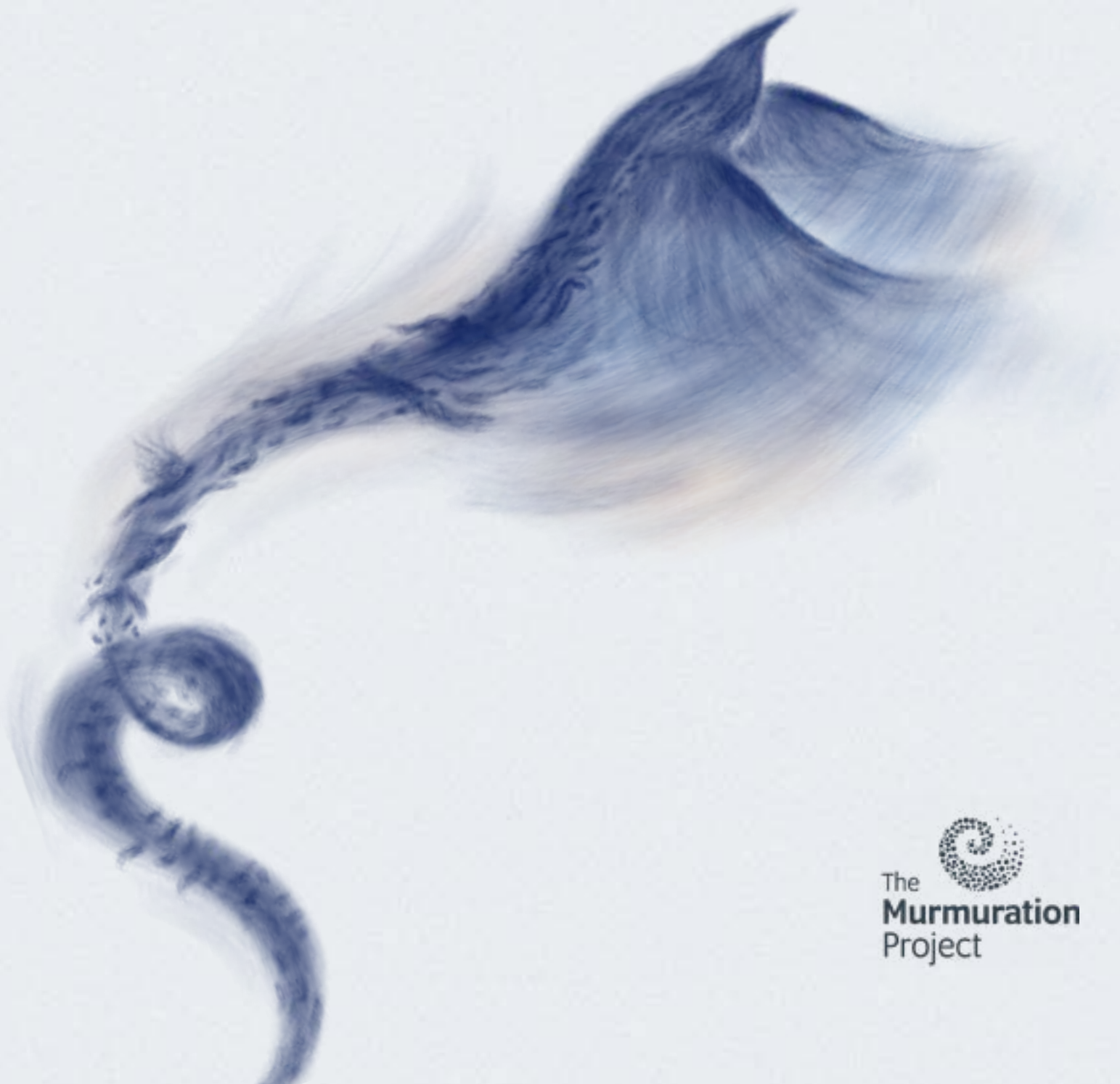


Expanding Human Consciousness

Navigating as a Field



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Introduction & Summary



How can we, as leaders working to expand human consciousness in the UK, become more effective as a source of influence and inspiration, both as individuals and as a collective field?

This report has been written for our peers – other leaders of those organisations and networks who are seeking inspiration and practical insights on how they might sustain, evolve and grow their work to better meet the context of our times. The following report shares perspectives from a range of people who are pioneering work in human consciousness development.

Providing a concrete definition of human consciousness is not only a challenge - but likely an impossible task! However, for the sake of furthering collective engagement, we feel that is important to offer a light touch definition.

In synthesising our conversations, we have come to understand human consciousness as encompassing 'our subjective experience of awareness, our ability to respond to context, and our receptiveness to the collective unfolding in which we are all participating'.

Now more than ever, we believe that developing human consciousness is essential for navigating the increasing complexity of the challenges we face as well as helping us to embrace the full richness of life. Further, we sense that there is a better chance of evolving consciousness through intentionality and the collective efforts of a 'field of leaders'. These are some of the areas that we invite readers to explore with us.

This report is intended to be informative, practical and inspiring. We have shared the process and tools used along the way with the hopes that they might be useful for other practitioners.

Further, we have included quotes from participants that highlight emerging themes and bring their perspectives and work to life. At the end of the report, we have listed many of the inspiring organisations and networks in the field working to expand human consciousness.

We hope that you find this synthesis helpful and that it provides nourishment and inspiration for your continued work.

If you have an interest in being involved in this ongoing inquiry and its next steps, or you would like to share your thoughts and perspectives on the findings so far, please do get in touch via:
jen@murmurationproject.com
We'd love to hear from you!

Warmly,

Liz Jen



Summary

We organised the collective insights and learning through the following structure:

The Origin Story

We share how this inquiry came to be and our personal motivations for exploring this question for ourselves and with others.

A Living Action Inquiry

We explain the process of engaging with the inquiry, both for ourselves and with others through cycles of action learning over the last three years.

The Landscape

In this section we explore the external emerging context that influences the field and its work, and shine a light on potential barriers and opportunities.

Complexity and Human Consciousness

We reflect on why there might be a need to expand human consciousness given the complexity of our times, what consciousness means and the possibility of accelerating its expansion.

Field of Organisations and Networks Expanding Human Consciousness

We start to define and map the field and its motivations through various lenses, looking at common patterns and diversity amongst the organisations and networks working to expand human consciousness in the UK.

The Fitness of Individual Organisations

Here we investigate the form and functioning of individual organisations in the field and identify areas of strength and those requiring development for increased effectiveness.

Navigating as a Field

We look at the benefits of collaboration and what's required to deliver them, considering examples of field building and the unique roles needed to navigate as a field. We share more about how murmurations are an inspirational metaphor for change.

What is Emerging Now?

We present five areas for further exploration and action which might help build a field of influence and inspiration.

Appendix

Seeing the field - We share our initial mapping of about 200 organisations that are helping people to expand human consciousness in some way. We recognise this is a starting point and there are organisations that we have missed - so we invite you to contribute to this ongoing mapping.

Five areas identified for further exploration and possible action are:

1. The necessity for stronger narratives that show why working on 'inner change' will help to evolve 'outer change'

- What more could be done to clarify how inner change influences outer change and to show that our most complex societal challenges require us to tap into our deepest human potential?
- Is there an opportunity to bring this field together with communications practitioners to co-create narratives and framing tools to expand the work?

2. The opportunity to develop leadership capabilities and capacities to enable greater potential

- What specific skills could leaders benefit from including strategy, innovation, resourcing and communications?
- Is there an opportunity to create a space for leaders to come together and connect regularly to nourish themselves and each other?

3. The need to reflect on the business models of small and overstretched organisations with an aim to increase capacity and financial sustainability

- How do we help each other develop sustainable business models?
- What is the potential for trusts, foundations and philanthropists to start funding this field and the many inspiring grassroots organisations that are cultivating inner change that will lead to change in economic, political and social systems?

4. Existing aspirations to expand the work and reach a broader range of people

- How might we need to translate our work to reach different people at different stages of their personal development journey?
- How can we cultivate more 'mainstream disruptors', 'structural reformers', 'experimenters' and 'resourcers' in the ecosystem?

5. The opportunity to explore a living infrastructure to host a peer learning platform to support leaders of organisations and networks expanding human consciousness

- How might we come together to build our relationships, connect the social tissue of the field, learn and support each other and identify joint projects for greater collective impact?
- How could we collectively learn about the possible ways to accelerate the expansion of human consciousness?

The Origin Story

This inquiry originated from a deep curiosity around our personal experiences as leaders of organisations in the field of human consciousness.



Origins

The Murmuration Project was a seed of an idea that took flight several years ago in a coffee shop in London Bridge. We had just made transitions from our roles in leading organisational and social change initiatives in the business, environmental charity sectors. We had known each other for some time having met through work at the UK Values Alliance (Liz), and at The Finance Innovation Lab at WWF (Jen).

Over the years, we met regularly as friends drawn together through a shared fascination of human nature, personal development and social change. We also valued coming together as peers to support each other in our personal growth and leadership development.

On a rainy Monday, in the summer of 2018, we had met to share our experiences having both recently taken on our respective roles as leaders of The Psychosynthesis Trust and The Sophrology Academy. We were struck by several patterns that we both noticed in our new worlds. Both of us had realised that there were many small organisations like ours doing tremendously important work, but they seemed to be working under the radar, in isolation and often struggling to make ends meet.

As we looked out of the window into the sky, watching a flock of birds fly by, we asked ourselves the question:

“How can we, as leaders working to expand human consciousness in the UK, become more effective as a source of influence and inspiration, both as individuals and as a collective field?”

Our question, which is still our guiding North Star, stems from some of our underpinning beliefs of ‘why this question matters’ and ‘why it matters now’:

- Human systems are increasing in complexity and, as a result, society is becoming more fearful, polarised and anxious and less able to deal with challenges and to find solutions.
- Addressing the root cause of our complex challenges requires us to shift our mindsets, values and how we ‘see’ and ‘create’ the world around us. Expanding our consciousness is key to how we do this. More attention is needed to cultivate the ‘inner and outer work’ so that we can better navigate this complexity and embrace and protect the richness of life.
- Understanding more about who we really are as individuals, societies and humanity is not just a rational exercise - we need to cultivate and harmonise different ways of knowing ourselves including psychologically (our mind), somatically (our body) and spiritually (our sense of beyond the individual self).
- There are many inspiring leaders and hundreds of small organisations in the UK that are playing a very important role in helping people to awaken to who they really are. However, they are often working in isolation and with limited resources and reach. We believe that strengthening these organisations will lead to significantly more people wanting to develop their consciousness.
- The scale of the challenge requires leaders of these organisations to intentionally work together as a field to learn, support each other and to generate creative systemic solutions. Systemic action needs concerted convening effort and infrastructure to create enabling conditions to accelerate wider change.

Our belief is that if we could find a way to work as an inspirational and influential field then, maybe - just maybe - it would be possible to intentionally accelerate the expansion of human consciousness. This in turn could bring about an increased awareness that helps people to have an enhanced ability to respond, and to adapt, to rapidly changing contexts and the complexity of our times. Consequently, we might then learn - individually and collectively - to have a stronger connection to life itself.

At times, our question has seemed an impossible one to ask - let alone answer; however, something within us has compelled us to continue to wonder about what might be wanting to emerge and learn about what might be possible.

So, as we dream big and imagine possible futures, we also have some clear shorter term intentions for The Murmuration Project which include:

- Shining a light on the field so that it can be seen more clearly in the world
- Identifying areas where leaders may need support and resources to grow their work
- Exploring and catalysing the opportunities to connect, learn and work together and collaborate as a field for greater systemic action

Inspired by nature – murmurations as a metaphor

Turning to nature has helped us imagine different ways of being and relating in our field. Early in our inquiry, we became fascinated by murmurations and their incredible intelligence and ability to navigate together as a whole. Understanding the power of metaphors in enabling change, we have since been using ‘murmurations’ as a metaphor to communicate the vision we have for what could be realised in our field.

For us, the murmuration metaphor theme relates to the possibility of leaders, organisations and networks working together for increased resilience, support, communication, learning and inspiration.

What?

Murmurations are large groups of starlings that swoop and swirl across the sky in beautiful shape-shifting

Why?

It's believed they do this for several reasons:

- For safety in numbers to protect them from predators who find it hard to target one bird in the middle of a flock of hundreds
- For more warmth at night
- To exchange information, such as good feeding areas

How?

An aspect of murmurations that has been key to our use of this metaphor is the seeming lack of any centralised control. Movement appears to be able to be initiated from anywhere in the flock. Individual birds seem to respond to maintain group coherence through some way of seeing and sensing the position and movement of others around them.

A Living Action Inquiry

Our approach has been to define, map and analyse the field through convening, engaging and listening to the needs and visions of its leaders in cycles of action learning.

Our Approach

The collective intelligence that we share in the following pages is an accumulation of several years of connecting with hundreds of people, learning about the key issues, mapping the field and convening conversations about what might be possible.

Our inquiry has been based on a foundation of action research. In the Handbook of Action Research, Reason and Bradbury define “action research is not so much a methodology but as an orientation of inquiry that seeks to create a quality of engagement, curiosity and of question posing through gathering evidence and testing practices.”

The process has been organic and emergent rather than formal and academic. In that sense we hold our discoveries lightly as an exploration rather than setting out to ‘prove our hypothesis’. Along the way, we have valued blending both analysis and synthesis and structure and process.

During the cycles of our action learning process, which we have drawn in the diagram below, it has been important for us to include ourselves. This has meant continually testing our assumptions, working with tensions that arise and staying open to what wants to emerge. We found that working together as co-learning partners in this reflective way has helped us to expand our own consciousness through this work.



Defining the field - Seeing

One of our biggest surprises over the past few years has been around the sheer number of people and organisations that are working in some way towards helping people to expand consciousness in the UK. It is truly inspiring.

For the sake of defining the scope of our explorations, we decided to hone in on those leaders of organisations and networks who had two key attributes:

Explicitly expanding human consciousness from a psychological, spiritual and/or somatic perspective in some way.

Working at an ‘intrinsic’ level of seeking to influence inner change of worldviews, values and beliefs as a means to influence societal and systems change.

We decided to limit our scope to include organisations working primarily in the UK. This helped us to convene people in person (when we could do it!) and to better understand the cultural context. We are aware however that many organisations work beyond the UK so we have kept that in our peripheral view.

Dialogue interviews - Listening

In 2019, through our connections and existing relationships, we identified 24 leaders of organisations and networks whose work is helping to expand human consciousness.

We engaged with these people through dialogue interviews. 'Dialogue' as a process was developed by the quantum physicist and philosopher of mind, **David Bohm**. He comments on the value of dialogue, ***"In a dialogue each person does not attempt to make common certain ideas or items of information that are already known to him. Rather, it can be said that collectively they are making something in common."***

We used dialogue interviewing as a tool for building relationships with others, co-creating new insights and understanding and sensing into what wanted to emerge as our next steps.

The interviews also helped us to identify other leaders to include in the collaborative inquiry. Through these interviews, we started to see patterns that gave us a sense of the potential barriers and opportunities of working together as an effective field. We have included participant quotes - both named and anonymous throughout this report and highlighted them in bold italics.

"We are all working in little ghettos of our own - we need holistic thinking that brings together one big picture of what we need to do." **Satish Kumar, Founder of Schumacher College, Activist**

"We need to create a powerful field of practitioners which connects hearts and helps these leaders to be on the same wavelength." **Sister Jayanti, European Director of Brahma Kumaris World Spiritual University**

"We need more peer learning in our field in order to challenge our perceived thinking so we can come up with better solutions for change". **Malcolm Stern, Co-founder of Alternatives, Author 'Slay Your Dragons with Compassion'**

Systemic Constellations - Sensing

We both value the importance of challenging our assumptions in order to see more aspects of reality.

