pauline Oliveros

EXPANDING THE MIND

PRACTICAL APPLICATION

Practice 3 Individual and collective SenseMaking 1

Intention: Individual reflection and evaluation of personal real-live experiences around a certain topic combined with collective sensemaking on the basis of quantitative data, patterns and collective trends composed by the whole of the individual stories. SenseMaker® is a digital tool supporting this process. Moreover the intention is always to look at how we can come into action with questions such as "how do we get more of this, and less of that" and get an individual and a group sense for the vector goal.

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

- 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.

- 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 that if allowed to happen in a co-creative setting, surface new 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.

If this collective sensemaking conversation is being held by facilitators who refrain from polarizing and bringing in their own agenda, this can support a truly co-creative and innovative process in which people connect to their joint vector goal or the highest possible vision for this specific team or project, increasing the (dynamic) sense of coherence in the team/group.

Being explicitly a data based collective inquiry, it tends to appeal to people with many different world-views and "bubbles". At the same time due to the exploration of collective patterns, the conversation will not become too personal, which otherwise might lead people to become defensive.
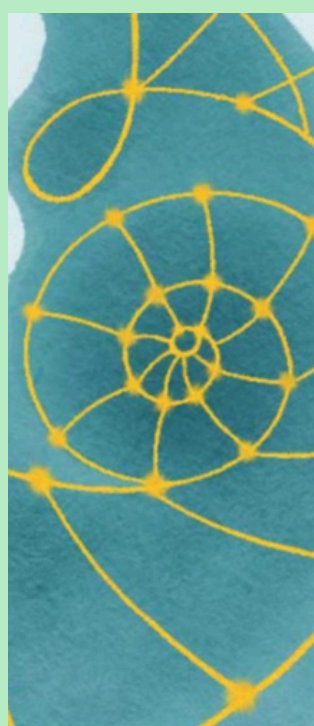
PRACTICAL APPLICATION
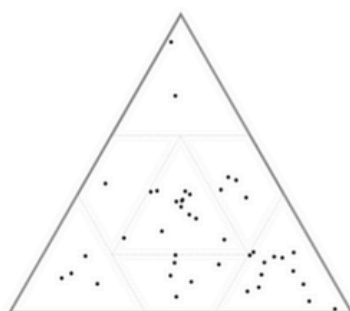
EXPANDING THE MIND

Practice 3 Individual and collective SenseMaking 2

Example of a pattern

1.4 Relating to my story, I feel we...
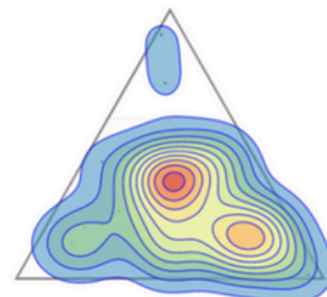
Invited the right people

Had the right structures and facilitation

Trusted the process would take care of what needed to happen

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

Invited the right people

Had the right structures and facilitation

Trusted the process would take care of what needed to happen

This method is also very useful in highly heterogeneous 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 in an anonymous way. You can find more information in the Case Study 2.

Doing SenseMaking together that is based on data rather than opinions can support group coherence because it really helps to have a different kind of dialogue that is also not based on opinion and polarizing discussions.

SenseMaker® tool provider
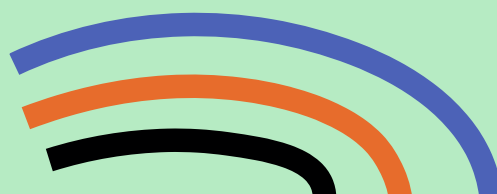
PRACTICAL APPLICATION

BALANCING ME AND WE

This balancing is often about navigating the tension between the need to belong to a collective and the need to show up in autonomy and power. According to Spiral Dynamics integral we may see conflicts between the levels of consciousness that are anchored in a "ME" focus (red, orange) and those valuing the "WE" perspective (purple, blue, green). On the integral and holistic levels (Yellow and Turquoise) we learn how to integrate and balance both polarities: it is about Unity in diversity, appreciating the singularity and uniqueness of each individual knowing that the uniqueness is in service to the "WE".

It is helpful to have a clear self awareness of competence and skill at the individual level and how this differs to others in the group. As well, it is crucial for effective differentiation that the group has a way to understand and acknowledge difference and competence that are not based on Ego fear and scarcity patterns. Much more the differences can be seen as a potential for synergies that empowers everyone in the group, support resonance and uplift personal and social coherence.

BashokorgO auf Pixabay

PRACTICAL APPLICATION

BALANCING ME AND WE

Practice 1 Self-awareness and group awareness

**Individually explore the questions and share with the group:**

- What are my skills and competencies, my gifts and talents?
- What would I love to learn and do, what does it need?
- What is my unique contribution in service to the Whole?
- What do I much appreciate in my co-creators: which competence, skill, gift, talent?
- Where do I see potential in my group mates?
- Where do I see the potential for synergy in our group, where unique contributions of individuals are visible and come together to serve a greater Whole?

Collectively explore the questions and share with the group:

- Which conversations do we need to connect heart to heart?
- What strengthens us to be a community that makes us alive?
- How does coherence impact my / our higher purpose and reverse?
- How do we hold ourselves, when we are not at our best?
- When our values are being triggered - what is at risk?

Practice 2"Yes and…"

Exchange on a topic, by starting each sentence with "Yes and", building upon, adding new and even contrasting viewpoints, instead of opposing the previous statement.

PRACTICAL APPLICATION

BALANCING ME AND WE
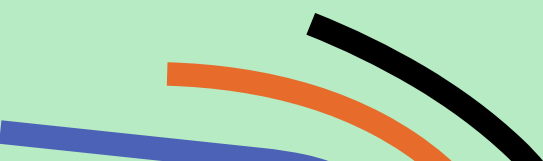
Practice 3 Widening Circles

The purpose of the exercise is to encourage people to look at other perspectives than the one they hold around a social issue. The exercise can be done in around 60-90 minutes but may be shortened by using just two or three of the four perspectives.

Participants sit in pairs facing each other. The facilitator asks one of the two to go first.
The first person is invited to bring to mind a social or environmental issue that they feel strongly about – something that concerns them. They are encouraged to think of something local, community or social level rather than something personal for this exercise. This can be done with eyes closed, with a meditative element of asking them to check in with their bodies, and notice what emotions and thoughts arise when thinking about this issue.

Once they have the issue clearly present, they are invited to take three minutes to share with their partner what is arising for them – what the issue is, their thoughts and feelings about it. They use 'I' statements. The partner does not respond at any point. They listen attentively and demonstrate active listening non-verbally. After three minutes a bell is rung to indicate for them to stop sharing.

For the second round, the same person now speaks from the perspective of someone who holds a different, opposite and/or adversarial view to them (on the same subject). The person uses 'I' statements again and presents tense verbs. After three minutes, a bell rang again. There is a short pause for silent mindful reflection of how that was – particularly in the body.

For the third round, the same person speaks from the perspective of someone who holds no particular view on the subject – they are neither for nor against. They are neutral or unconcerned. Remind them to use I statements and present tense verbs.

