



Episode 2 - Coherence Clarifying Purpose

Below are a set of questions that can help you clarify your organisation's purpose. If you prefer to listen there is also an audio version of these questions

It can help to begin by bringing your attention to your breath as you listen to this, to find a place to sit comfortably, and some people may want to close their eyes.

The questions start from the outside and will come closer in as we continue. When you imagine yourself looking from a distance at your organisation, what do you see? You can decide how far out you go and try going as far out as is imaginable for you? What if you were sitting on the moon, or out on one of the poles perhaps if the moon is too far, what would you see your organisation do?

What is the question that is asked of your organisation that it is trying to find an answer to?

What contribution is your organisation making?

What challenge in the world is your organisation helping to explore?

What Balance is it trying to create?

If you go closer in, is there anything your organisation is doing for a specific region in the world

What is your organisation doing for your country, for the town, what are customers looking at your organisation for, beyond a product or service what do you make possible in their life? What would not be possible without your organisation>

What are you doing for employees, what is possible for them because you work here.

What is possible for you and how does that link to what you feel called to do?

And if you look at the wider purpose of your organisation how is your team contributing to this question, what is their purpose within the purpose?

And as you have been listening to these questions, what picture comes up? How does it feel, and where do you notice that feeling. What do you know that you don't have words for yet? Sit with this, is this what you feel you cohere around, with your team, division, organisation.

Whether it is clear now or you need to mull over these questions longer, perhaps take a walk with them, see what comes up, and know that whatever comes up all it needs to be is a hypothesis an inquiry, live with it for a while and see how it supports or hinders you and your team. And don't forget to have some fun with this.