To this end, we used systemic constellations to help bring in different ways of seeing our discoveries. As **Matt Shephard**, a systemic constellations coach explains, ***"Systemic constellations are a powerful mapping technique for surfacing hidden dynamics in human relationship systems. They may be used in both organisational and personal contexts to help us get beyond the limitations of our individual lens on the world, bringing more of the picture into awareness."*** We personally made some important discoveries through our systemic constellation such as working with some of the doubts we had about our credibility to convene people in this inquiry.

Mapping the field - Identifying

Over time we identified about 200 organisations which we have listed at the end of the report. In researching these organisations and learning more about what they do, we started to see that they had common offerings that could be clustered into themes including:

- Events and experiences
- Holistic retreat spaces
- Thought leadership
- Training and capacity building
- Communities and networks of interest
- Communications and publishing
- New technologies and tools

From our previous experience in leading large scale change initiatives, we also started to see how the different organisations are playing a role in enabling change at scale.

To help to visualise this potential, we sketched a very simple map that shows part of the field through the lens of The Transition Model (see image). The Transition Model was developed by Professor of Systems Innovation, Frank Geels of University of Manchester and it shows what it takes to shift the existing paradigm of a social system. This includes amplifying new narratives across the cultural landscape, advocating for change to powerful structures such as the Government and innovating new niches that demonstrate what is possible.



Illustration by Migy

Co-inquiry meetings – Perceiving

Following on from the dialogue interviews, we then started convening more leaders in small groups to explore the inquiry question in further depth.

During the early part of 2020, just as the global COVID pandemic started to intensify, we held a series of three co-inquiry meetings that involved about 20 people.

The purpose of these meetings was to test some of the emerging themes and questions that were arising through the inquiry. We also experimented with different facilitation processes that we believed would be helpful to cultivate consciousness of the group, such as Nancy Kline’s ‘Time to Think’. For us, these meetings were enriching, inspiring and informative. They also started to give us a glimpse of some of the benefits of working as a field.

“Articulating my thoughts helps me to understand better – it has been enriching.”

“I was able to talk at a really deep level which is rarely experienced.”

“To fly together in a murmuration you need to observe others – this is what we have done today.”

Survey - Analysing and Synthesising

In wanting to harvest the broadest and deepest collective intelligence from the field on the challenges and opportunities it faced, we created a survey which included the questions we had been refining along the way.

We had been inspired by the work of the Environmental Funders Network (EFN) who had created a survey for 100 leaders of environmental organisations ‘Exploring the Effectiveness of Environmental NGOs’. In speaking to Florence at EFN, we were impressed with the ripple effects that this one synthesis report had included helping leaders have new important strategic conversations in their organisation, sparking collaborative action and enabling broader discourse for the types of investment needed in their sector.

For our survey, we wrote to the leaders that we had mapped and invited them to take part in the survey. About 150 people agreed to participate and were sent the survey in late 2020. Approximately 25% of those people responded and the following pages are a synthesis of what the respondents shared with us. We thank all of the participants for taking part in this inquiry and for contributing to building the field.

The following pages summarise the findings of the collective intelligence from the survey. We recognise that this is just a small sample and does not represent the whole. However we do hope this in some way is a representative fractal of the field and provides some insight that may inspire and provoke further dialogue, experimentation and collaboration.

The Landscape

A confluence of crises characterises the perceived external contextual influences of the field. There are also several key weak signals that could be indicators of what might be emerging now for the field. These include new grassroots groups, new sectors and new pathways to reform old systems.



Complexity - The context of our time

1. Crisis of values and meaning in life 2. Environmental destruction and extinction - climate concerns and the need to be more sustainable 3. Increasing economic and social inequality and political polarisation 4. Mental health concerns and a rising culture of fear and anxiety 5. A lack of belonging and connection 6. Accelerated by new scientific and technological advancement meaning people have much more access to understanding what it means to be human and are seeking to learn more 7. A confluence of crises and disruption is happening faster and in a more extreme way than ever before prompting recognition of the need for entirely new responses

1. Crisis of values and meaning in life
2. Environmental destruction and extinction - climate concerns and the need to be more sustainable
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7. A confluence of crises and disruption is happening faster and in a more extreme way than ever before prompting recognition of the need for entirely new responses

From chaos to transformational change

We have learnt from systems thinkers such as **Frank Geels** and complexity scientists such as **Jean Boulton**, that it is very important to pay attention to new 'weak signals' and 'niches' that are revealing themselves in complex systems. As Geels states in his Survey of Multilevel Perspectives on Sustainability Transitions, ***"..niches are crucial for transitions, because they provide the seeds for systemic change."***

We wanted to know from participants where they saw new niches in the wider landscape as well as the new shoots emerging in the field itself.

1. New connections between what was previously separate

There are several ways in which people see new connections being made to address the challenges of our times such as a coming together of science and spirituality, spirituality and technology and collaboration amongst different faiths.

People have noticed a growing awareness of the need to synthesize the inner and outer work and in particular environmental and spiritual concerns. They are seeing people wanting to renew connection to their own heritage, the land and spiritual practises - including a greater interest in spirituality in the workplace.

"It's all there - personal practices and systemic awareness - but the weave of the two needs developing."

2. New pathways and the reform of old systems

Respondents commented on a waking up to the need to find new pathways and efforts to reform old systems such as in education, healthcare and finance. Decisions seem to be becoming more values-based and diversity and inclusion issues are rising to the surface.

"[There is an] emergence and greater interest in and acceptance of spirituality and consciousness in the workplace."

3. New sectors emerging

There are emerging new sectors such as wellbeing, mental health and mindfulness.

"Wellbeing as a field is [...] expanding but is still fragmented and under-researched, and not yet compatible with traditional systems and approaches to health."

4. Many new grassroots groups

The survey revealed that there is a theme of seeing a wide range of small and local grassroots initiatives that are demonstrating new possibilities.

"There is a lot of confusion and chaos out there with lots of green shoots appearing but none that dominate."

"Grassroots groups are bubbling up all over and need some overall network to coordinate and unify them."

"There are lots of new initiatives emerging but nowhere near the sum of its parts. Our challenge now is all about aggregating as a path to scale. We need to look at.....leadership development, targeted funding and taking a long term view and learn the

5. New collaborations

There are signs of collaboration, peer learning and resource sharing amongst some of us working in this field.

"There are great ideas sprouting up in almost every direction. However the biggest challenge I see is getting people to collaborate together - in practice. Everyone seems to want to collaborate until it comes to spending time to develop joint approaches."

Complexity & Conscious- ness



Growing complexity requires us to expand our consciousness. Using a synthesis of inputs to this inquiry to understand consciousness as having three core features: the subjective experience of awareness, ability to respond, and a receptiveness to a collective unfolding, it is now important to accelerate our learning of 'how' we do this.

Embracing complexity

As shown in looking at the contextual landscape, there appears to be an awareness of the confluence of complex issues that require us to respond in ways that are more nuanced, prudent and working with the tensions inherent in these ever evolving complexities. We see this giving rise to several areas for attention and action:

- How do we embrace and navigate the messiness, conflict, uncertainty, emergence and relationality of our complex times?
- What if we developed more of our whole selves - psychologically, somatically and spiritually? Would this allow us to see more of reality as it is leading to higher resolution responses that would be more helpful?
- How could we improve the way we relate to ourselves, to each other and to larger groups - and how to relate in a way that supported the emergence of our potential, both as individuals and as collectives?
- What would it mean to encourage the mindsets, beliefs and values that underpinned our systems so that they better aligned with and supported the long-term health of the interconnected system of life?

Several authors refer to the link between inner consciousness development and outer complexity and change.

"If the world is complex, then acting congruently with that complexity can be simpler than trying to control a machine that does not exist." **Jean Boulton, Author of Embracing Complexity: Strategic Perspectives for an Age of Turbulence**

"If we want to change the systems we are part of - our countries, communities, organizations, and families - we must also see and change ourselves." **Adam Kahane, Author of Power and Love, Facilitating Breakthrough and Collaborating with the Enemy**

"Consciousness now needs to develop faster than the problems it creates" **Terence Sexton, Author of Consciousness Beyond Consumerism**

We believe that these reflections on the complexity of our times suggest a need to explore how we might seek to expand our individual and collective consciousness. But what is consciousness?

What is our understanding of consciousness?

As we have delved into our inquiry over the past few years, we have come to appreciate the degree to which the understanding of consciousness is still evolving and the enormity of the subject. It is therefore not surprising that there is currently no single generally accepted definition of consciousness.

So here, we will not attempt to propose a definition, but rather to collect and make explicit the various ways co-participants in this inquiry currently understand and experience consciousness, with the intention of opening and continuing an exploration of what it means.

From the survey and co-inquiry meetings, we can distil three key threads that help us to understand consciousness:

Awareness of the content of our experience, the subjective experience of being aware, and of our interconnection with all things

Ability to respond to inner state and outer context

The essence or energy within all life: the ultimate reality, ground of being, a mystery in a process of unfolding

In synthesising our conversations, we have come to understand human consciousness as ***'our subjective experience of awareness, our ability to respond to context, and our receptiveness to the collective unfolding in which we are all participating.'***

And this has led us to clarify further what we might mean by an expansion of human consciousness which we notice to be about:

An increased awareness and sense of self which allows us to see and experience more of reality as it is. It is a fresh perspective on the understanding of our true selves and who we really are including our past conditioning and historical self. One could say 'self-realisation'.

An enhanced ability and capacity to respond and to adapt to one's context and in a way that is less reactive, less judgmental and is accepting of what is. It also is a capacity to make sense and meaning of our experience, that helps us to sit with ambiguity and the unknown, to be resilient, open and flexible and to hold multiple perspectives. Ultimately, this can lead to increased sense of self-regulation and autonomy and living in line with one's own values. This can have positive correlations to meaning and self-actualisation which helps to enable greater well-being.

A stronger receptiveness to the whole informing pattern of life and the source of being. This capacity enables us to tap into a collective and universal wisdom and intelligence that is beyond our limited personal selves. Connection to the whole can also inspire an awe and wonder that stimulates respect, responsibility and a feeling of connectedness to all of life as well as inspiration, new understandings and empathy.

“Consciousness is awareness with a purpose. The purpose is always to maintain or enhance internal stability and external equilibrium.”

**Richard Barrett,
Founder: Barrett Values
Centre; President The
Barrett Academy for the
Advancement of Human
Values**

“There is a simple definition of consciousness that I have always liked, which comes from the Tibetan teacher Djwhal Khul: Consciousness is the innate ability of everything to respond to stimulation.”

**William Bloom, Founder
Spiritual Companions,
Author**

**David Bohm, Quantum
Physicist and author**
describes consciousness as an interchange between implicate and explicate “one moment gives rise to the next, in which context that was previously implicate is now explicate while the previous explicate content has become implicate. Consciousness is ...a feedback process that results in a growing accumulation of understanding”.

“When we speak of consciousness, what are we talking about? The word literally means ‘knowing with’ (Latin con - ,with + scientia, knowledge): it is therefore in essence, not a thing, but a betweeness.” **Iain
McGilchrist, Psychiatrist,
Scholar and Author.**
**Quote from ‘The Matter
with Things’**

Is it possible to accelerate the expansion of human consciousness?

As we reflected on the possibility of an expansion of human consciousness and what that might lead to, we also began to wonder “Is it even possible to accelerate the expansion of human consciousness?”

Intuitively, accelerating positive change seemed to us like an obvious intention, especially in light of crises, emergencies and pandemics. However, as we held this question, responses from people throughout the inquiry gave us pause for thought. It revealed a need to fine tune the question and break it down further.

1. Is it (acceleration) possible?
2. Is it desirable or a good idea to try?

In responding to the first question, 90% of people said ‘yes’, sharing the following reflections and qualifications.

Starting with the individual that is a part of the whole

- One can accelerate the expansion of one’s consciousness by **“intentionally working on thyself, one is fractally making an impact on the bigger scale, thus bringing humanity closer to the tipping scale where changes in paradigm will accelerate human growth drastically”**.
- Using entrainment: **“it is essential that we do this at this time. One way is by expanding our own consciousness then by entrainment others will also expand theirs and in turn this will set new patterns in the morphic field”**.

As Mandelbrot described, fractals are ‘patterns that are self similar across different scales’. Richard Taylor of the University of Oregon calls fractals the ‘hidden orders’ that are the middle ground and connecting points between ‘chaos and order’. Social systems are connected by fractal patterns of nested hierarchies - so change at an individual level can influence the organisation and in turn the community and thus wider society for example.

By creating more connectedness for collective change

- One can accelerate one’s consciousness as **“evidence from all the faiths and religious traditions suggest this is so on an individual level. We may be at the threshold of a time where it is possible to do the same in group formation.”**
- **“Expanding consciousness is a collective, social act and so the intentional acts of meeting, conversing, networking and building new relationships can accelerate it.”**
- **“It is a question of culture change and this can be accomplished in different ways” using models of cultural evolution.**
- **“How do we expand this work out to the middle ground of people who might be interested. Can we do this through technology and explicit ‘bridging efforts?’”**

Having a power of intention and will

One can accelerate one’s consciousness through the power of intention and will.

- **“I think it is being expanded unintentionally. To expand intentionally needs great leadership. I am not sure we have that in enough parts of our society both internally in the UK and globally.”**
- **“Where you place your intention, you place your attention. As complex systems (humanity) become more complex the speed of change speeds up - and there is more intelligence and wisdom that comes about as a result of that increased complex system.”**
- **“It is about vision of what you are intending, seeing the emerging purpose, having focus and sensing what wants to unfold.”**
- **“We are approaching a tipping point for humanity to pass into a new higher, finer state of consciousness and the more we hold that as an intention, the sooner it will happen.”**

Is it even desirable or a good idea to try?

Some people also shared their concerns about the risks and potential blindspots of 'trying to accelerate an expansion of consciousness'. This included such reflections as:

“Setting out with an intention to change people may infringe on their right to choose.”

“This raises an ego sounding desire to change the world - who says our view of what raising consciousness looks like is right?”

“Human consciousness seems to be expanding quite nicely on its own.”

This led us onto a new understanding of what might be needed and how to frame the explorations.

Two realms of reality - quantum and Newtonian

There has been a tension that we and others have felt around the word 'accelerate'. Why? Perhaps there is a risk of confusing which realm or dimension we are in when talking about consciousness, of applying a way of thinking which only applies to the explicit, material world. The laws of the implicate, quantum, subtle realm are quite different. Here there is no arrow of time, no direction of change but an ever-unfolding.

The word 'accelerate' has Newtonian connotations whereby one influences movement in a linear and 'cause and effect way'. It is a recognised term in Newtonian physics and therefore not entirely appropriate to use or apply to something of quantum nature such as consciousness. And perhaps it is not suitably coherent for the framing of our inquiry! Although, as we live in both realms, that needs to be acknowledged too.

Rather accelerate the learning

We've come to discover that perhaps it is less about 'accelerating the expansion of human consciousness' but rather about 'accelerating the learning' about 'how to' expand human consciousness including 'the enabling conditions'. So we will change the way we frame the intention - which is to focus on the process (learning and understanding) rather than the outcome (expanded consciousness).

Some supportive comments around this include:

- ***“It can't be intentional. The expansion of human consciousness will unfold in its own time and way but accelerating learning is worth doing.”***
- ***“While this will undoubtedly have to unfold in its own time and way, I think that providing and sharing tools, practices, frameworks and information, ideas and stories can definitely play an accelerating role.”***
- ***“With knowledge and the regularity of the techniques, literature, research and accessibility of material about expanding consciousness, the process of transformation can be accelerated.”***
- ***“Encourage each level to become its healthiest exemplar to facilitate a shift to the next level. For me this offers a meta level strategy for focusing theories of change around different communities of practice worldwide.”***
- ***“How do we develop how we learn in groups? Are there any references about this we could tap into?”***

It's worth experimenting and learning

At this stage in our inquiry, we've come to realise that we don't know if the acceleration of human consciousness is possible. However, we do know that experimenting as a means of evolving to embrace one's current context is a good strategy. Some experiments succeed and some fail but if you don't experiment, learn and adapt - evolution is not possible.