For the fourth round, the same person speaks from the perspective of a non-human that may be impacted by how we deal with the issue ('I' statements and present tense verbs).

The same process is repeated with the second person before any reflection on the exercise as a whole.

Notes for the facilitator:

-The facilitator announces each perspective throughout the exercise rather than spelling it out from the start or displaying all of the perspectives where they can be seen from the start. Doing this allows for the perspective and corresponding thoughts and feelings to emerge rather than be pre-prepared.

- To give people a chance to finish their sharing, you can use a verbal cue ("wrapping up this round") and then use a bell or chime to end the step.

- Allow for silence between each step and after each person finishes. Encourage people to notice emotions in the body between the steps.

- At the conclusion, allow time for people to share in their pairs what they felt and learned. If time allows, invite discussion of the exercise in a plenary at the end.

PRACTICAL APPLICATION

BALANCING ME AND WE

Practice 4 Mapping mainstreams and margins

The Mainstream & Margin dynamic is part of every group's life. No matter how homogeneous a group or organisation, a close observation will show that some characteristics or qualities in the group are marginalised. Eg, in a group that has a reputation for having vibrant social events and throws great parties, there may be a margin which loves quietness. As a group evolves over time, different qualities will shift between the mainstream and the margins, so the dynamic is always changing. Each person in the group might have some characteristics of the margins, and some characteristics of the mainstream, and that too will change.

The benefit of learning about this dynamic is to bring awareness, understanding and offer capacity to make choices about how we participate in the group. It allows us to better tolerate and even welcome some of the tensions that these dynamics produce. Without the mainstream a group wouldn't exist, however without the margins a group wouldn't grow. In the short term, a group can grow by increasing the size of its mainstream, but for long-term sustainability, a group will grow by supporting it's margins to participate on their own terms.

More on the theoretical framework, the risks of addressing the topic, recommendation for the facilitators and the instructions to run the practice <u>here.</u>

BALANCING ME AND WE

PRACTICAL APPLICATION

Practice 5 Exploring privilege and rank (1)

The notion of power and the role of the feminine in a metamodern society.

The idea and manifestation of power is linked to the very appearance of Homo sapiens. However, our understanding of power and its forms of expression has changed over the course of our human evolution in response to the prevailing conditions of life at a given time as we have seen with <u>Spiral Dynamics integral.</u> In First Tier power is a force that ensures the best chance of survival - physical, emotional, social, economically.

The forms of power that we exercise and experience in the world today, whatever the prevailing level of consciousness - are still based on a 7,000 year old understanding brought about by the "Red system". If this understanding of power as a dominant force and exclusively focused on the expression of the Masculine had meaning and functionality at that time on an evolutionary level, it no longer serves us. Rather, it acts as a bottleneck that hinders our individual and collective progression towards humanistic and integral levels of consciousness. It cements organisations and systems of governance into obsolete, fear-based structures that promote violence.

If we as a human species are to continue our evolutionary journey with confidence, creativity and lightness, there is an urgent need to begin a dialogue and exploration around the theme of power, and how the quality of the Feminine is essential to creating a narrative that is relevant and honours our human potential. We need a vision that makes us see power and the Feminine and Masculine polarities as a source of creation in the service of the vital principle.

PRACTICAL APPLICATION

BALANCING ME AND WE

Practice 5 Exploring privilege and rank (2)

This practice will support participants in exploring privileges and power they hold in groups. The session focuses mostly on self-reflection and how to navigate the issue of power helpfully on the individual level, so that we best use our resources to serve the group's purpose and contribute to everyone's wellbeing. Unskillful use of power and privilege can often be a source of conflicts and lack of resilience in social movements. Learning how to recognise unhelpful patterns and how to work with power beyond shame and guilt will make our movements more effective and long-lasting. The session uses the theoretical framework of 'rank' to look at power and privilege.

We can't get rid of rank or run away from it while these systems of oppression remain in place. But we can become aware of the rank dynamics and privileges in our interactions with others. And we can learn to use our rank and privilege more wisely for each other's benefit. So social coherence will more easily manifest when we engage in reflection that will contribute to more awareness on this challenging topic, more resilience and ability to take care of and empower one another and ourselves.

More on the theoretical framework, the benefits and the instructions to run the practice here.

To know more about privilege and how to navigate it in groups see:

- Leticia Nieto, Beyond Inclusion, Beyond Empowerment
- Arnold Mindell, Sitting in the Fire: Large Group Transformation Using Conflict and Diversity
- Neon Introductory Guide: Power and Privilege, A handbook for political organisers

PRACTICAL APPLICATION

BALANCING ME AND WE

Practice 6 Justice, equity, diversity and inclusion as a regenerative living system

JEDI as a Living System pathway was born out of the need to embed conscious and intentional JEDI processes into the fabric of our group life (Blast project , funded by Erasmus +). As a group emerges, it acts as a co-evolving ecosystem.
Whether consciously or unconsciously, each person brings their experience, talents, issues, as well as their social conditioning - and contributes these to the emerging group field. Without becoming aware of the systems and structures that shape our underlying beliefs, thoughts, behaviours, emotions, and actions, our default mode is to feed into, further entrench, and replicate the systems and structures that we are familiar with and have been socialised in since childhood. And much of today's world - whether our family systems, educational structures, or work spaces - is structured around systems of inequality and oppression, hierarchies and productivity-oriented values, with distinct 'winners' and 'losers' of these systems. Hence, we often unconsciously bring forward these same dynamics into group settings, with very little awareness of the ecosystem that we are co-creating. Often, the field that emerges is a one that mirrors the outer/wider world in which we have been socialised.

The JEDI ingredients spring from a series of disciplines such as human rights, regenerative design, ethnic studies, radical Black scholarship, indigenous wisdom, queer feminist pedagogies and disability studies as well as from grassroots movements engaged in socio-ecological transitions. JEDI spans across self, society and systems - meaning action taken in one scale can have an influence across different scales. As a result even small interventions can cause transformative social systemic benefits in your group/project and surely support the embodiment of social coherence.

Here you can find more on overall considerations and the exhaustive JEDI pathway providing:
- provocative questions for reflection to make change happen and/or discussed as a group
- examples of barriers to doing the work/risks of not doing/indicators of what not doing the work can look like - this can be used to assess your group; and for engaging in conversations
- Suggestion on the potential ways forward - through small and large steps.

INTEGRATING OUR BODY

Practice 1 Chakra activation

PRACTICAL APPLICATION

Reconnecting to our inner body helps to be at our full potential and to connect in a coherent way all our dimensions. As a reliable feedback organ it enables us to stay in coherence, no matter what happens in the outside world.
Many practices that connect body, mind and spirit can be considered like Yoga, TaiChi, QiGong, dancing, singing. We have selected four practices.

The 7 Minute Chakra Tune-Up. Featuring "Vowels As Mantras"

Jonathan Goldman created the formula "Frequency + Intent = Healing." This simply means that the sound you make coupled with your intention create the effect. Thus, simply by sounding along with this recording using the appropriate vowel sounds for the appropriate chakra and holding the intention that you are aligning your chakras, you can truly experience profound chakra resonance and healing, amplifying the effects of this already powerful recording. Yes, just listening to "The 7-Minute Chakra Tune-Up" is extremely beneficial, for indeed the sounds on this recording will help balance and align your chakras, creating health and harmony for yourself.