- ***“I believe it's possible to create environments or interventions in which this might be possible, but there is no guarantee that this will work. We can only offer what we think has a good chance of working to deepen rather than expand?”***
- ***“What does life want to do? Maybe it is about revealing, unveiling, removing barriers and allowing the universal will.”***
- ***“Can we incubate what wants to emerge and provide nourishment, resourcing, protection and safety?”***



The Field of Organisations Developing Human Consciousness

Looking through various lenses, we see that whilst there is a range of reach and type of offering, many of the organisations in the field are relatively small and young. There is a great sense of purpose and values although there seems to be a need for strengthening organisational foundations.

Working with the hypothesis that it could be possible to enable the conditions to accelerate an expansion of human consciousness that would help us embrace the complexity of our times, we wanted to know more about the organisations that could be considered part of the field of influence and inspiration.

Understanding the organisations that made up the field would help progress our understanding of our inquiry question, “**How can we, as leaders working to expand human consciousness in the UK, become more effective as a source of influence and inspiration, both as individuals and as a collective field?**”

One of the main objectives of our inquiry is to shine a light on the field so that it could navigate more easily as well as to be seen more clearly by others. We want to shine a light on the diversity as well as the patterns of commonality and give people clarity of their unique role so they fulfil them more effectively in the context of the field.

Describing the field

Throughout the inquiry so far, we have been defining the field as ‘organisations and networks that are working to expand human consciousness in the UK through a psychological, spiritual and/or somatic perspective.’

This includes organisations and networks that are:

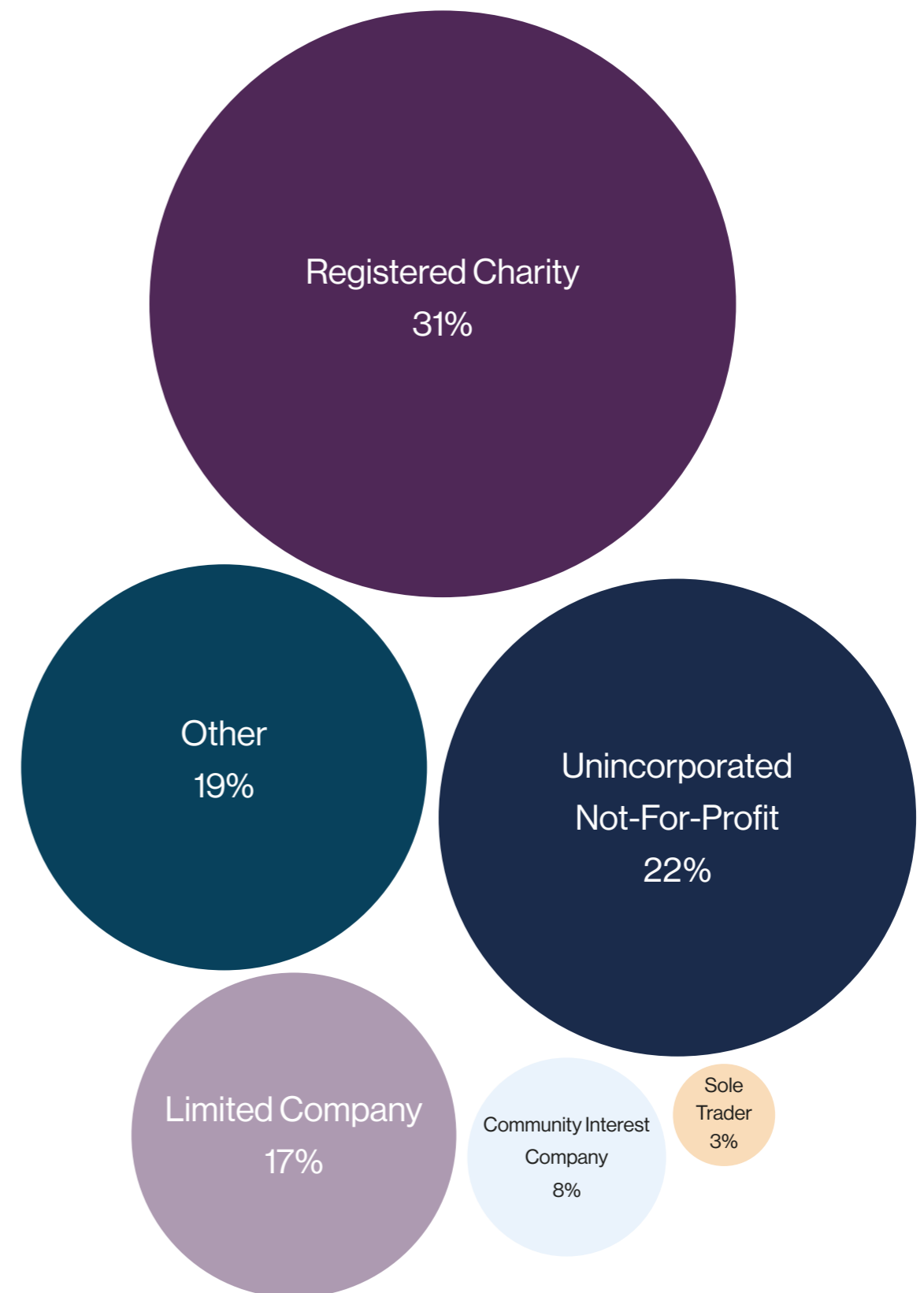
- Working at an intrinsic level of encouraging new worldviews, values and beliefs that are informed by a sense of an interconnected whole
- Seeking to enable ‘systems change’ – changing the culture and structures of society as well as working at an individual level
- Supporting the leaders of organisations expanding human consciousness e.g. funders, media, thought leaders, government

The types of organisations

Field mapping through various lenses

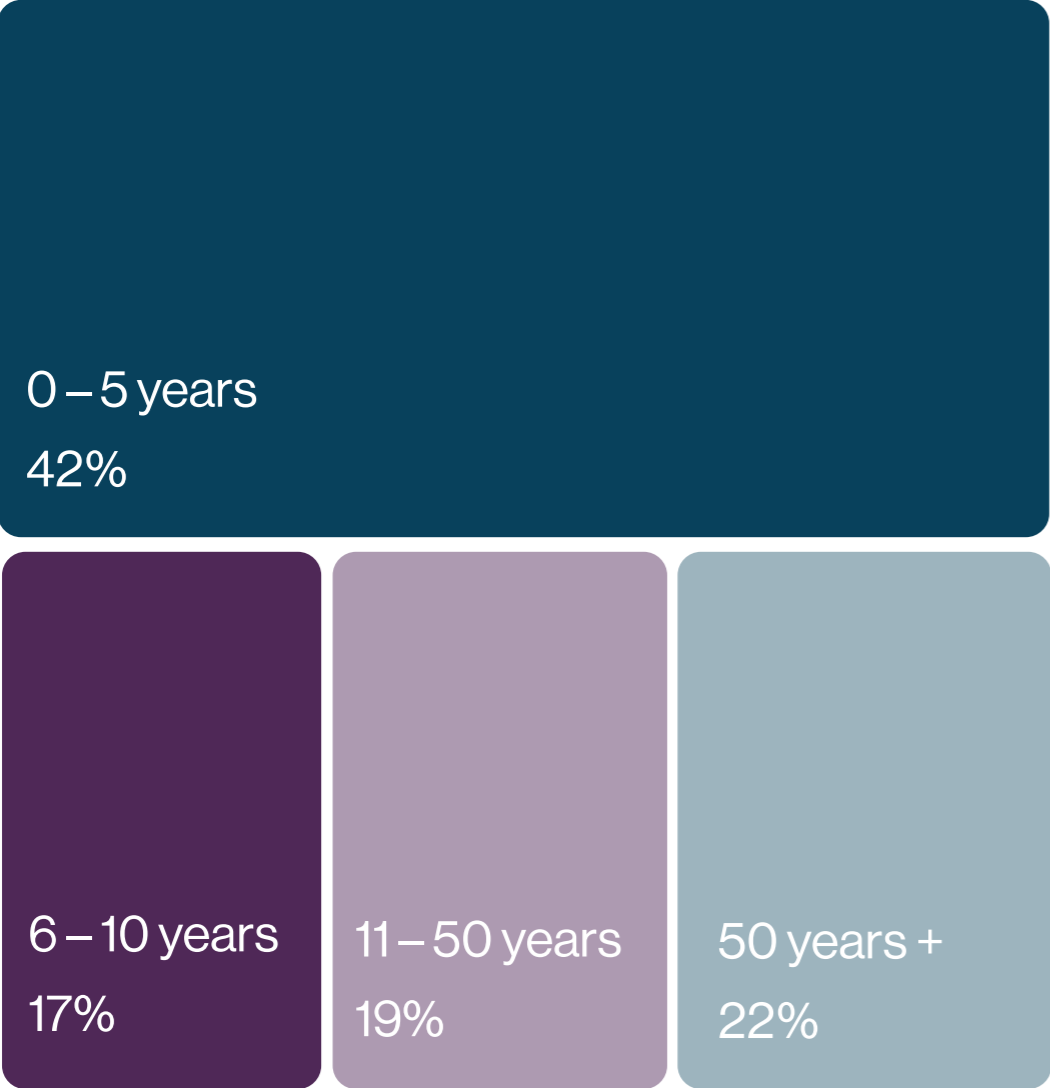
We've attempted to reveal more about the qualities of the field and its individuals through different lenses. We have looked at the field through the different roles they play both in social systems, such as through the Transition Model earlier in this report as well as later in the report through 'roles in a system'. In the following pages we take a practical look at aspects of the organisations such as the size and age as well as their strategic purpose and values.

We asked participants a variety of questions such as the size of their organisation, their focus, the schools of thought they draw upon and more about who they serve. From this intelligence we gained a better sense of the nature of the field - albeit a snapshot. As can be seen in the section below, there are many small organisations and a critical mass that have less than five employees and under £10,000 of income per year. There are a good number of non-profit charitable organisations, whose main source of income comes from offering services or individual donations. There is a large percentage of organisations that offer either training or convening of communities. And amongst the respondents there is a broad representation of the various schools of thought.



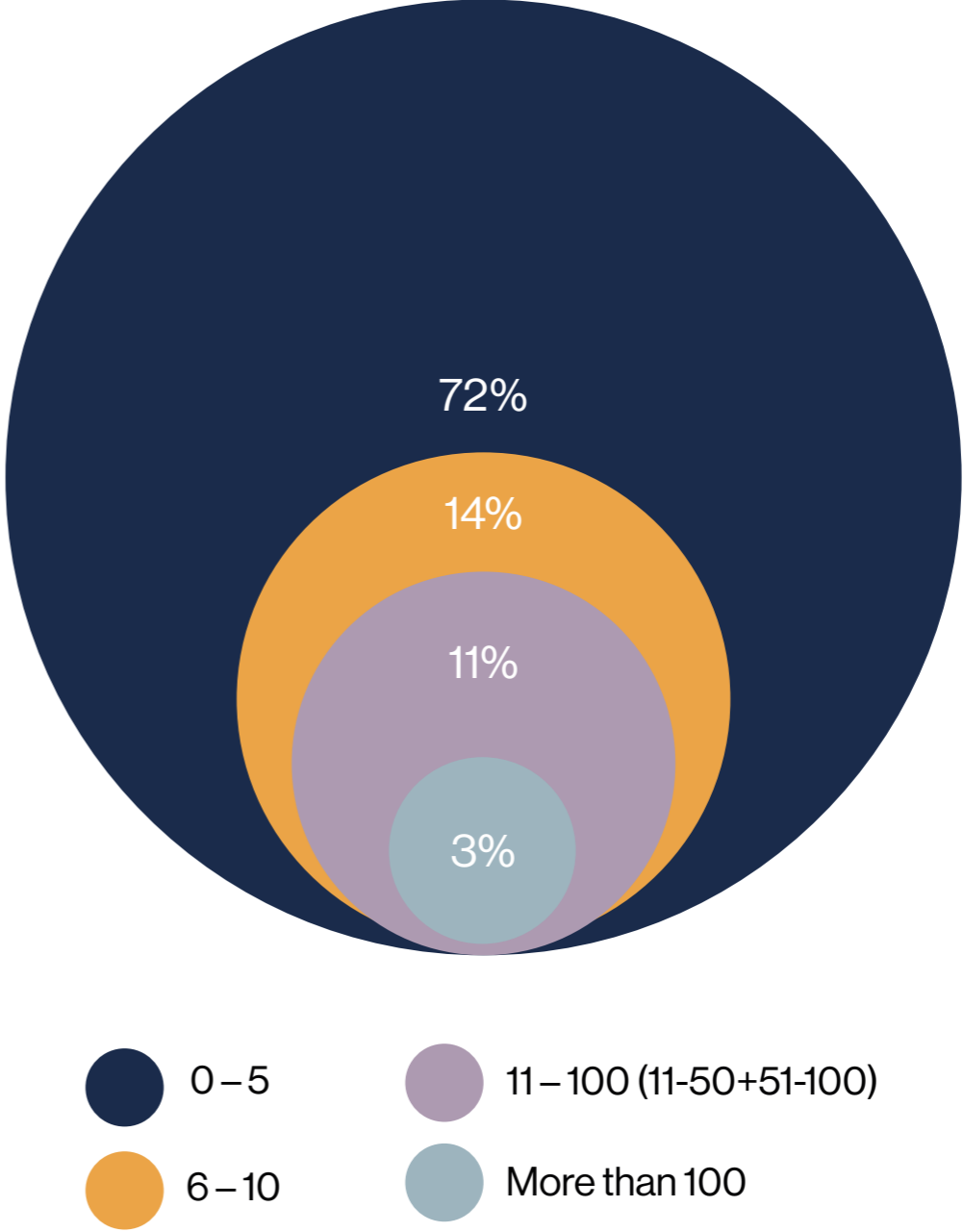
Age of the organisations

Almost half the organisations in the sample are less than 5 years old.