In this recording, he sounds each chakra 3 times with the appropriate Sacred Vowel Sounds.
On the right is a chart showing the 7 chakras and their related vowel sounds. This chart may assist your sounding along with "The 7-Minute Chakra Tune-Up."
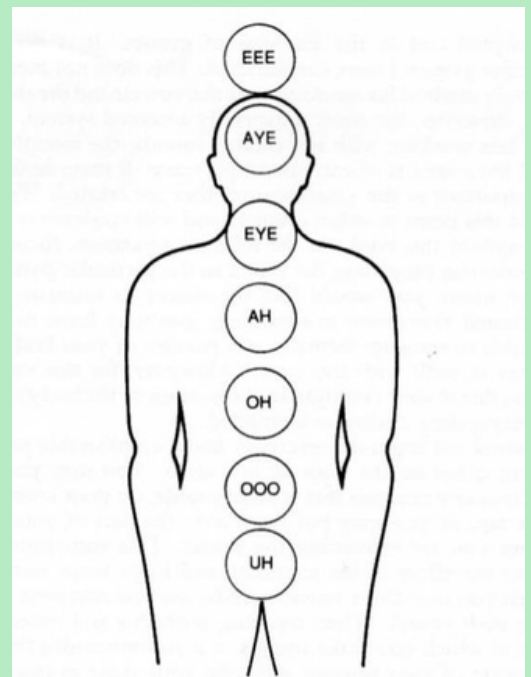
Free Download

INTEGRATING OUR BODY

PRACTICAL APPLICATION

Practice 2 Body-Minded-ness: Embodied practices for how one shows up and makes choices...(1)

Basic premise: Our bodies constantly respond to both internal and external changes, often faster than our conscious minds can process. This exercise is about tuning into those responses—your posture, breath, and even subtle tensions—so you can show up more intentionally and make clearer choices.

Once this grounding has become a practice it will increase your ability to self-witness your system, to have a knowing how you actually show up, and guide your decision-making.

What?

Grounding yourself in the present moment begins with noticing.

Start by loosening up: jump, spin, or wave your arms to shake off distractions. Then stand still, feet shoulder-width apart, and close your eyes. Take a few slow breaths.

Now, let's explore:

- Feet: How is your weight distributed? Are you leaning more forward, back, or to one side?
- Knees: Are they locked or softly bent? Notice how each position shifts your balance.
- Pelvis: Where is it? Tipped forward, curled under, or somewhere in between? This often-neglected center of movement holds valuable clues about your posture.
- Shoulders and Arms: Roll your shoulders, then let them settle. Are your arms loose at your sides? Hands soft or tense? Play with these positions and notice how small shifts feel.
- Breathing: Is your breath shallow and fast, or deep and slow? Experiment with both. How does each style of breathing affect your body?

Finally, scan for tension. Maybe it's in your neck, shoulders, or jaw. Breathe gently into those areas and observe any changes.

INTEGRATING OUR BODY

PRACTICAL APPLICATION

Practice 2 Body-Minded-ness: Embodied practices for how one shows up and makes choices...(2)

So What?

What did this practice reveal?
Perhaps your posture reminded you of a familiar emotion or situation. Did closing your eyes help you feel more balanced, or did it make you uneasy? Are you more relaxed, or did trying to "do it right" create tension?

This is your chance to reflect. How does tuning into your body shape your awareness of how you show up in the world?

Now What?

What would it look like to carry this awareness into your daily life? Maybe you'll start noticing your posture during a tough conversation or how your breath changes in a stressful moment.

Try grounding at least once a day, even briefly.
Write down what you notice—shifts in your body,
your mindset, or even your choices. Over time, these
small moments of awareness can lead to deeper
insight and more intentional action.

Go on, try it...

COMFORT ZONE

Go <u>here</u> for the description of the entire practice

Personal Coherence/ Expanding Self-Awareness

INTEGRATING OUR BODY

PRACTICAL APPLICATION

Practice 3 Coherent Breathing *

1. Six seconds inhale, six seconds exhale. It increases oxygen in the brain and induces a relaxed state.
2. You can find in youtube videos with proper rhythm of inhaling and exhaling that helps to focus on breathing. Here is one.
3. To activate your parasympathetic nervous system even more, add pauses in between the inhale and the exhale, as shown e.g. in this video. You can gradually increase those pauses and notice what you sense in your body.
4. And if you like to go much more granular on different breathing techniques, that influences O2 and CO2 levels in your system and the mitochondria in your cells in surprising ways, please check out this link and this guide.

INTEGRATING OUR BODY

PRACTICAL APPLICATION

Practice 4 HeartMath Quick Coherence *

Quick Coherence Quick Steps:
1.Heart-Focused Breathing 2.Activate a positive or renewing feeling

Step 1 Focus your attention in the area of the heart. Imagine your breath is flowing in and out of your heart or chest area, breathing a little slower and deeper than usual.
Suggestion: Inhale 5 seconds, exhale 5 seconds (or whatever rhythm is comfortable).

Step 2 Make a sincere attempt to experience a regenerative feeling such as appreciation or care for someone or something in your life.
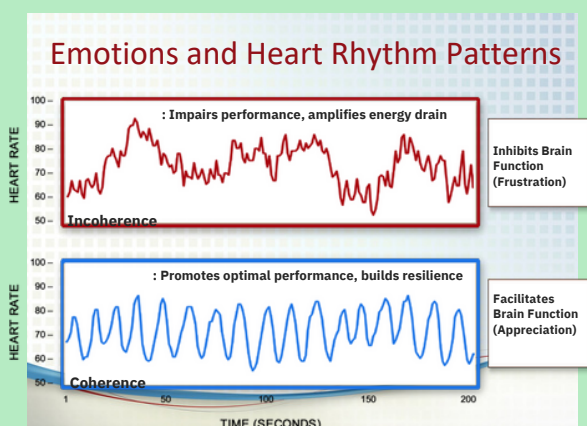
Suggestion: Try to re-experience the feeling you have for someone you love, a pet, a special place, an accomplishment, etc., or focus on a feeling of calm or ease.

Renewing Emotions

Experiencing regenerative (positive) emotions and attitudes facilitates the maintenance of coherence and resilience. They create neurochemicals that regenerate your system and offset the energy drain.

Appreciation
Gratitude
Kindness
Care, Love
Compassion

Tolerance, Patience
Courage, Honor
Dignity
Confidence
Enthusiasm, Joy

Emotions and Heart Rhythm Patterns

Audiofile

Quick Coherence Technique (Adults)
The Quick Coherence® Technique for Adults Easily create a state of coherence in about 60 seconds b...
HeartMath Institute

www.heartmath.org * www.heartmath.com

Personal Coherence/ Expanding Self-Awareness

USING ARTISTIC EXPRESSION

PRACTICAL APPLICATION

Coherence can come about via alternative methods, in settings that do not necessarily involve discussion or verbally-formulated ideas. Thus, a design that includes coherent sound, visuals, and movement could be used within facilitated workshop settings. This should include a strongly participatory, experiential practice, coherent across multiple sensory and aesthetic dimensions, including architecturally and acoustically. We therefore encourage to consider how multiple artistic expressions can be integrated - not as a goal in itself but as a vehicle for fostering individual and social coherence.