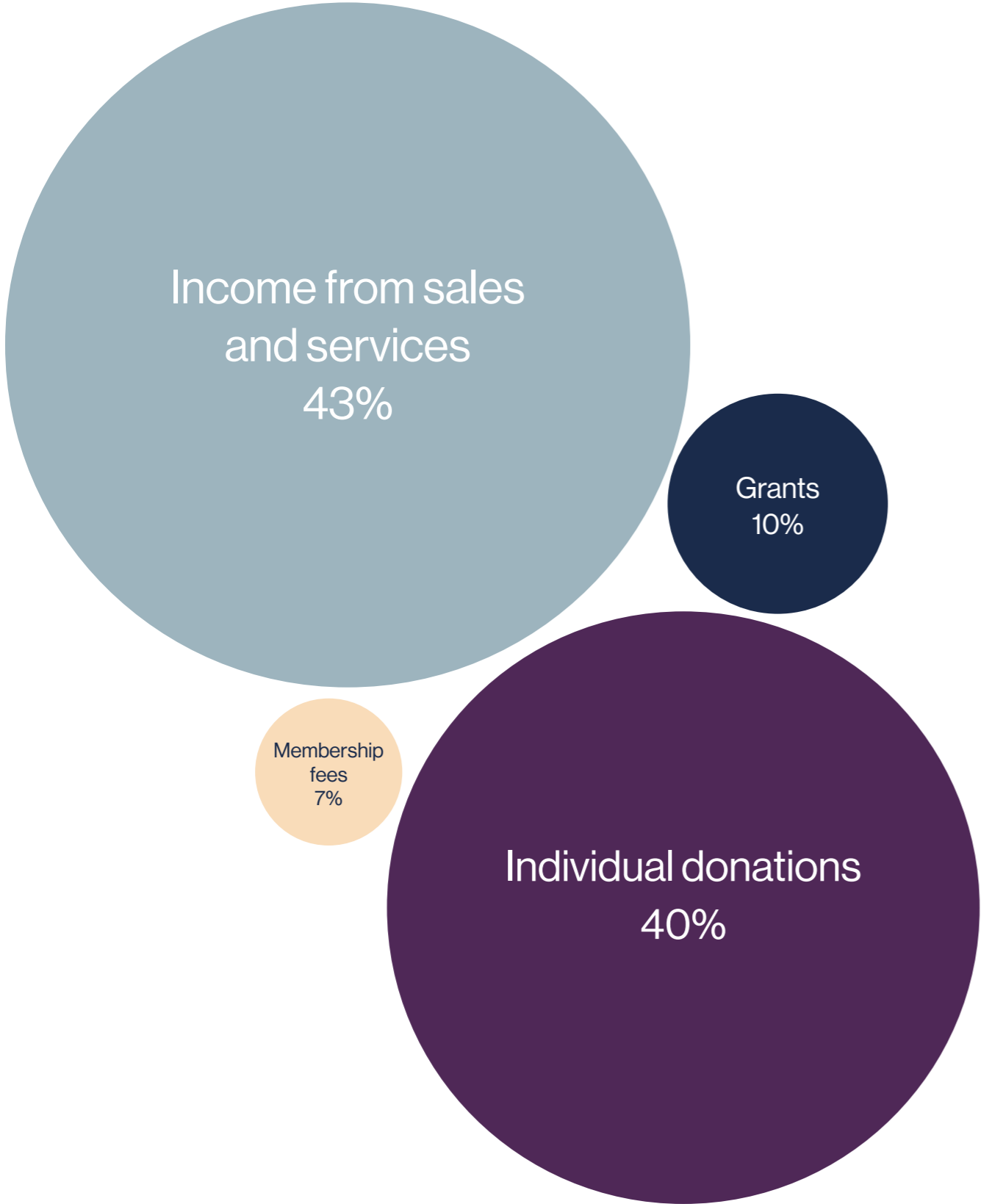
Number of full time employees

Most organisations in the sample are very small in terms of the number of employees (up to 5)

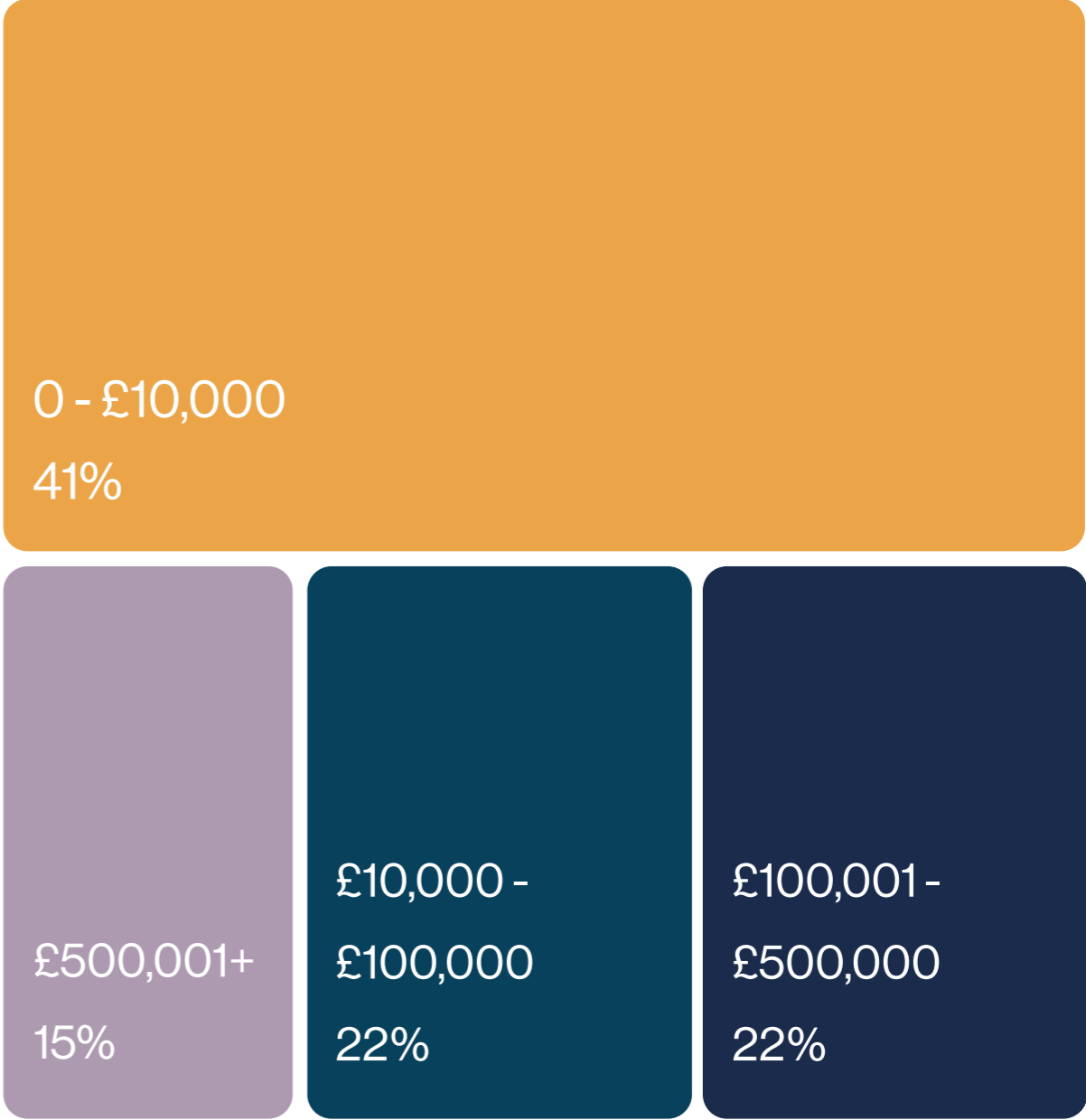


Primary sources of income

Almost half the organisations in the sample are less than 5 years old.



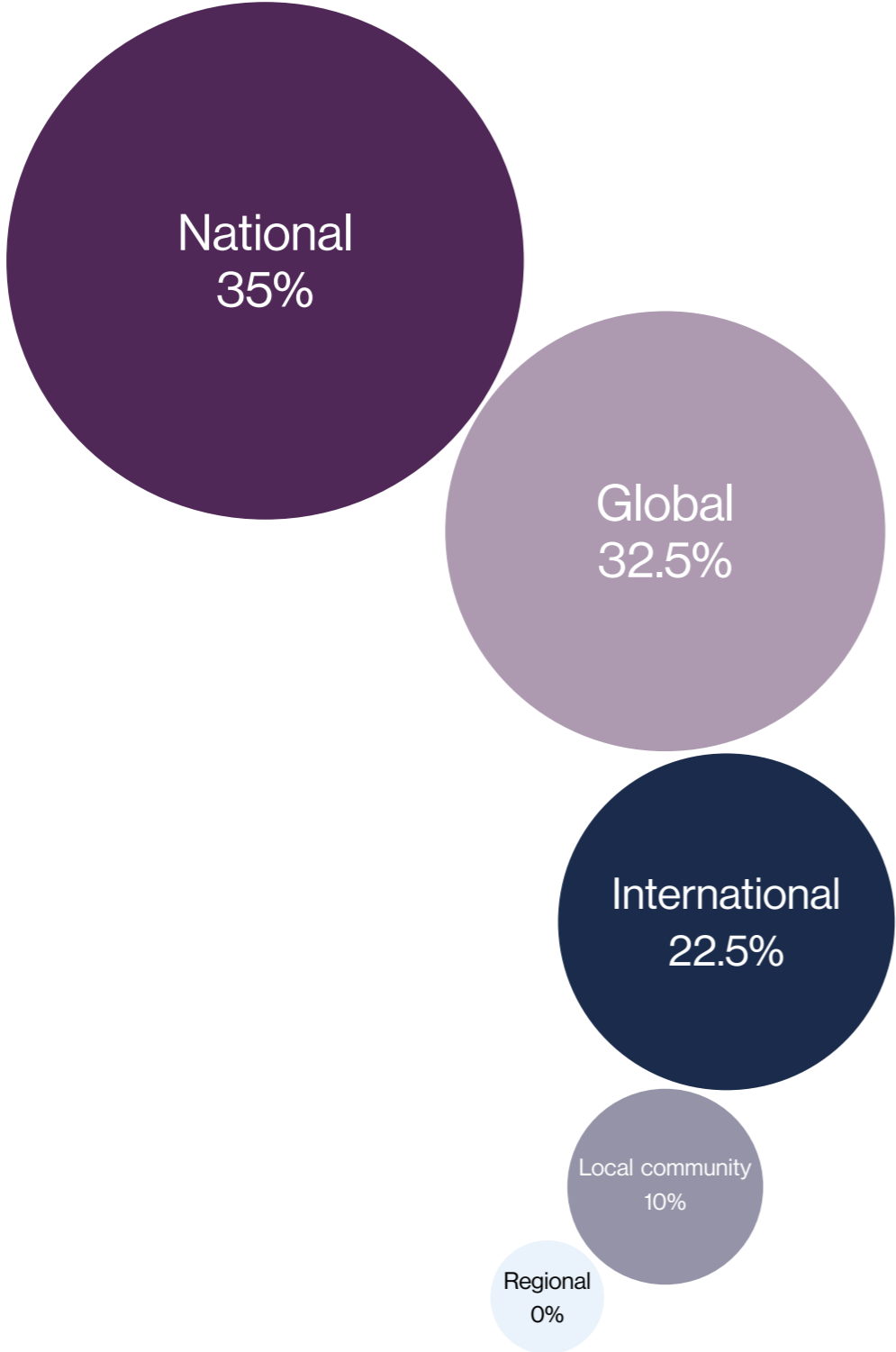
Annual income



More than £500,001
(£500000 - £1,000,00 +
More than £1000000)

Geographical reach

Despite being based in the UK, a large proportion of organisations and leaders surveyed have a global reach.

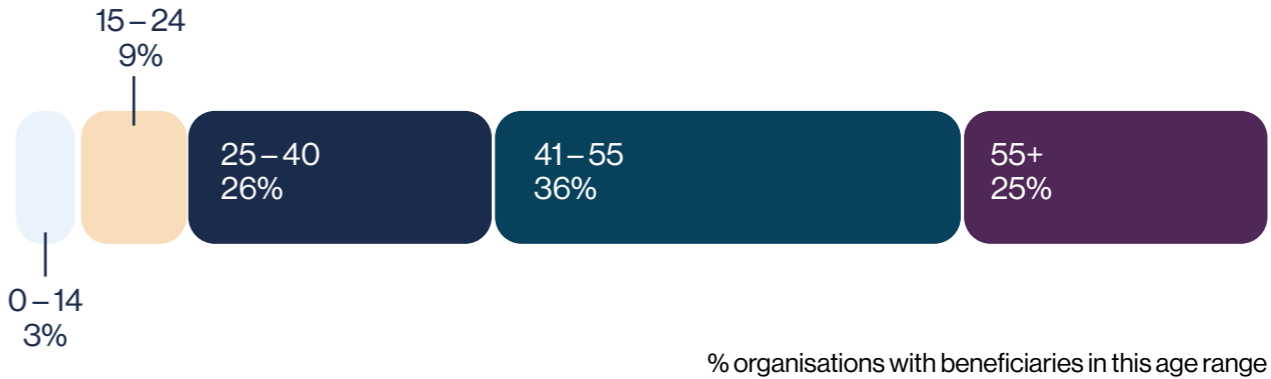


Demographics of the beneficiaries

Gender

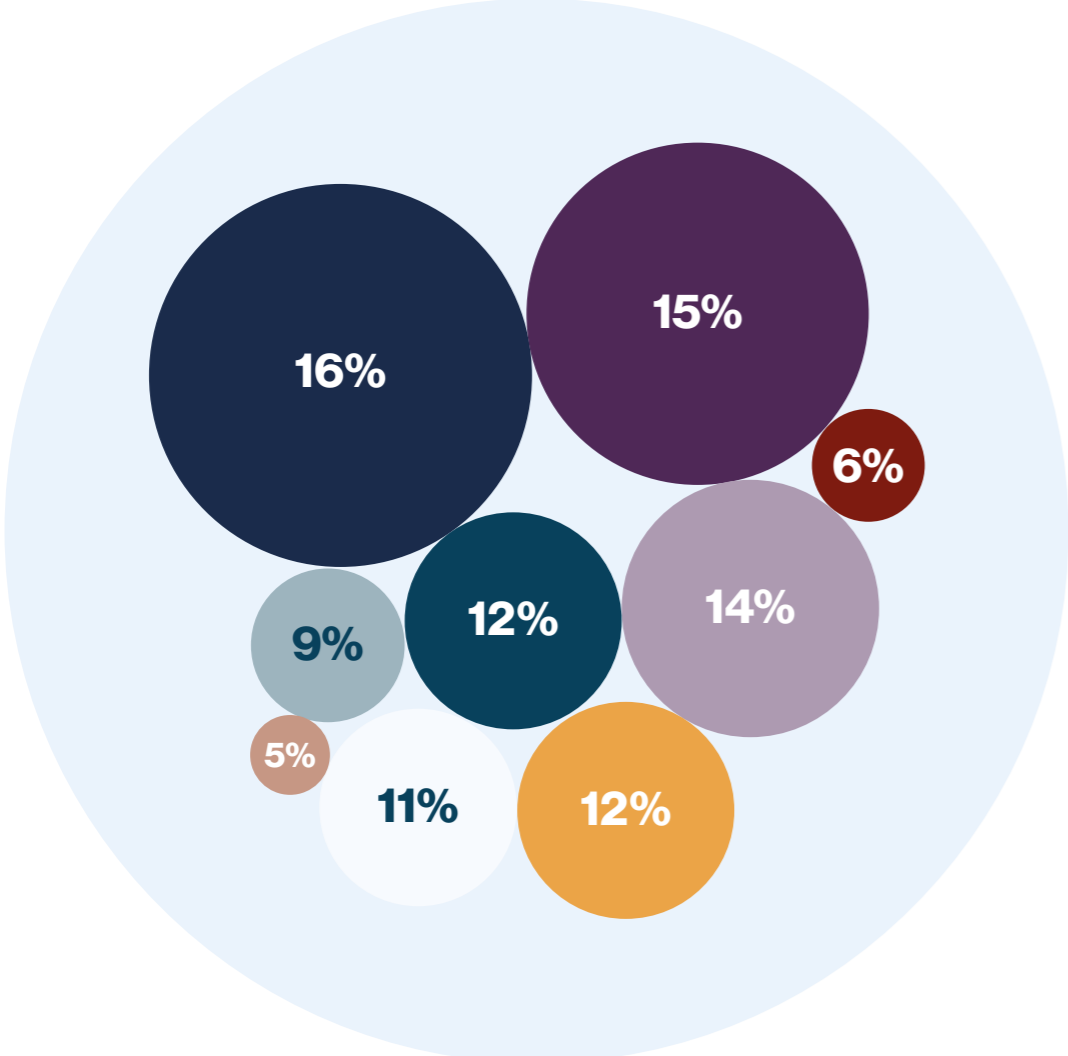
Just over half, **55%** reported a fair balance of all genders, **35%** reporting mainly female beneficiaries