One example is described <u>here</u>

Practice 1 Inquiry

- How a "coherent sensorium" model – which includes sound, visuals, and movement – could be used within our workshop settings?
- How do we measure if the use of arts will support coherence?
- Which level of coherence (individual, social, global) should be uplifted with the different art pieces?
- Which art pieces match best the different <u>value systems</u>?

PRACTICAL APPLICATION

USING ARTISTIC EXPRESSION

Practice 2 DeepListening/Quantum Listening

"Deep Listening involves going below the surface of what is heard, expanding to the whole field of sound while finding focus. This is the way to connect with the acoustic environment, all that inhabits it, and all that there is.

The key to multi-level existence is Deep Listening – listening in as many ways as possible to everything that can possibly be heard all of the time. Deep Listening is exploring the relationships among any and all sounds whether natural or technological, intended or unintended, real, remembered or imaginary. Thought is included. Deep Listening includes all sounds expanding the boundaries of perception.

We open in order to listen to the world as a field of possibilities and we listen with narrowed attention for specific things of vital interest to us in the world. Through accessing many forms of listening we grow and change whether we listen to the sounds of our daily lives, the environment or music. Deep Listening takes us below the surface of our consciousness and helps to change or dissolve limiting boundaries.
Deep Listening is a birthright for all humans."

Pauline Oliveros

Practice example

PRACTICAL APPLICATION

NATURE & ECOLOGY

Practice 1 Exploring perception in and through nature.

Intention: Observe if and how the felt sense of coherence in Self and in a group changes through different ways of engaging and looking at nature

Step 1:
- Take a walk in nature. Then decide to pause for a moment.
- Now look up towards the horizon and notice the landscape and the breadth and extension thereof. Take the whole vision in.
- With the breadth of the vision bring your gaze, gradually towards you until you look at the "nature" in front of your feet.
- Notice (and note down) any perceptions you might have (physical, emotional, mental, energetic, transpersonal). How do you feel, how does "nature" feel?

Step 2:
- Take a walk in nature. Then decide to pause for a moment.
- Now look at whatever you see directly in front of you.
- Then gradually look up, taking in an increasingly broader vision until you have the entire landscape at the horizon in your visual field.
- Notice (and note down) any perceptions you might have (physical, emotional, mental, energetic, transpersonal). How do you feel, how does "nature" feel?

Step 3:
Repeat step 1

Step 4:
Reflect on your experience and rate your inner sense of coherence on a scale from 1 to 10 after the different steps of the exercise.

Variation:
Do this in a group and observe and reflect if and what changes, both in the sense of coherence in Self and of the group, following Step 1 and Step 2 of the exercise.

PRACTICAL APPLICATION

NATURE & ECOLOGY

Practice 2 Ubuntu Practice - "I am here to be seen – I see you" (1)

The exercise "I am here to be seen – I see you" is a powerful practice in Ubuntu philosophy for cultivating deep presence and connection. This exercise emphasizes the recognition and affirmation of each person's humanity, dignity, and individuality, echoing the Ubuntu idea that "I am because we are." Here's a step-by-step guide for a detailed exercise that can be done in pairs or small groups:

Goal
The aim of this exercise is to create a safe space for participants to feel truly seen, acknowledged, and valued by others, while also practicing open-hearted observation and acceptance of others. This builds empathy, reduces isolation, and fosters a strong sense of interconnectedness. Duration 10-15 min.

Important Tips
- Encourage Presence: Remind participants to stay focused on the present, not anticipating responses or judgments.
- Emphasize Non-judgment: Participants should be clear that their role is to see without labeling or evaluating.
- Allow Vulnerability: Vulnerability may feel uncomfortable, but it's essential to fostering a true connection and empathy.

Setting
- Choose a quiet and comfortable space where participants can sit across from one another, ideally in pairs. This exercise works well in a small group setting but can also be done one-on-one.
- Ensure the environment is free from distractions and participants feel comfortable enough to open up.

PRACTICAL APPLICATION

NATURE & ECOLOGY

Practice 2 Ubuntu Practice - "I am here to be seen – I see you" (2)

Steps

Introduction and Grounding (2-3 minutes)
- Begin with a short grounding activity to help everyone center themselves. Ask participants to close their eyes, take a few deep breaths, and focus on being fully present in the moment.
- Explain that this exercise is about witnessing and being witnessed. It involves making oneself visible and acknowledging the humanity in another person, with no expectations or judgment.

Pair Up and Establish Eye Contact (1-2 Minutes)
- Have participants sit across from each other and make eye contact. It's normal for this to feel vulnerable or even uncomfortable, but encourage them to stay present.
- Invite them to bring gentle, accepting attention to each other, softening any urge to look away or judge. Remind them that they're simply there to see and be seen.

"I Am Here to Be Seen" Statement (1 Minute)
- One person (Person A) begins by saying, "I am here to be seen." They can expand this by expressing what that means to them, such as "I am here to be seen as my true self, without masks or expectations."
- Person B listens without interrupting, fully present and attentive, acknowledging the courage it takes to express this.

Pause and Reflect (30 Seconds)
- Allow a brief pause for both people to process. Person A lets their statement settle, and Person B takes in what was shared, focusing on empathy and openness.

"I See You" Statement (1 Minute)
- Person B responds by saying, "I see you." This is a simple but profound affirmation. They may follow with what they notice about Person A, such as "I see your strength" or "I see your kindness." They can add words that express acceptance and validation, helping Person A feel genuinely recognized.
- It is essential that this statement is sincere, without any assumptions or judgments.

Switch Roles and Repeat (3-5 Minutes)
- The roles reverse, and now Person B says, "I am here to be seen," followed by any personal insights they wish to share.
- Person A then responds with "I see you," followed by their own affirmations.
- This switch allows both individuals to experience both the vulnerability of being seen and the responsibility of bearing witness.

PRACTICAL APPLICATION

NATURE & ECOLOGY

Ubuntu Practice - "I am here to be seen – I see you" (3)

Reflection and Sharing (5 Minutes)
- After both have shared, allow time for participants to discuss how they felt during the exercise. Some reflection questions might include: What was it like to be seen and acknowledged? How did it feel to witness someone without judgment? What did you learn about yourself and the other person through this experience?
- Encourage each person to thank the other for participating, reinforcing the bond that has been created through this mutual acknowledgment.

Closing
After the exercise, take a moment for everyone to reflect on the impact of being fully seen and accepted. Close by reminding participants that, in Ubuntu, every individual is part of the larger whole, and this exercise was a way to honor that shared humanity.

PRACTICAL APPLICATION

LEARNING JOURNIES

✴ <u>**Mini Courses**</u>

At a high level, we have started to provide the following linked services for the user:

- <u>Journey Builder</u>

It invites the user to answer questions in the format of a dynamic, fun interactive questionnaire - can include images, video, multi choice questions etc. Based on their responses the users get recommendations for mini-courses and community connections, thus offering an individual tailored learning experience.

- <u>Mini Course Portal</u>

The Mini Course Portal will host a library of courses that help learners develop their coherence capacities based on the <u>Capacities Taxonomy</u> being developed. Mini courses the user can take independently or based on recommendations from the Journey Builder.

- <u>Community</u>

The Connections Directory will include detailed listings about organizations who can support people on their learning journey or provide co-creative opportunities. The user can use it independently or refer to it based on links recommended in their Learning Journey.

✴ **On site seminars**

We´ll offer capacity building seminars for three different target groups and give some feedback and report on the <u>case study section.</u>

CONCLUSION

All those practices support accessing to our transpersonal dimensions and wisdom aiming at integrating and transcendenting the Ego consciousness, reaching out to embodying our Essence/Higher Self. This step of understanding our true nature as a unique individual deeply interwoven to all that is, is the prerequisite to co-creation, the operating modus of Communities of Coherence that we'll explore in the next section.

Fourth Part

Communities of Coherence (CoC)

This design is AI-generated.

INTRODUCTION

The core intention of the Cohere+ project is to build capacity for those who are willing to engage into our next evolutionary step - the metamodern world. We aim at empowering integral change agents dedicated to the process of transforming a metacrisis into a metamorphosis. Through first experiences and observations we argue that Communities of Coherence (CoC) have the potential to hold the new DNA of the integral-holistic paradigm and the capacity to take actions that embody and manifest the NEW on a global level. So learning how to build and hold this new form of social architecture is crucial for connecting and synergizing the capacities of integral change agents in an effective way and in the long-term.

In this section we explore the following topics.

FORMS OF LEARNING AND WORKING TOGETHER EVOLVING

CORE CAPACITIES FOR COC

CO-CREATION AS MODUS OPERANDI OF COC

STARTING BUILDING COC

CASE STUDIES

FORMS OF LEARNING AND WORKING TOGETHER EVOLVING

Forms of learning, working and operating in the modern and postmodern cultures

Cooperation - Modern
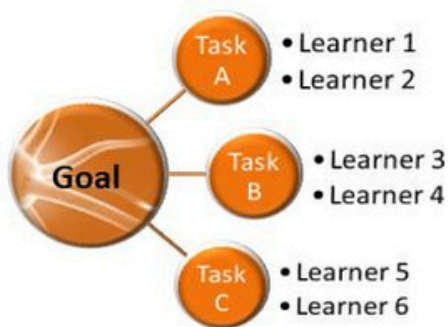
Results - orientated interactions between two or more people. Work is divided in tasks in order to achieve a common goal. Cooperation intends to increase efficiency and performance. Focus on the Mind.

Collaboration - Postmodern

Meaningfulness and creativity are just as important as problem solving and efficiency. Creates added value and well-being for everyone involved. Combining individual interests with common interests. Based on appreciation and compassion.

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Forms of learning, working and operating in the metamodern culture

Metamodern - integral

Co-Creation in Communities of Practice
Conscious Designing with all that is.

Integrate cooperation and collaboration and add the conscious design of social spaces. High personal responsibility and self-organization. The system is very flexible, integrates a variety of stakeholders and enables and promotes awareness development.

Metamodern - Holistic

Co-Creation in Communities of Coherence
Shaping fields of action with subtle energies.

There is a joy of coming together to create in alignment with our heart´s desire. The joy produces an energy powerful enough for a shift in consciousness. The essential Self guides, the Ego Self performs. From this dynamic we connect with others. The holistic paradigm offers us the opportunity to re-understand reality and to become inter- and multidimensional. The aim is to grasp and implement a completely new concept of reality where we understand ourselves as co-creators with Nature and Spirit.

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CORE CAPACITIES FOR COC

This taxonomy of learning is a result of the responses gathered in field interviews and gap analysis, case studies, team knowledge from deep experience in the field, and the sense-maker survey tool.

We identified 13 key capacities grouped in 5 key themes and centered them all around higher purpose as the foundation that imbues each capacity and weaves them together. Each capacity has building block skills to reach that capacity and activities that help us practice those capacities. With attention and practice on these essential skills and methods a CoC can continuously align towards coherence. What emerges over time is a deep resonance and flow, having a great impact without the need of top down control and avoiding the pitfalls of leaderlessness. Coherence is a deep, middle way.

We are offering learning journeys to some of those capacities

Go here for a detailed description of the themes and capacities

CO-CREATION AS THE MODUS OPERANDI OF COC

The nature of Co-Creation

Co-creation embodies evolutionary spirituality. As co-creators, we not only see ourselves as part and product of the creation process, but we ourselves are an expression of this evolutionary process and consciously help to shape it. We develop authentic power, an essential force that takes hold of everything we touch, including ourselves. This is how the New emerges, in which we contribute to this creative process with our true nature. It includes the existing, yet in its result transcends everything that was previously thought, said and done by the sum of its parts.

In this process we bring our individual genii as well as our uniqueness and creative power into synergy and strengthen each other in being and manifesting the best for the good of the whole. We empower each other in manifesting our call, heart´s desire. We are holding the unfolding of what was already enfolded. Acceptance of being, of everything. We stop mentalizing the universe as we are the universe.

We use the term "Co-Creation" according to the teachings of Barbara Marx Hubbard. She is a world-wide well-known author, futurist, social innovator. She is Co-Founder of the foundation for Conscious Evolution.

Humanity shifts from self-centered, mind-based cooperation to compassionate, heart-based co-creation.