Age range of beneficiaries



Schools of thought that shape and inform the organisations

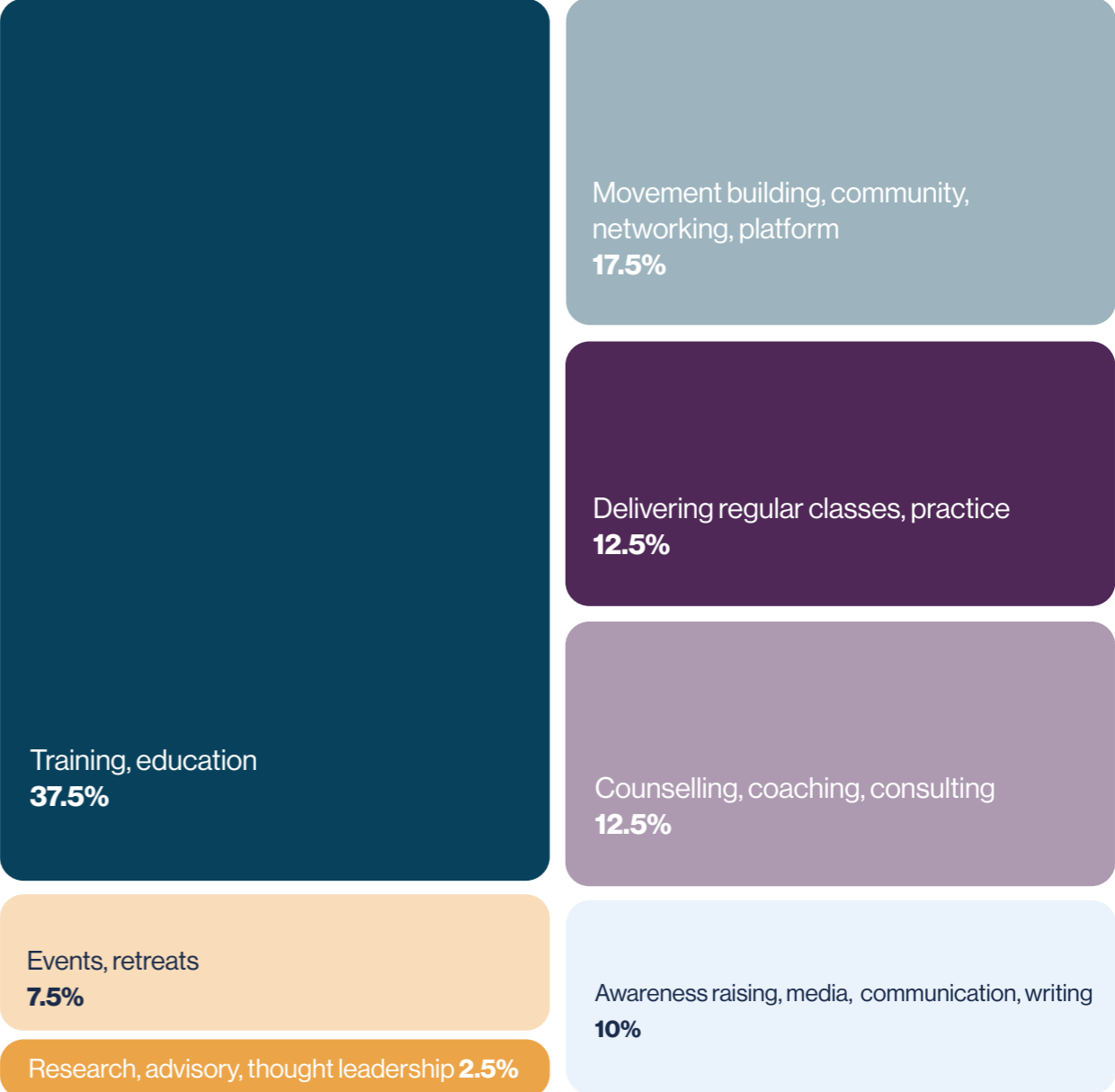
The table below illustrates the spread of primary domains of influence that respondent organisations stated they used in their work. Spirituality and mysticism, meditation and altered states, and psychology were amongst the top 3:



- Spirituality, mysticism – 16%
- Meditation and altered states – 15%
- Psychology – 14%
- Philosophy – 12%
- Nature – 12%
- Science - cognitive, neuroscience, physics and others – 11%
- Somatics, embodiment, bodywork – 9%
- Theology – 6%
- Physiology, biology – 5%

Primary focus of the organisation

By far the majority of organisations surveyed are primarily focused on training and education



- Provision of technology, measurement – 0%
- Place and space – 0%
- Advocacy and public policy influence – 0%
- Funding, investment – 0%

The purpose of the organisations and networks

In our leadership roles, we have valued the importance of having clarity of organisational purpose as we have found that it brings a sense of meaning to staff, beneficiaries and stakeholders. In turn, this inspires, mobilises and helps develop potential - both as individuals and as the organisation.

As **Sarah Rozenhuler**, Author of 'Powered by Purpose' and Leadership Consultant says, ***“For a small group of people to ‘change the world’, they need to have a common purpose. Without an inspiring ‘why’, a group of individuals remains a group; they do not become a team.”***

We asked participants to share what they believed to be the purpose of their organisation or network. As we reviewed the purpose statements shared by survey respondents, we saw the following clusters:

- Spiritual
- Nature/environment
- Social systems/political/economic
- Psychological/mind-body/wellbeing
- Consciousness

Inspired by spirituality:

To become a global beacon of inspiration for all those seeking their true identity through profound self-inquiry, meditation, sacred dance and other practices that lead to inner peace, clarity of mind, compassion and happiness To promote recognition and practice of the spiritual principles and values upon which a stable and interdependent world society may be based To rediscover and re-imagine a path leading towards a more universal spirituality that can operate with respect for all living creatures, a path of love and service for the betterment of all. This is not just about the transformation of the individual, but the global shift of humanity to a higher way of being

Inspired by nature:

Reconnect humanity with nature and its true nature Support indigenous culture, and provide platform for solutions A field of transformation, where you will get closer to nature and return to source, discovering new ways to thrive and support change in a new world

Inspired by social, political and systems change:

Building an economy to achieve social justice on a healthy planet The Collective Psychology project supports a breakthrough outcome to a larger us future by working at the places where politics and psychology meet to imagine and co-create new forms of citizenship, activism, and change We research, map, pattern and illuminate the people and ideas we think can build belief in (and hasten a shift to) a future of human and planetary flourishing, as a counter to the dystopian future narratives so pervasive in our culture.

Inspired by mind and body wellbeing:

To contribute to creating a world where everyone learns how to use the mind-body connection to discover their own inner resources and freedom to express our truest and fullest selves in their lives Revealing wholeness by helping people to awaken to who they really are The network is primarily a community of practice which encourages inquiry, debate and knowledge sharing around mindfulness and social change

Inspired by human consciousness as a whole:

To raise consciousness by encouraging people to have deeper conversations between themselves to expand their minds about their own thinking and other people's thinking Sarsen creates and holds the space to explore the expansion of our individual and collective consciousness To provide a place and space for like-minded individuals with regard to the expanding of the human consciousness as a whole

Values

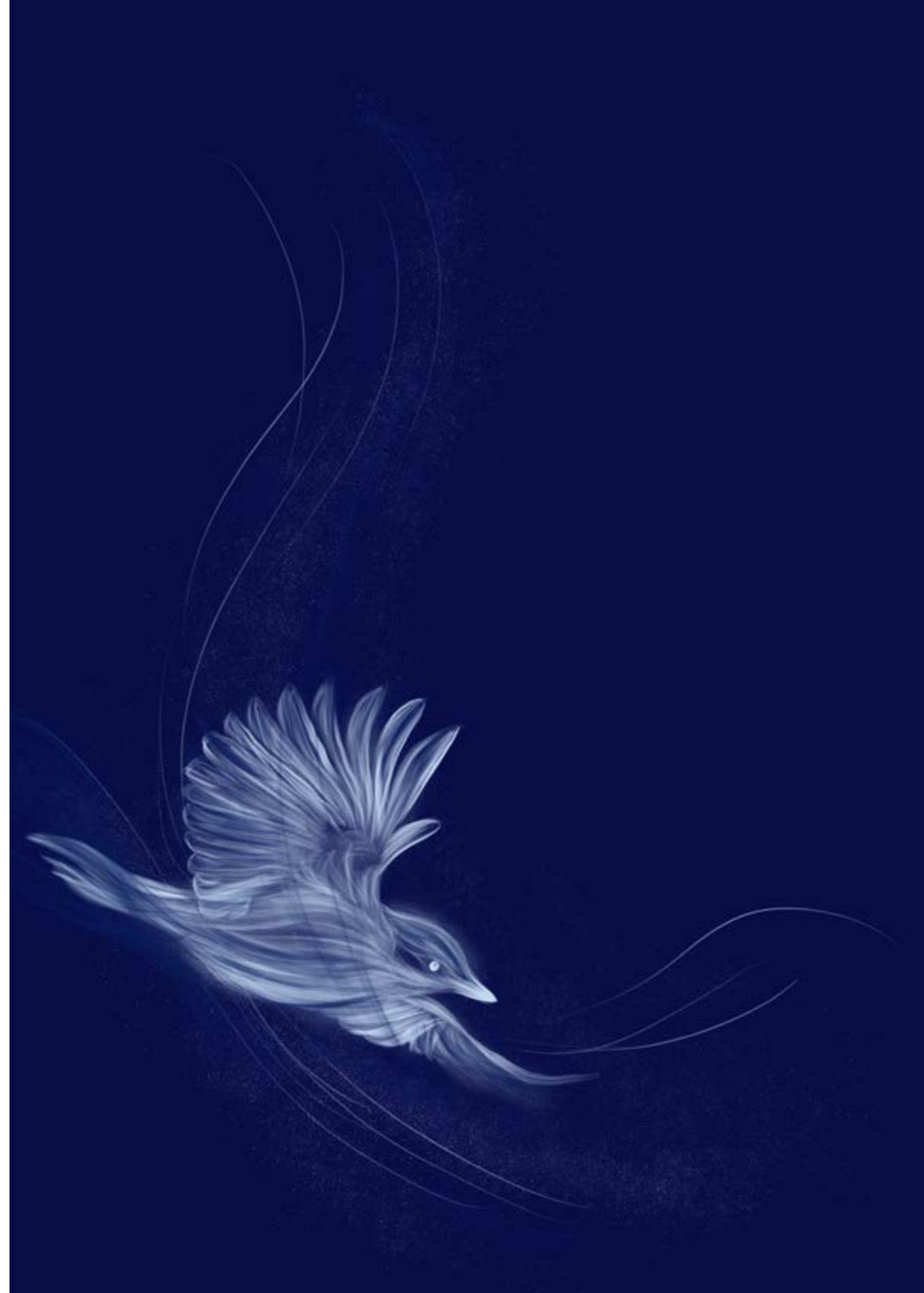
Values are key in helping to realise the potential of people, organisations and social change. As the UK Values Alliance conveys, ***“Values are deeply held principles that guide our choices and behaviours and influence our emotions. They help define who we are, what we believe and how we live.”***

At an organisational level, values are important as they help provide encouragement of appropriate and consistent behaviours in support of the organisation’s purpose, a consistent, desirable, recognisable and predictable culture, and a clear framework for decision making, as well as enabling a more consistent customer experience and better relationships with stakeholders.

75% of survey respondents indicated their organisation has an agreed set of values. The most commonly reported values were:

Compassion, Love, Integrity, Inclusiveness, Collaboration, Equality, Respect, Community, Nature (reverence/respect for)

We looked at these collective values through the lenses of two frameworks:



The Schwartz Values Circumplex

The Schwartz Values Circumplex which is a universal model for basic human values that can be found across all cultures. These values sit on a foundation of three universal requirements of biological needs, social interactions and group functioning.

There are 10 core values clusters which underpin humanity; these clusters can be arranged into four subsets that reflect four higher orders of values.

These include:

Openness to change: appreciating independent thought and action favouring change

Self transcendence: emphasising acceptance of others as equals and concern for their welfare

Self-enhancement: pursuing success and dominance over others

Conservation: applying submissive self restriction, preservation of traditional practices and protection of stability

Schwartz points out that values are neither 'bad' or 'good' but relative to the context of the situation or the paradigm of the time. And perhaps a question to ponder is "What are the blend of values are now needed for humanity to navigate the complexity of our times"?

Values in the field

Looking across all reported values from survey respondents, they seemed to cluster roughly into the higher order values types in the following percentages:

Self-Transcendence: 72%

Openness to Change: 14%

Conservation: 12%

Self-Enhancement: 3%

This poses some questions including:

- Is there an underrepresentation of self-enhancement values which might be preventing organisations from seeking power to manifest ambitious change?
- Could embodying different values help to recalibrate a dominant mainstream culture focussed on self-enhancement?
- How could we work together to demonstrate and amplify these values and to integrate them into a broader social context?

Schwartz Values Circumplex – From Common Cause Foundation



The Barrett Seven Levels of Consciousness™

Originally developed in 1997 by Richard Barrett, the model was formed by leveraging ancient eastern philosophy to extend Maslow's concept of self-actualisation in his hierarchy of needs. The result was a depiction of the full spectrum of needs underlying human values and behaviour.

Barrett explains: Of the seven levels as depicted in the model, "The first three levels focus on our deficiency needs—survival, relationship (safety) and self-esteem (security); the last three levels focus on our growth needs—internal cohesion, making a difference and service.

Bridging the gap between our deficiency needs and our growth needs is the transformation level of consciousness. This is where we begin to release the limiting fear-based beliefs we learned during our formative years and start to align our ego motivations with our soul motivations."

The seven levels can be clustered into three core levels or 'pathways' of consciousness and their related values.

Foundation: establishing a foundation through physical viability, secure relationships, and effective performance

Evolution: continuously evolving by embracing autonomy and growth

Impact: working toward purpose fulfillment through alignment with the true self, collaboration with others in shared purpose, and contribution toward the greater good. Barrett speaks of the need to have full representation across the levels in order to fully realise and actualise potential and human flourishing and sustain it over time.

Values in the field

Looking at the values most commonly cited by survey respondents we found the following:

Impact: 90%
Evolution: 0%
Foundation: 10%

This poses some questions including:

- Are organisations in the field, and thus potentially the field itself, limiting a potential to evolve as there is not enough attention placed at the foundational level including ensuring stability, building relationships and achieving excellence?
- What would this look like if there were more active values across these lower foundational levels?
- How can we place efforts on cultivating values that support learning and transformation and continuous improvement across the field?

Barretts Seven Levels of Consciousness™



Fitness of Individual Organisations



In this section we investigate the form and functioning of individual organisations in the field and identify areas of strength - as well as those requiring development for increased effectiveness.

Complexity scientists talk about how the 'fitness criteria' of an individual determines how well it is able to evolve in any new emerging context. Using this analogy, we were curious to understand more about the current form and functioning of some of the organisations and networks in the field. How well are they functioning? What are the areas that need attention and cultivation? And what support might be needed to help them to be more effective?

What are the goals of the organisation?

Similar to a personal or organisational purpose, we believe that having personal or organisational goals helps to focus and channel one's will into manifesting potential.

We wanted to know more about the current goals of the leaders and where they are placing their energy and resources. There seemed to be three key priority areas of focus for the respondents.

Delivering existing work to communities: Unsurprisingly, there was a significant focus amongst participants in delivering existing current programmes of work as well as developing and piloting new ideas and testing new offers. Quite a few leaders are co-creating new ideas with their existing communities and there was strong impetus in leaders to 'build their communities'.

Developing framing and narratives: This seemed to be an important area for people as quite a few respondents commented on the priority they are placing on expanding their reach to new audiences. To do this, leaders are developing and clarifying their framing narratives. For example, one leader commented that they are working towards ***“developing and disseminating a narrative that supports a ‘wellbeing economy’ where the objectives of society are focussed entirely on human wellbeing that is sustainable.”***

There also seemed to be a theme emerging around respondents focussing on 'translating' the work so that new audiences can relate in an easy way. We are ***“curating and clarifying an integrative regenerative perspective in words that a 10-year-old can understand.”*** Others are ***“adopting the messaging of their spiritual philosophy to modern media”***. A number of respondents are investing their resources into creating communications platforms and tools. The use of 'stories and storytelling' as a communication tool seemed to be an interesting area of exploration for some.

Building financial sustainability: There was a clear theme for building financial sustainability as some organisations and networks are struggling to cover costs and to raise the necessary funds. To meet this challenge, a significant number of leaders seem

What is working well?

We wanted to know what was working well for leaders in their work. We both have used and value Appreciative Inquiry as a basis for our leadership work.

David Cooperrider the co-creator of Appreciative Inquiry approach explains that “Appreciative Inquiry is a way at looking at organisational change that shows that change is more powerful, energizing, and effective when we inquire into the true, the good, the better and the possible—everything that gives life to a system when is most alive and at its exceptional best.” (Handbook for Action Research, Reason and Bradbury)

So what is working well?

Engaged communities: Many respondents seemed to be seeing the fruits of their labour in commenting that their offer is landing well, and that their communities are connected, supportive and vibrant.

Ability to adapt: There were also strong themes in celebrating the success of being able to adapt and respond to challenges including that of COVID 19. This included embracing the opportunity that COVID brought to completely rethink old ways of doing things.

Clarity of purpose and values: This was underpinned by themes of having clarity of purpose and values as well as having good team alignment. **“Our team is really aligned and in flow, we love working together and the spirit and feeling in the team is wonderful.”**

About 70% of respondents believe that ‘to a large extent’ their structures, practices, process and culture are aligned to the values and the change they are seeing to create in the world.

Finally over 80% of respondents said that they pay attention to their inner work ‘to a moderate or large extent’. Again, this gives a sense that there is a coherence amongst the participating leaders in seeking to ‘walk the talk’. This is certainly something to celebrate!

What is not working so well?

Conversely, we also wanted to find out what was not working so well and to understand what might need to be developed. There were some very clear headline themes here.

Financial resources: It seemed evident from the responses that quite a few of the organisations are under financial strain and are not able to secure and maintain the financial resources they need to do their work for the long term. (e.g. **“We have very little money and fundraising is hard!”**)

People asked questions such as:

- Where are the foundations that are open to funding this type of work?
- What can organisations do differently to fund and support the raising of human consciousness?
- What is the role of money in our field and how should we be - or not be working with it?

Over stretched capacity: Part of the knock-on effect of a lack of financial resources was a sense of overstretched resources and capacity. Quite a number of organisations are relying on volunteers to deliver their work and they simply need more full-time staff.

“People who are of a high frequency and well skilled are either involved in contributing to many initiatives or else have to earn a living in other ways. This means that the voluntary endeavour is overstretching and a lot falls on a few people.”

However, with some common reflections such as ***“we just don’t have the time to plan anything else”***, we wondered if there were things other than finances that were contributing overstretched teams, such as needing to build a stronger shared purpose, more robust strategic planning or the need to bring in different skills or experiences.

Organisational effectiveness: There were several arrows pointing to the need for improved strategic focus and planning as well as a ***“need for firmer structures for the functioning of the organisation.”***

We have the sense that there are quite a few organisations ‘whose original niche has changed’ and who are ‘shifting from the old business’. As a result, these older organisations, as well as newer organisations, are both experiencing ‘growing pains’.

Interestingly, the majority of respondents (70%) do not measure their impact or understand the difference their work has made. Some do look at impact informally, whilst others have an intention to make this a focus in the future. So this seems like an area for opportunity to understand and improve organisational effectiveness in the future.

In response to this question of ‘what is not working well?’, we must then ask ourselves the question - “what is really getting in the way of generating the appropriate level of financial resources needed for organisations?” And “why do organisations like the Brahma Kumaris, whose income comes primarily from donations and volunteers have a model that enables them to attract millions of people worldwide. Is there something to learn from them about a new way of resourcing the work?”

What needs strengthening?

We wanted to get to the nub of understanding what areas needed the most improvement and strengthening in order to realise organisational potential. So we asked participants to rank their top three needs from a choice of: strategy development, leadership, governance, culture, resourcing and people, finances, structure and processes, technology, profile and brand awareness, partnerships and learning and innovation.

The main areas that they felt needed the most attention were: **finance/resourcing, profile and brand awareness and strategy.**

What is the vision for the work?

Having taken a look at the health and functioning of the organisations, we were also curious about what leaders had in mind for the future direction of their work. We asked them about their visions, who they wanted to serve in the future and, what leadership capabilities they needed to meet those aspirations.

Meeting the need in the world: There was a clear sense from the collective intelligence that the timing is right for the field's work to help to expand consciousness given the **“breakdown of dominant worldviews and mindsets, and the need for alternatives”** and that “the world has woken to the need for spiritual and as well as emotional development.” This includes creating a **“new architecture between the ‘I’ and ‘We’ world”** as well as ‘fostering peace with all life’ and addressing the ‘consciousness and climate change’ conundrum.

What these organisations and networks offer is critical in helping people to ‘understand more about who they really are’ and to evolve relationships with themselves, others and the planet. And this includes helping to shift worldviews and mindsets that underpin our human systems.

There were some very important questions that people raised about meeting the needs in the world.

- **“What does it really mean to be a human being and what is life really about?”**
- **“What would it look like if we had a movement built on the marriage of inner and outer change?”**
- **“What would a shift in consciousness look like?”**

Greater visibility and reach: There was an enthusiasm from respondents to become more visible in building narratives for change such as “re-imagining education or economics so as to work for the good of the whole person and a whole planet.” Thus, it seems that there is an opportunity for greater visibility so that this work ‘becomes more widely and deeply understood and practiced’.

Increased collaboration: And a good number of leaders value the importance of collaborating and connecting with other like-minded organisations to make a difference in the world. And this included a theme about working together to advocate for change in the political and governance systems.

What beneficiaries do you want to support in the future?

We then asked the respondents to reflect on describing the characteristics of the people who they wanted to support in the future.

There were three key themes here including:

- People who are curious about seeking to know more about themselves
- People who normally don't have access to this work because of their background
- People who are in leadership roles and have desire to influence change in the world

What leadership capabilities are needed in your organisation?

In order to manifest possible futures, we wanted to understand from leaders what they believe are the top three leadership capabilities needed for organisations in this field to be most effective.

There was a very strong theme around the need to be **visionary**. This word came up quite a few times as did the words that related to **boldness, courage** and **focus**.

This was followed by the need for leaders to have a great sense of their own **self-awareness** and ability to be **open** in order to **adapt** and respond to the context of the situation. This included being aware of their own **shadows**. This understanding would support a sense of **integrity** and **humility** which respondents also felt to be important leadership traits that will help to bring about greater effectiveness.

And finally, there was an important theme about being a **relational leader** in order to **empower others**, including the use of skills such as **empathy, listening and humour** and **resourcefulness**.

Navigating as a Field

There is a belief in the benefits of working together as a field including peer learning, inspiration, access to resources and greater collective impact.

A strengthening of relationships and trust will be key to enabling this. And we are learning about what is possible from other sectors convening change.

From the outset of our inquiry, we have been fascinated by murmurations and their incredible intelligence and ability to navigate together as a whole more effectively than they could on their own. We love this metaphor as it inspires a vision of the possibility of leaders and organisations and networks in the field of expanding human consciousness working together for increased resilience, support, communication and learning and inspiration.

Learning from Murmurations

During one of the co-inquiry sessions, we were very surprised when , Guy Hayward, of Co-founder of the British Pilgrimage Trust, responded, “Oh murmurations, I studied murmurations as part of my PhD thesis “Singing as One: Community in Synchrony.” You can find Guy’s PhD published on <https://www.academia.edu>

So, in delight of this synchronicity, we delved into Guy’s research to learn more about murmurations as we felt this might help us to better understand how we could cultivate a field, and what the benefits might be.

We also learnt about another perspective that was highlighted to us by Allan Frater, in his recent book, ‘Waking Dreams’. He referenced Craig Reynolds work in the 1980s which created computer simulations of murmurations.

Reynolds found that there were three behaviour qualities of murmurations including:

- 1) steer to maintain a set distance from local birds (separation)
 - 2) steer towards average heading of local birds (alignment) and
 - 3) steer towards the average position of local birds (cohesion).
- Small scale adjustments of one bird rippled throughout the whole flock and the effect was a unique emergent behaviour for the whole.

We came away learning more about why murmurations work well including:

- The need for healthy individuals
- The alignment towards a common goal
- The ability to sense, receive and share information
- Small changes of one can easily influence the whole
- The cohesion of the group
- Access to a collective intelligence



What is a field and why does it matter?

As we learnt from murmurations, we can see that there are benefits in working as individuals to form a collective, aligned, and cohesive field that is aware, and able to respond to the external context.

We hope that the leaders of organisations seeking to expand human consciousness might see opportunity in this metaphor and seek to find ways to work as a field given the context of our times.

But what is a field especially as it relates to a social systems context? And how do others define it?

As **Kevin O'Neil** from the Rockefeller Foundation states in the publication 'How Do You Build a Field? Lessons From Public Health', ***"A field is a community of organisations and individuals working together to solve a common set of problems, develop a common body of knowledge, or advance and apply common practices."***

Arnold Mindell says in his book, 'The Leader As Martial Artist', ***"A field is a group who use the term 'we' in the same way....Everyone in a group is connected by the same beliefs and values...even if these are not explicitly stated."***

Further in her book, Emergent Strategy, **adrienne maree brown** shares, ***"How can we, future ancestors, align ourselves with the most resilient practices of emergence as a species? Many of us have been socialized to understand that constant growth, violent competition, and critical mass are the ways to create change. But emergence shows us that adaptation and evolution depend more upon critical, deep, and authentic connections, a thread that can be tugged for support and resilience. The quality of connection between the nodes in the patterns. Dare I say love. And we know how to connect—we long for it."***

What does the field think about working together as a field?

We wanted to find out what others thought and asked them if they believed there are benefits in working together – and if so, what benefits do they see?

In response, over **90%** of people did feel that there would be benefits in working together and there were four key areas that could be beneficial for working together more explicitly.

Peer Learning and collective intelligence:

Working together through peer learning encourages knowledge sharing, stimulation of new ideas and the weaving together of existing ideas. This includes sharing examples of practices and projects that have worked well. ***“Working together would help to unleash collective intelligence.”***

And together, we could learn more about how to enable change and to ***“reveal the combinations of factors which support expansion of consciousness through the interaction between organisations.”***

We thought this quote summarised this theme well. ***“I believe in an era of information and rapid transformation. We have had the opportunity to specialise in niche fields and areas but are lacking the wisdom that comes from holistic thinking. If organisations and initiatives are able to bring the depth of their knowledge together in partnership, I believe we could find profound wisdom needed for supporting the flourishing of humanity on a healthy planet. We need balance and balance requires more than one actor.”***

Friendships and inspiration:

Working on the front line of helping people to evolve their consciousness is not easy! One person commented ***“We need tpeer support in work that’s often challenging.”***

Working together could also help to create the conditions for a sense of belonging and an opportunity to ***“inspire one another”***. These two things could help to provide a sense of resilience and connection that help our work flourish and grow over time.

One person commented, ***“organisations and networks working together would increase the ‘delivery’ in the field and potentially invoke larger numbers who are on the ‘threshold of expansion’, to go further into their development as opposed to retreating back due to feeling unsupported.”***

Better access to resources:

A number of people felt that working together would help provide **“better access to funding and donor relationships.”**

Others also saw the **“potential to pool resources and efforts towards a few key systemic shifts that are too difficult to create individually.”** And **“on a practical level, many organisations have limited resources, so there could be some benefit in sharing resources.”** This could include **“sharing access to networks”** and input and support on **“specific projects.”**

Greater collective impact:

There was a general sense that we would **“have greater impact working together.”**

In visualising this, one person spoke of the metaphor of the mycelium network. **“Humans are like mycelium. The more we connect together with a focused intention as organisations and networks coming together to share and collaborate in the world, the more likely we will help to enable more creativity, problem solving, potential for unity and an expansion of consciousness.”**

Other people spoke of potential outcomes of working together being greater resilience, productivity and performance and improved confidence.

Importantly, a person also spoke of **“the opportunity for something genuinely new to emerge at the boundaries between differing approaches.”** And, **“joined-up thinking and working allows better understanding, pulling out the best ideas which can be spread more quickly throughout the network including the acceleration of lateral solutions which can be generated through creative thinking.”**

And in working together, we could have **“greater influence through focussed systemic action”** and offer **“a tangible sense of wider change.”**

We also felt an important benefit of working together was the notion that working in groups is one of the most helpful ways to expand our own consciousness. So in its own right, practicing being in relationship to others in the community would be a contribution to expanding human consciousness through our authentic leadership. One person shared **“collaboration is essential. It helps to maintain and expand perspectives. Much of human consciousness is experienced collectively, so much of the expansion will come from collaboration.”**

What would it take to work together as a field?

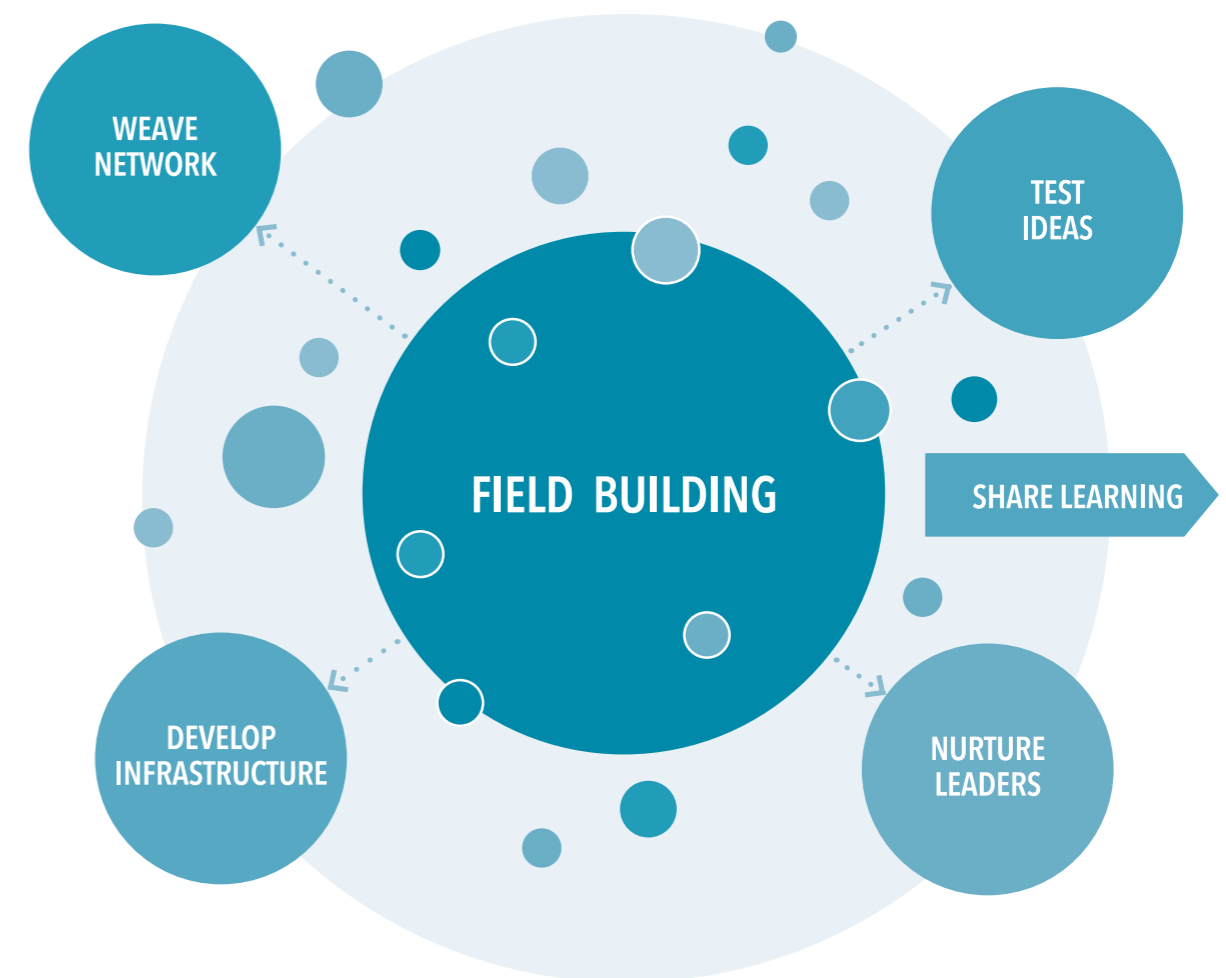
We asked respondents what they thought would be needed to enable the field to be more inspiring and influential.