http://www.co-creators.website/

https://www.barbaramarxhubbard.com

The Mettaphysics of True Co-creation as a framework

The Mettaphysics of True Co-creation is a framework for understanding the nature of reality and our place within it, grounded in 7 ontological primitive assumptions that are simultaneously the expressions and the foundations of the non-dual whole. These assumptions are not separate from the physical universe but are the very ways in which the universe dreams itself into being.
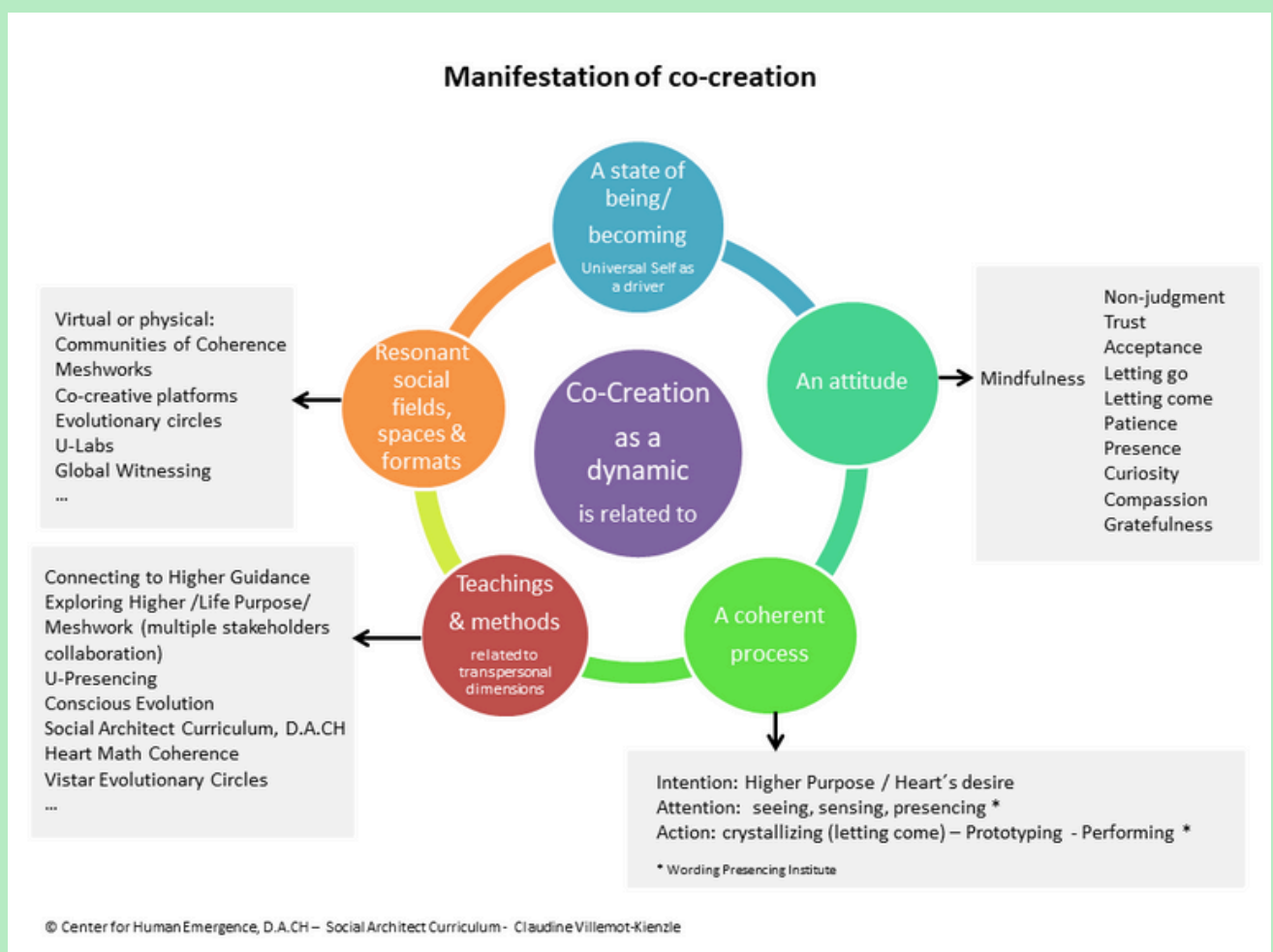
The 7 Miracle Ontological Primitive Assumptions (Barbara H.Hubbard):

❉ Syntony: attunement with the patterns of creation experienced as one's own inner motivation and intuition.

❉ Synergy: the coming together of diverse & unique parts to form a new whole different from, greater than and unpredictable from the sum of its parts.

❉ Synchronicity: the apparent a-causal relationship among events; coincidences that could not be planned by human mind but that appear to flow from a larger and more comprehensive design.

❉ Suprasex: the passion to express unique creativity, stimulated by vocational arousal, comparable to sexuality at the next level; instead of joining genes to procreate, we join genius to co-create — to give birth to our greater Self and to our work in the world.

❉ Syntropy: nature's tendency to form whole systems of greater complexity, consciousness and freedom; evolution's tendency to optimize.

❉ Spontaneity: the experience of unpremeditated action and thought that flows naturally without thinking or planning; action that is on the mark, which facilitates and coordinates life.

❉ Self-creativity: the tendency in nature to organize itself; autopoiesis; the inherent capacity in nature to self-organize without apparent outside manipulation, springing from the field of Universal Intelligence out of which everything is arising.
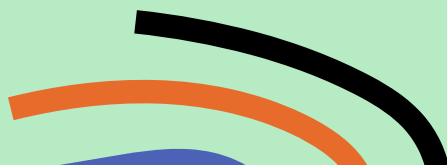
Manifestation of Co-Creation

We see co-creation as a dynamic that is related to qualities in the inner individual and collective dimension as well as to outer dimensions that manifest through structures, processes and methods. The interactions between the inner and outer, the individual and the collective aspects form a lively dance that adapts and morphs to the impulses coming from the interconnected field.

Manifestation of co-creation

A state of being/ becoming
Universal Self as a driver

An attitude → Mindfulness
- Non-judgment
- Trust
- Acceptance
- Letting go
- Letting come
- Patience
- Presence
- Curiosity
- Compassion
- Gratefulness

Co-Creation as a dynamic is related to

A coherent process
- Intention: Higher Purpose / Heart's desire
- Attention: seeing, sensing, presencing *
- Action: crystallizing (letting come) – Prototyping - Performing *

* Wording Presencing Institute

Teachings & methods
related to transpersonal dimensions
- Connecting to Higher Guidance
- Exploring Higher /Life Purpose/ Meshwork (multiple stakeholders collaboration)
- U-Presencing
- Conscious Evolution
- Social Architect Curriculum, D.A.CH
- Heart Math Coherence
- Vistar Evolutionary Circles
- ...

Resonant social fields, spaces & formats
- Virtual or physical:
- Communities of Coherence
- Meshworks
- Co-creative platforms
- Evolutionary circles
- U-Labs
- Global Witnessing
- ...

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The Wheel of Co-creation as a model to catalyze and organize global coherence

The Wheel of Co-creation was developed by Barbara Marx Hubbard. It illustrates a structure that offers an adequate social architecture model for systemic change agents anchored in an integral-holistic level of consciousness and wanting to take coherent actions from there. The Wheel helps to connect with shared heart energy to transform the world through local and global co-creations that are organized in 12 sectors representing main societal fields.
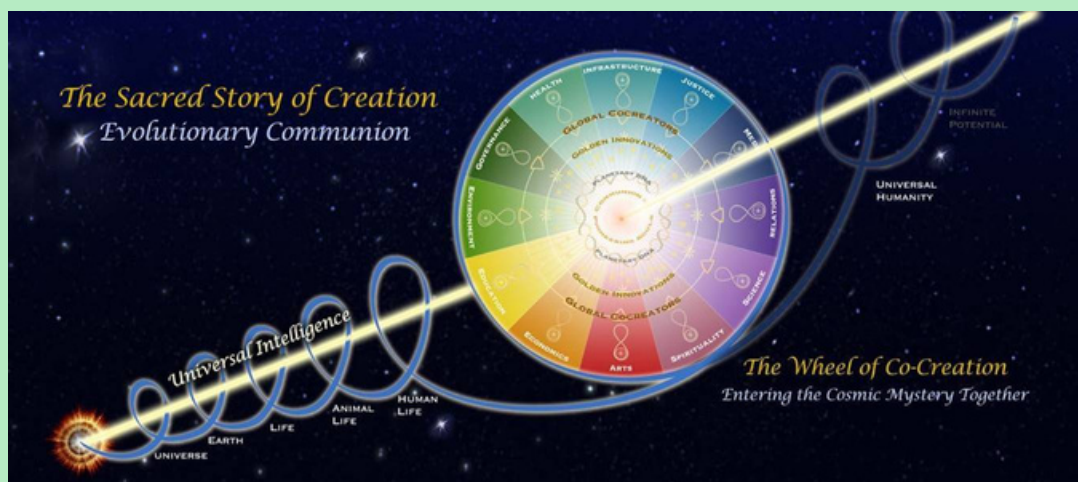
The Wheel of Co-creation is scanning, mapping, connecting and communicating what is working, what is evolving.