They pointed to several things and the top areas included:

- A strengthening of relationships and trust
- A unifying vision, purpose and principles
- Leadership development
- An ability to reach and engage wider audiences

Other examples of field building

Along our journey, we came across Fetzer Institute's work in building fields. Fetzer Institute is a US based foundation whose purpose is 'to help to build the spiritual foundation for a loving world'. Fetzer, along with dozens of other organisations, are exploring the question, "What are the opportunities for spiritual formation and for collaboration with and among stakeholders in the field?" They captured their learnings in their report 'Sharing Spiritual Heritage - Convening Dialogue and Field Building'.



Sharing Spiritual Heritage: Convening, Dialogue, and Field Building

We were inspired by their findings of ‘field building’ as they strongly resonated with some of the emerging themes that we had been picking up through our conversations and through the survey.

The Fetzer report summarised four key aspects that are needed for field building and are represented in the visual. This intelligence was also drawn from Rockefeller Foundation’s work which can be further explored in their article, “How do you build a field? Lessons in Public Health”.

- **Network weaving:** Intentionally convening and cultivating relationships in networks in order to build connective tissue for trust that enhances learning, to spread innovations, to create a shared understanding and to build a common vision and purpose
- **Infrastructure development:** Offering a central ‘hub’ to provide additional resources and expertise that people may not have access to such as funding, professional development, training, legal and organisational operational support
- **Leadership formation:** Developing learning cohorts, field visits, contemplative retreats for leaders and dialogues to create shared language, pedagogy and shared diverse practices
- **Testing new approaches:** Cultivation of innovators who are creating new ideas; a place to try things out like a ‘spiritual sandbox’; a place for seed funding

Other examples of field building that we find inspiring and offer a blueprint for other nascent fields include:

The Sacred Design Lab

Based in the US, Sacred Design Lab is a soul-centered research and development lab that is devoted to understanding and designing for 21st-century spiritual well-being. They convene organisations and communities to translate ancient wisdom and practices to help them develop programmes and experiences that ground people’s social and spiritual lives.

Creative United

Creative United is an entrepreneurial Community Interest Company committed to supporting the growth and development of the arts and creative industries. They work with partners across the public and private sectors to design and deliver programmes that enable economic growth and social impact. Their vision is for artists, creative enterprises and cultural organisations to have access to the skills, advice and services they need to achieve their ambitions for growth and impact within their communities.

From our own previous experience in field building, we also recognise that it is important to understand the unique role that each organisation plays in catalysing systems change. **Rachel Sinha** of The Systems Studio and **Tim Draiman** Social Innovation Group – both experienced systems practitioners – created a model that they shared in their publication ‘Mapping Momentum’. Their model shows that to change a system, you need a blend of specific roles that work together for greater impact.

We used this model to explore our participants’ views on their own roles in the field, and to get a better sense of the potential strengths and weaknesses of the whole.

From the respondents, over one third of participants said that they are '**Capacity Builders**' whose role is to build the capacity and capability of people who are doing 'inner work' to develop their own consciousness or support others in their consciousness development

Other significant roles from respondents included:

- **Wisdom Illuminator** – whose role is to spot patterns of thought, introduce ideas and insights and write or publish on emerging trends in the field
- **Community Convener** – whose role is to gather groups of 'inner work' practitioners together to connect, and to learn and grow their practice together

However, what we found interesting was that there were significant gaps or even no coverage or roles that included:

- **Mainstream Disruptors** – whose role is to work with mainstream organisations and sectors to inspire and embed 'inner work'
- **Structural Reformer** – whose role is to work to change existing policy or institutional structures so that 'inner work' can be adopted at scale
- **Experimenter** – whose role is to grow new 'inner work' projects/initiatives, pulling in resources and making things happen
- **Resourcer** – whose role is to provide resources (financial, physical spaces, technology, skills etc) to enable organisations who are working to develop human consciousness

This made us wonder about the potential of cultivating these inactive roles amongst the existing field or making bridges to other organisations who could help to fill these roles in order to stimulate broader change. We also wondered what would happen if there was more intentional connecting up of roles. For example, what if more of the 'Wisdom Illuminators' teamed up with the 'Capacity Builders' to shine a light on the inspiring emerging practices and ideas in order to demonstrate what is possible?

What's emerging now?

A hand is shown at the bottom, pointing upwards. The background is a soft-focus image of a sky with a rainbow at the top, several birds in flight, and a hand pointing up. The overall tone is hopeful and aspirational.

There are 5 key areas that might help to build the field to be a source of influence and inspiration.

We hope that these insights resonate and that you can see benefits for your work and the collective. We'd love to hear your perspectives on what you see emerging! We invite you to join us in our next steps in building an inspirational and influential field of organisations and networks expanding human consciousness in the UK.

Key insights and emerging possibilities

We have made an attempt to summarise our explorations over the past few years through spotlighting five insights and possible strands of continued exploration. We have mapped these against our intentions for our inquiry which are to:

- Shine a light on the field so that it can be seen more clearly
- Identify areas where leaders may need support in their work
- Explore the opportunities to connect, learn and work together as a field

1) There is a need for stronger narratives that show why working on 'inner change' will help to evolve 'outer change'

- *What more could be done to clarify how inner change influences outer change and to show that our most complex societal challenges require us to tap into our deepest human potential?*
- *Is there an opportunity to bring this field together with communications practitioners to co-create narratives and framing tools to expand the work?*
- *How do we more explicitly harvest and share inspiring stories of the individuals and communities who are embodying new mindsets and behaviours that support life flourishing?*

2) There is an opportunity to develop leadership capabilities and capacity to enable greater potential

- *What if leaders came together to explicitly develop their visions, imagination and their 'warrior' energy?*
- *What specific skills could leaders benefit from, including strategy, innovation, resourcing and communications?*
- *Is there an opportunity to create a space for leaders to come together regularly connect to nourish themselves, and each other?*

3) There is a need to look at the business models of the many small and overstretched organisations with an aim to increase capacity and financial sustainability

- *How do we help each other develop sustainable business models?*
- *How can the field - including their strong communities - be more connected with an intention of sharing resources more effectively?*
- *What is the potential for trusts, foundations and philanthropists to start funding this field and the many inspiring grassroots organisations that are cultivating inner change that will lead to change in economic, political and social systems?*

4) There is a desire to expand the work and reach a broader range of people

- *Can we create focus groups to better understand how we could act as 'bridges' to engage a broader range of people and communities?*
- *How might we need to translate our work to reach different people at different stages of their personal development journey?*
- *How can we cultivate more 'mainstream disruptors', 'structural reformers', 'experimenters' and 'resourcers' in the ecosystem?*

5) There is an opportunity to create the infrastructure for a peer learning platform to support leaders of organisations and networks expanding human consciousness

- *How might we come together to build our relationships, connect the social tissue of the field, learn and support each other and identify joint projects for greater collective impact?*
- *How could we collectively learn about the possible ways to accelerate the expansion of human consciousness?*
- *How could we come together to practice expanding our own consciousness through dialogue, group process and embodied practice?*

Appendix



Mapping the Field

Here we share our initial mapping of about 200 organisations that are helping people to expand human consciousness in some way. We recognise this is a starting point and there are organisations that we have missed – so we invite you to contribute to this ongoing mapping.

Organisation

Description

100 Women of Spirit

A tribute award of 100 women who embody Dadi Jankis service to humanity

31Practices (Servicebrand Global)

An approach to translate stated values into daily practice and embed behaviours for increased personal wellbeing and organisational impact

42 Acres

A regenerative organic farm, nature reserve and a wellbeing retreat where people practice more sustainable ways of living

Academy for the Advancement of Human Values

A think-tank which seeks to provide evidence-based practical advice on the evolution of human consciousness

Accidental Gods

A podcast and membership programme that helps people to reconnect to the interconnected web of life for an evolution of consciousness

Action for Happiness

A movement of people committed to building a happier and more caring society

Advaya initiative

A platform for transformative education that sits at the intersection of ecology, wellbeing and community

Alef Trust

An organisation offering transformative education and training in consciousness, transpersonal and spiritual psychology

Alter Ego

A network of leaders who are prototyping a deeper form of change at a psychological and cultural level

Alternatives

Alternatives is the UK's longest running weekly mind body spirit events company and is known as UK's landmark speaking platform for spiritual teachers, alternative thinkers, conscious business leaders and visionary thought provokers for the past 30+ years

The Alternative UK

A political platform that offers public events, commissioning and research with the aim of transforming politics to bring about 'a friendly revolution'

The Ammerdown Centre

A foundation that offers a retreat place of hospitality, where people of differing views or faiths can engage in dialogue and can pursue their journeys of prayer, faith or enquiry

Andrew Harvey Institute for Sacred Activism

An organisation focused on Sacred Activism which is a transforming force of compassion-in-action

Anthroposophy UK

An organisation that promotes and develops the spiritual science initiated by Rudolf Steiner which has individual freedom in the spiritual sense at its heart

Art Earth Tech

A community of people seeking a wiser world providing space, a network and knowledge

Awake Academy

An online platform offering short films, interviews and in depth online courses grounded in mindfulness lucid dreaming, mindful activism and sustainable change

British Association for Counselling and Psychotherapy (BACP)

A professional association for members of the counselling professions in the UK

BetterSpace

A platform for preventative wellbeing resources for employees

Bio-Leadership Project

A consultancy that is cultivating new story of leadership that works with the rules of life: cycles, connection, regeneration, reciprocity and love

Boundless Roots

A community looking into how we can change the way we live to meet the scale of the challenge facing us

Organisation

Description

Brahma Kumaris UK

A worldwide spiritual movement dedicated to personal transformation and world renewal, helping individuals transform their perspective of the world from material to spiritual and supporting the cultivation of a deep collective consciousness of peace and of the individual dignity of each soul

Breaking Convention

A biennial multidisciplinary conference on psychedelic consciousness, featuring more than 200 presenters from around the world

Bridgework Consulting

A leadership consultancy that engages and energises people to do great work and strengthens organisations to become a force for good in the world

Bright Sky Community

A community and platform run by professional well-being practitioners, ethical entrepreneurs, community builders, changemakers, artists and musicians collectively offering services to the wider community creating bridges between those in need of support and those who are willing and able to offer support

British Focusing Association

A community of Focusing practitioners, teachers and Focusing-oriented therapists

British Holistic Medical Association

A membership organisation which creates, supports, educates and informs an inclusive community of healthcare professionals and all parts of society about the principles and practice of compassionate, holistic medicine and health care

British Pilgrimage Society

A charity established in order to advance British pilgrimage as a form of cultural heritage that promotes holistic wellbeing, for the public benefit

British Teilhard Network

A network promoting the work and vision of the priest-scientist Pierre Teilhard de Chardin – a vision of love, of fire, of convergence, of a world in evolution energised by spirit, a vision of dynamism and direction – of a universe in movement towards its ultimate consummation or completion in a ‘universal cosmic centre’ or ‘centre of centres’

British Union of Spiritist Societies

A charity supporting Spiritist Societies and Groups in spreading the Spiritist Teachings across the UK

Broughton Hall / Avalon

A wellbeing retreat centre that equips you with the tools to return to Source, find your reason for being and serve the world

Caduceus Magazine

A healing, spiritual magazine focusing on psychological, emotional, spiritual, ecological and environmental health, therapy and growth, including natural, holistic, energy and complementary

Centre for Mindfulness

A London based hub for learning how to meditate and practice mindfulness

The Centre for Systemic Constellations

A centre that runs systemic constellation training courses, seminars and workshops

The Churches Fellowship for Psychical and Spiritual Studies

The Churches Fellowship for Psychical and Spiritual Studies exists to promote the study and integration of psychical and spiritual experience within a Christian context

Christians Awakening

A network of people who are building a framework, resourcing and enabling a path of transformation towards Oneness, journeying together on a pilgrimage from Christian roots

Climate Psychology Alliance

The Climate Psychology Alliance is a network that engages people in addressing the psychological aspects of the climate and ecological emergency

Common Cause Foundation

A network of people working to rebalance cultural values, creating a more equitable, sustainable and democratic society

Confer

An organisation that provides innovative, challenging and inspiring continuing educational events for psychotherapists, psychologists and other mental health workers

The Conference for Consciousness and Human Evolution

An organisation that creates unique events and online programs that bring together the latest breakthroughs in science, spiritual revelations, talks from best selling authors and spiritual teachers

Organisation

Description

Conscious Cafes

A community of mindful people, raising consciousness globally, bringing people together to connect, learn and enjoy deep conversations about life

Cornwell Festivals

An organisation that seeks to improve wellbeing by fostering conversations, connections and collaborations across sectors and communities in Cornwall

Creative Alternatives

A prescription service that offers people the opportunity to access a free programme, centred around creative activities, wellbeing and self-care

Creative Group Meditation

A charity that is helping to advance spiritual orientation and growth in the world through its training programme

Dalai Lama Centre for Compassion

An initiative of His Holiness the Dalai Lama that seeks to advance society's and individuals' understanding of compassion and related values through its research and education centre

Dark Mountain

A journal that share stories from writers and artists that aim to help people make sense of a time of disruption and uncertainty

Dartington Trust

A centre for learning, arts, ecology and social justice based on a 1,200 acre estate near Totnes

Dartington Wild Church

A pioneering inter-spiritual land based church, with a contemplative and mystical Christian roots that hosts pilgrimages and walks in nature

Deep Adaptation Forum

A network that seeks to foster mutual support and collaboration in the process of anticipating, observing, and experiencing societal disruption and collapse

Diamond Heart UK

A contemporary spiritual teaching from the Rihwan School helping people to reveal the depths of who they are and to explore the nature of reality

Different Space

A learning and development consultancy that helps people to work from the heart

Dream Research Institute

A research institute that explores the relationship of dreams and wellbeing from the spiritual perspective, offering public events, teaching videos and educational courses

EarthProtector Community

A grassroots movement to protect the earth and to provide inspiration for regeneration community evolution

Eden Project

An educational charity and social enterprise that is demonstrating the power of working together for the benefit of all living things through its projects and eco-attraction

Embercombe

A 50 acre rewilding estate on the edge of Dartmoor that runs various programmes, courses and events each year to help people connect to themselves, to nature, and to community

Emerge Media Platform

An independent, non-profit media platform sowing the seeds of a new civilisation. A network responding to the question of what is happening within, between and beyond human beings in a civilisation that appears to be dying

Emergence Foundation

A educational charity and grant-giving organisation which offers financial support to individual and group projects and initiatives that support the development of the human spirit