The **Hub of the Wheel** symbolically represents the embodiment of the consciousness, values, and synergistic co-creative spirit of a global citizen, of pionering souls.

Each **sector** of the Wheel represents a basic organic function of any community, such as health, media, environment, etc

The **"golden innovations"** within each sector are projects now working successfully or ideas that, if further developed and applied, could transform the sector in which they function and have major social impact. They foster intrinsic values by embodying greater cooperation, integrity, sustainability, inclusivity, gender balance, and win-win-win solutions that foster respect for others, self and Life. Golden innovations are transformative innovations.

Example of Using the Wheel

The founders of the co-creators´s website are dedicated to facilitating the gradual shift from individual to community and ultimately to global coherence through enabling the formation and empowerment of local co-creative initiatives in all sectors of society.

The website is "work in progress" and operates as an incubator to explore how to embody and apply coherence in service to transforming our world from a linear-mechanistic, fear driven culture toward a trust and love driven culture that navigates complexity with ease and efficiency.

As a first step initiators are focusing on the sector of Education and Learning.

Building Communities of Coherence - Identifying, mapping, connecting

We have given some ideas on characteristics of Communities of Coherence and how they operate. For those interested in building such a community the question that arises is: how to do that? One first step may be to find people and/or groups of people that share the values and the paradigm - integral-holistic-metamodern- that are at the core of communities of coherence. That means to identify where the like-minded people engaged in the transformation of our inner and outer world towards peace, equity, justice, creativity, abundance and joy are.

Organizations
In order to facilitate this first step we have identified and mapped about 200 organizations in Europe on their way to the metamodern paradigm or embodying it.
The second step after identifying is connecting. To support connections that make sense we have structured those organizations according to their fields of application aligned with the 12 sectors described in the Wheel of Co-Creation.
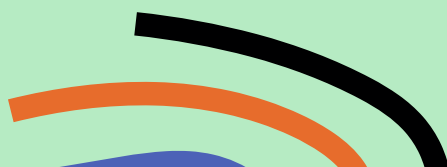You will find the directory here.

Individuals
If you wish to find people more than organizations you may find co-creators via the co-creators´s website. About 400 persons worldwide have registered and you can see in which sector and subsector of the wheel they yearn to contribute and co-create and if and where you want to join.
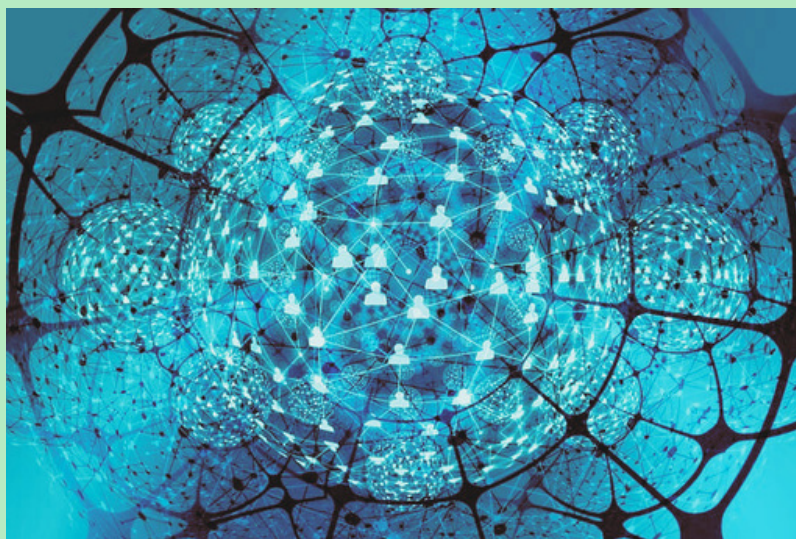
Gerd Altmann auf Pixabay

CASE STUDIES : COC IN ACTION

Case study 1: Meshwork - A process for shaping the future (Center for Human Emergence, D.A.CH, Curriculum Social Architect)
By Claudine Villemot-Kienzle and Ingrid Schneider

The approach

Meshwork is a social technology that may support group coherence. It was originally developed in the Spiral Dynamic context by Dr. Don Beck. It is about creating a synergy between stakeholders with very different preferences, needs and ideas on a topic and working together to advance a common cause. At the core is the development of an overarching goal based on a common vision, behind which the most diverse interests or project ideas can come together in order to take meaningful and aligned action.

Context

The Social Architect Curriculum developed by the Center for Human Emergence D.A.CH includes the experiencing and co-designing of a 2-day Meshwork process in a live context. The trainer team and 12 trainees run the process partnering with one organization that fulfills the requirement for being enrolled in such a multi-collaborators process. For the trainees this is a unique opportunity to learn in a real situation how to design and lead such a process.

Specific context of the cooperation partner

Field: The organization is a social entrepreneur and defines itself as a family co-working space with childcare. It offers workplaces for parents as well as courses and workshops for young and old: art, music, dance, theater, fitness, relaxation, digital education and much more.
Issue to explore during the meshwork: What does the future place, the "village" that helps to raise children and make them fit for the future, look like?

Visual: The Hague Center

You can find the description of the process, the evaluation of the meshwork process by cooperation partner, trainer team, trainees and the lessons learnt in relation to "coherence" here.

CASE STUDIES : COC IN ACTION

Case study 2: A We Space Process Ecology - Navigating the paradox of injunction and method free process facilitation – a praxis report.
By Anne Caspari and Mushin Schilling

Prelude - Due to the controversial material and interpretation we give here, the authors want to state clearly and up front that everything they say comes from their action research and numerous in depth conversations with people experimenting in this field. The nature of what they were and are experimenting with does not lend itself to objectivity without losing what they found to be the most valuable insights their material and interpretation offers: to participate in the birth of dancing stars out of the chaos that lives inside us. Their intuition is that what they offer is synchronous with and may help some of us psychologically process the environmental and societal chaos that besieges humanity.

Imagine... You find yourself in an ancient forest with islands of ancient trees and patches of younger ones, with clearings and marshes, and everything else that lives in a natural environment untouched by human social life. All beings participate according to their inborn nature. There is elegant complexity, evolved over a long period of time and through adaptive self-organization. There is a thriving diversification with the emergence of new forms, agents and processes.

Now imagine yourself in a circle of people, say 10 or 15, intending to bring forth something similar, inspired by nature and future possibilities. They came to discover what the real nature of participation is and what new types of ideas would emerge naturally among them. Now how would they go about designing the process? Can it be designed at all? How would they go about creating a supportive process structure that could orchestrate a coherence with multiple flows of understanding in a group of diverse people, substituting for the role of time that makes a grown forest so awe inspiring and generative?

Properties such as self-organization, coherence and structural elegance as it is often found in nature, are at the root of emergence and cannot be designed in the author´s view. They evolve over time with the participation of all elements. An ancient jungle can well be described as being in an authentically chaordic process in a continually emergent, dynamic whole: everything adds to its life and nothing is wasted. If, following this guiding metaphor, we look at group inquiries in this context then this would mean that some form of "chaos" has to be a necessary and intrinsic part of the process in order to arrive at such a natural and generative way of being.

The authors of the report have been involved in the application of meta-theories in the field of transformative collective processes and their emergent action logics to gain new insight and to find new types of processes and outcomes - for "prototyping." Their action research focused mostly on the basic phenomenology of such processes in individuals and groups, including phase and pattern recognition in relation to mapping adaptive pushback, resistances to change and methods for correcting it. With the backdrop of this research and experience, they describe the focal points in their research and reflect on this learning.

You can find the entire report <u>here</u>

CASE STUDIES : COC IN ACTION

Case study 3: Uplifting Coherence for Co-creative teams - By Ole Kjorrefjord, Co-founder Life purpose groups and Co-creators´s website

This paper summarizes how the experiences from Life Purpose Groups may be used for introducing coherence in "Natural working groups", allowing them to become sustained, highly productive co-creative teams.

In the 7 levels of co-creation described by Juan Carlos Kaiten, this paper addresses the shift from Level 3, "the Natural working group" to Level 4 "the Organism" . Thus, this paper assumes that the members of the group have completed the first 3 levels:
"Personal mastery": I have found peace with old traumas and others' expectations. I feel connected to Source and my life purpose.
"Interpersonal relations": I have learned to connect with other awakened people in coherence; in the resonant field of love. I find it more rewarding to be interested than to be interesting.
"Natural working group": We are a group of up to 8 like-minded, awakened people who share a common higher purpose, but have not yet connected in coherence.
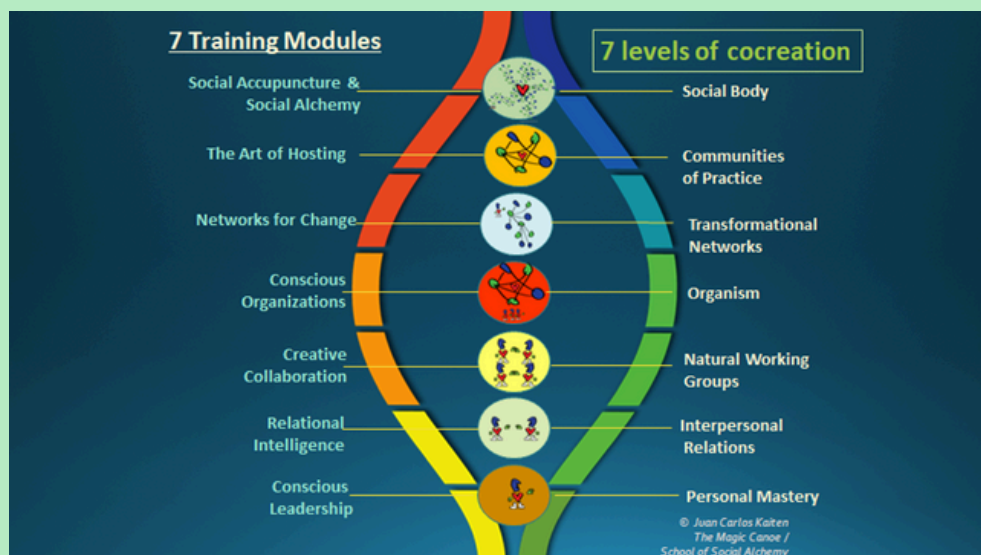
In the experience of the Life Purpose Groups, the introduction of group coherence into a "Natural working group" and make it into a functioning "Organism*" or "Co-creative core group" can be accomplished by profoundly and intimately connecting with each other, focusing on one person at the time.

You can find the description of the inquiry steps and more on levels 4 to 5 here

* Referred to as "Organism" by Juan Carlos Kaiten, as "Co-creative core group" by Carolyn Anderson and Katherine Roske and as "Co-creative team" by the authors of this paper.

CASE STUDIES : COC IN ACTION

Case study 4: Do the values connected with the IDG Principles feel in coherence with personal and collective experience of participants during the IDG Summit in Stockholm, October 2024
Lead: Cohere+ Team with Ekskäret Foundation and Emerge

Context and theoretical approach

We were invited to lead a workshop on the final day of the <u>IDG (Inner Development Goal)</u> Summit, organised by Cohere+ Partners Ekskäret Foundation and Emerge, for the second year in a row as part of the 'Integration' day, whose overall aim is for Summit participants to make sense and integrate the previous days' intensive programming. The workshop was free and open to all attendees, ultimately 40 came.

At the core of our intervention was the idea to explore participants' personal stories and experiences from the previous days through the lens of coherence and incoherence, drawing upon our own definitions of these concepts and using activities selected from our Guide to Coherence. We also decided that we would incorporate elements of imagination, play and somatic experience.

Some learnings from the process

- The vocal /deep listening as well as the dancing and 'living sculptures' directly served our intentions of allowing participants to experience a somatic sense of coherence, and to feel connected within the group, and thereby allow for more heart-centered sharing and listening. In other words, these exercises are not 'art for the sake of entertainment' or 'nice breaks' from intellectual activity, but are integrated within the overall purpose. It is extremely helpful for the facilitator to emphasize during the transitions and in the descriptions of each of these parts that these are connected to our overall lens of coherence, so that participants have that framing in mind as they progress throughout the session.
- The process of the workshop demonstrated the often overlooked importance of non-verbal/ embodied activities to enable coherence building, which in turn deepened the intellectual results and cognitive learning. These learnings will be fundamental to the design of future events.
- The felt experiences of coherence contribute to enabling leaders to create synergies between their projects, and increase collaboration towards cultural change.
- Our suggestion to workshop designers is that if coherence is designed into any activity from the outset, more collectively coherent results could emerge.

You can find the description of the process design, the evaluation of the process by participants and facilitators and reflections on the impact <u>here.</u>

CONCLUSION

Bringing together our humanness in a coherent process can be considered as an artistic endeavor. It means the willingness, readiness and capacity to integrate all dimensions of our Being and Becoming, overcoming the duality of Humanity vs Divinity. This is a tremendous step to shaping the best versions of what Humanity can be and become in service to Life, embodying with humility the Good, the Beautiful, the True. Vanderpool's musical metaphor gives the tone for this human journey towards the next level of our evolution:

"In a musical improvisation], say there's a note that somebody is playing or improvising, and somebody throws in something that's really strange. But that strangeness can be harmonized if we all respond to it. It might initially be out of key, but we can shift it into something where that makes sense now, where we're bringing it in. And this is the idea I have about wisdom groups - wisdom is ever-evolving, ever-changing, kind of like jazz improvisation. It's a process."

Pixabay-music-g36d07707c_640

We wish you a wonder- ful journey