Emerson College

A centre for adult education and retreats offering a wide range of holistic adult education in health care, the arts and self-development

Empathy Museum

A series of art installations to help visitors view the world through the perspectives of others, using participatory storytelling and dialogue

End of Life Doula UK

A Community Interest Company that offers training, membership and information for End of Life Doulas to the public, healthcare professionals and the media

Organisation

Description

Enlivening Edge

An international community that is nourishing the growing ecosystem of 'next-stage' organisations, including Teal organisations

Enneagram Training

An organisation that offers Enneagram training programmes that provides profound development for professionals and Individuals

Eurythmy Therapy Training – Great Britain

An organisation that trains people to become Eurythmy Therapists, a movement based therapy

EvolveWellness Centre

A centre of evolution, that offers yoga and pilates classes, holistic treatments, innovative workshops, courses and special events

Faraday Institute

A Cambridge-based interdisciplinary research institute improving public understanding of religious beliefs in relation to the sciences

Fellowship of Isis

A membership society that honors the Divine Feminine in all of Her forms and the good in all faiths

Fellowship of the Spring

Guardianship of our waterways

Findhorn Consultancy

A consultancy that provides process and systemic facilitation, training and executive leadership development to businesses, organisations and communities

Fintry Trust

An educational charity that provides programmes of study days, retreats, and courses, such as Reading the Mystics, in harmony with the teachings of The Universal Order

The Flourishing Initiative

A consultancy that support leaders in developing new ways of living and leading based on a greater level of self-awareness, true resilience, compassion and purpose, their own and the business

Forest Bathing Institute

An organisation that offers forest bathing training, research and events to help people improve their well – being through being under the canopy of trees

The Forgiveness Project

A charity that collects and shares stories from both victims/survivors and perpetrators of crime and conflict who have rebuilt their lives following hurt and trauma

Friday Pulse

A platform that measures and tracks employee well-being and happiness and helps organisations improve workplace culture

Friends of Rupert Spira – UK Groups

A network of small local gathering of people who come together to discuss Rupert Spira's non-dual teachings

Future Fit Leadership Academy

A consultancy that offers leadership development training that is based on life affirming principles

Gaia Education

A charitable organisation that facilitates Education for Sustainable Development (ESD) to inspire climate-friendly whole systems change

Gaia House

A retreat centre that offers silent meditation retreats from various Buddhist traditions, led by experienced Dharma teachers from all over the world

Gathering of Minds

A movement in London which is supporting a Global shift in consciousness

Gene Keys

A synthesis of tools and teachings by Richard Rudd for self discovery and to find a true higher purpose in life

Glimpse collective

A collective of creative people who use their communications skills for good

Global Academy Foundation

A consultancy that supports leaders and organisations to integrate personal development and mindful action with collaboration and systems

Global Generation

An educational charity, which works with local children and young people, businesses, residents and families to create healthy, integrated and environmentally responsible communities

Global Values Alliance

A community of values-driven experts, individuals, organisations and networks inspiring greater authenticity, all over the world, by putting values at the heart of society

Organisation

Description

Guerrand-Hermès Foundation	A research institute that promotes and supports peace, and a flourishing human future
Gurdjieff Movements UK	An educational charity dedicated to advancing the teaching and philosophy of G I Gurdjieff
The Healing Voice	A unique method combining chant, ceremony and family constellations to heal the resonant fields of family and ancestors, unlocking persistent patterns so that order and joy is restored
Health and Wellbeing Trust	A Trust that provides vocational training and self-help information for healthcare professionals and the public to enable sustainable healthcare solutions for the 21st century
health.co.uk	An online directory that provides a wide range of information about health and wellbeing
Heartmath UK + IRL	A set of techniques, tools and biofeedback technologies that help people to reduce stress in real time, build resilience to future challenges and achieve high performance states on demand
The Heart Shift	A movement that promotes a perspective of 'kindness' as a 'new', meta, collaborative, pan-denominational, 'political' frame
Holos Earth Project	A network of individuals and organisations to explore how to shift thinking and practice to the holistic perspective
House of Prayer	A small retreat centre west of London area that provides retreat space for quiet time and spiritual reflection
House of Togetherness	An organisation that offers courses, workshops and a community to help people wake up their natural ability to form meaningful connection with themselves and others
Human Values Foundation	A supplier of transformational, values-themed personal development and wellbeing dialogic teaching resources for successful educationists throughout the world

Humanists UK	A charitable company that is putting humanism into practice through campaigning and services for happier, more fulfilling lives
Humanity Awareness Initiative	An education and training movement designed to accelerate the evolution of human consciousness and societal wellbeing
Initiatives of Change UK	A faith based charity that promotes trust, ethical leadership and sustainable living through initiatives and campaigns
Institute of Psychosynthesis	A psychospiritual training and self-development centre in North London that offers a wide range of training in psychosynthesis to enable people to make a significant difference in their worlds
IntelligentLife	A be-think-do conscious leadership consultancy devoted to societal change through enlightened action
Interalia Magazine	An online magazine dedicated to the interactions between the arts, sciences and consciousness
IVET Foundation	A foundation that works to promote practical ways of making a positive difference in the world
Larger Us	An organisation that is working to imagine and co-create new forms of citizenship and leadership where our states of mind and the state of the world intersect
Le Ciel Foundation	A charity that produces educational and media content and hosts gatherings and events that are based on spirituality, ecology and oneness
Leading Through Storms	A consultancy that supports people to discover their best adaptive responses to the climate, ecological and related crises, building a more consciously interconnected society in community with others
Living Values Education Association (UK)	Member of a collective of organisations and networks that support teachers, facilitators, trainers and learners to help put values at the heart of their work and life

Organisation

Description

London Buddhist Centre

A centre that teaches meditation and Buddhism in a way that is relevant to contemporary life as part of the Triratna Buddhist Community

London Enneagram Centre

A forum for learning about the Enneagram and to exchange news, ideas and insights

London Philosophy Club

An open forum that organise debates, socials and a reading group that helps people to make meaning in life

London School of Biodynamic Psychotherapy

A not for profit organisation dedicated to the research and development of psychotherapy for the benefit of the public at large and to train psychotherapists

Lucis Trust

An educational charity promote recognition and practice of the spiritual principles and values upon which a stable and interdependent world society may be based

MadebyPlay

Social games that inspire people to explore challenging issues for themselves, ignite dialogue, build empathy and stimulate practical action

Make Relationships Simple

An on and offline platform for people seeking guidance and a deeper understanding of the complexities of managing personal relationships

The Meaning Conference

A conference that connects and inspires people who believe in better business

Medicine Festival

An annual gathering that inspires authentic connection and regeneration for people and planet

Metanoia

An educational charity, specialising in professional training courses in psychotherapy, counselling, coaching, supervision and psychology

The Minded Institute

An organisation that provides yoga therapy education to yoga and health professionals to work with mental and physical health conditions

The Mindfulness Initiative

An organisation that is building inner capacities into society's bigger picture, supporting politicians to treat contemplative practice as a serious matter of public policy

Mindfulness and Social Change Network

A community exploring the potential for secular mindfulness training and practice to contribute to more sustainable, caring and socially just societies

Mindfulness at Work

A training organisation that offers mindfulness training programmes for the workplace to make it a more productive, creative, fulfilling and enjoyable

MindfulnessUK

An organisation that provides online mindfulness and compassion training courses

Mindways

Mindfulness teaching offering a synthesis of the most direct and effective ways to realise our innate capacities for clarity, wellbeing and wise action

The Minster Centre

An organisation that offers professional training in integrative counselling and psychotherapy and a therapy service

More In Common

A research institute that addresses the underlying drivers of fracturing and polarization and build more united, resilient and inclusive societies

My Green Pod

A conscious lifestyle hub that provides sustainable and ethical news as well as ethical products on their online shop

Natural Academy

An eco- social enterprise that trains nature based facilitators and helping organisations develop professional service to work with others in nature

Natural Awareness

An organisation that offers courses, drop-ins and one-to-one sessions in Cambridge that provide a space to reconnect with natural awareness

The Nest Collective

A network that brings people together to experience cross-cultural folk music, rekindling connections with nature, tradition and community

Network of Wellbeing

A network offering different ways to connect like minded people who are interested in the wellbeing of people and planet

Organisation

Description

New Citizenship Project

A consultancy that develops initiatives, inspiring and equipping organisations of all kinds to involve people as citizens not just treat them as consumers

The New Constellations

A network that connects and amplifies people and ideas that are supporting human and planetary flourishing

New Findhorn Association

A community that is experimenting in conscious living through its education centre and ecovillage in Scotland.

One Spirit Interfaith Foundation

An educational charity offering training for interfaith ministry and sacred activism

Order of Bards and Druids

A mystery school that offers spiritual teachings for people who love nature and want to follow a magical, spiritual way that respects and protects the natural world in all its beauty.

Our Sankalpa

A foundation that provides knowledge, networks, funding and skills for people who are seeking to evolve things for good

Oxford Centre for the Study of Social Cohesion

A research group that is studying cognition and culture within a broadly evolutionary framework

Patternity

A creative organisation that educates and inspires people about positive power of pattern with the world

Perspectiva

A community working to improve the relationships between systems, souls and society in theory and practice

PIRC

An independent charity conducting and communicating research for a more democratic, equitable and sustainable society

Plant Consciousness

An organisation that offers trainings, and retreats to help people heal through the conscious intelligence of plants

Positive TV

A digital platform for the production and distribution of positive news

ProcessWorkUK

A facilitator and psychotherapist training organisation whose approach is grounded in a comprehensive and evolving model focusing on facilitating awareness at individual, relationship and collective levels

Progressive Christianity Network

A charity that promotes a contemporary Christian understanding through local groups across the country, newsletters and events

Psychedelic Society

An organisation that creates life-affirming experiences to connect people with themselves, each other, the natural world and the mystery of existence

Psychosynthesis Coaching Limited

An organisation that offers psychosynthesis coach training and development programmes

Psychosynthesis Trust

An educational charity that offers psychosynthesis professional and personal development training

Purposeful Change

A consultancy that helps people, teams, organisations and communities to unlearn old limitations and explore new possibilities, to see beyond themselves and create new meaning in the world

Quadrangle Trust

An educational space, retreat centre, and gathering place for a wide variety of groups which supports the emergence of a new approach to life

Rebel Wisdom

A transformational media platform that creates content with the intention of engaging with the whole person to create honest discussions

Reboot the Future

Create a radical shift in mindset by helping young people and leaders create visions and road maps for a more equitable, sustainable future, informed by the Golden Rule

Resurgence Magazine

A bi-monthly magazine covering environmental issues, engaged activism, philosophy, arts and ethical living

Organisation

Description

Revision	A centre for training in counselling and psychotherapy
Room 2 Breathe	Drop-in mindfulness and recalibration studios in the high street
Rose Castle Foundation	A charity that facilitates a wide range of residential programmes, workshops, and online learning experiences that equip leaders to transform conflict
RSA Mindfulness Network & Conscious Living Network	A network that engages Royal Society of Art Fellows to engage more fully in a purposeful, creative, inspired, and balanced personal and professional life
Sarsen Circle	A network of people that are advancing the practice of technology, finance and consciousness
SciMedNet	An educational charity and membership network that explores the boundaries of science and spirituality
Seeds of Change	An training organisation that works with horses to deliver therapeutic and academic courses that empower people of all ages to achieve their potential
Sharpham Trust and The Barn	A trust that connects people with nature and fosters mindfulness and well-being through retreats, mindfulness courses, events and the arts
The Sophrology Academy	An organisation that trains people to become practitioners of Sophrology - a mind-body method based on the study of consciousness that promotes balance, improved performance and overall
Soul Luxury	An organisation that helps individuals and businesses gain a deeper understanding of how one can powerfully make a difference to the world and our lives within it
South Devon Steiner School	A co-educational school that provides an interdisciplinary, theme-based and experiential approach to education which emphasises observation and personal involvement

Spiritual Companions Trust	An educational charity that develops resources and delivers programmes at the interface of health, wellbeing and spirituality including the administering of the UK Register of Spiritual Caregivers
St Benedict's Abbey, Ealing	A Benedictine monastery in West London seeking to help to make the world a better place
St Etheburgas	A centre for reconciliation and peace that grows peace-makers for the ecological and climate emergency
Street Wisdom	A social venture that is bringing experiential learning to city streets across the globe through guided walks to help people find inspiration in the everyday
The Study Society	A charity that offers practical, multidisciplinary ways to help further inner peace, happiness and spiritual growth
The Summit Path	A consultancy that offers research, training and mental health support people to shift their mindsets and behaviours for greater well-being
Sunday Assembly	A community building organisation that is encouraging congregational communities that are secular, evidence based and inclusive
Tavistock Institute of Human Relations	A research institute that develops research and training in the study of human relations for the purpose of bettering working life and development of human character and capacity
Theos	A charity that stimulates the debate about the place of religion in society, challenging and changing ideas through research, commentary and events
Thoughtbox	A social enterprise supporting schools with global learning programmes that help young people deepen connections with themselves, society and the natural world
Together for Peace	A social enterprise supporting schools with global learning programmes that help young people deepen connections with themselves, society and the natural world

Organisation

Description

Tough Cookie

An organisation that offers playful experiments, cutting edge neurobiology and a toolkit of twelve practical techniques to build personal resilience

Transition Network

A movement of communities coming together to reimagine and rebuild our world.

Transition Town Totnes Film Festival

A festival that shows films on a range of important issues that provide hope, inspiration and imaginative solutions

TYF Group

An organisation that uses the power of play and learning in wild places to reconnect people to each other, our environment, and the shift needed to re-balance wellbeing

UK Spirituality in Education Alliance (SIEUK)

An advocacy group that is encouraging policy makers transform public and private education through supporting spiritual, moral, social and cultural development of students

UK Values Alliance

A collaborative group that is seeking to promote values in society through campaigns such as through World Values Day

UK Counselling and Psychotherapy (UKCP)

A research, innovation, educational and regulatory body working to advance psychotherapies for the benefit of all

University of Derby Nature Connectedness Centre

A research group that seeks to bring about associated benefits in wellbeing and conservation behaviour through nature connectedness

The Urban Mindfulness Foundation

An organisation providing structured mindfulness training and regular drop in sessions focused on multicultural community building

Values and Visions

An organisation that offers teachers tools to develop young people's inner strength

Values Based Education

An approach that supports schools to provide a values-based environment in which pupils become aware of and experience positive universal values in their lives

Voice Dialogue UK

An organisation providing private sessions, workshops and facilitator training in Voice Dialogue, an empowering psycho-spiritual approach to relationships, personal growth and communication

The Way of Nature

An organisation that hosts experiences in nature to help people find space, purpose and direction

The William Temple Foundation

A research and ideas hub, shaping debate on religion in public life

Walk with Trees

An organisation that provides courses using Celtic lore and imagination to help support a regular in-depth spiritual practice

Watkins Publishing

A publisher of personal development and mind-body-spirit books

WeCreateFlow

A change consultancy that helps organisations balance developmental needs and aspirations with collective social and environmental responsibilities

Wellbeing Economy Alliance

A collaboration of organisations, alliances, movements and individuals working towards a wellbeing economy, delivering human and ecological well being

West Lexham

A wellness retreat centre that nourishes mind, body and soul

WholePartnership

A purpose-led leadership consultancy, which applies a systemic lens to individual, organisational and social transformation

WholeWorld-View

A community of people who are for the understanding, experiencing and embodying of unity awareness

Organisation

Description

Wisdom Hub TV

A platform that broadcasts the knowledge of earth wisdom, plant intelligence and indigenous knowledge to assist in the awakening of fellow humans

Wisdom Keeper Collective

A set of empowering tools of self-acceptance and understanding offer people a playful way to embrace shadows with love and face adversity with grace



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