

COMOTION
COMMUNITIES CIC

Impact Report

2025



CoMotion



Table of Contents

01

Why we exist

02

The story so far

03

What we're
starting to see

04

Measuring our
impact

05

What we'll focus
on next

06

Stories from our
Community

Why we Exist

Mission & Vision

Our mission is unlocking purpose and possibilities through community, learning and action.

Our vision is a world where every person has the knowledge to understand themselves and live authentically, supported by a strong community - no matter their background or circumstances.

Our Purpose

We bring together people who feel stuck or unsettled in their work but aren't sure why or what's next, to ask questions, share experiences, reflect and learn new tools in a supportive and action-orientated community so that they can make decisions aligned to their values, set and achieve personal goals and redefine what work means to them with clarity and confidence

This year we've impacted

71

individuals
through our
work



The Story So Far

This first year has been about learning what people really need and creating spaces that feel human, supportive and practical. We've been encouraged by the response and excited about what comes next.

18

COMMUNITY MEMEBERS

We opened the doors to the CoMotion Community on 6th May 2025 and have welcomed 18 new members so far. The Community is a space for reflection, conversation and learning together. We provide access to our CLARITY framework, masterclasses, regular reflective prompts and the opportunity to share experiences together to learn from others. Many of these places have been gifted through our give back pledge.

3

COMMUNITY WALKS

We hosted 3 community walks to provide both members and non members the opportunity to spend time in nature, walking and talking about things that are important to them in their careers. Sparking conversation and building connection to help clarify thinking and decide on next steps.

9

1:1 COACHING/MENTORING CLIENTS

We have worked on a 1:1 basis with 9 individuals providing them with in depth support to build confidence, identify their strengths and take action.

3

BUSINESS CLIENTS

To enable us to provide low cost or free access to our coaching community we work with incredible business clients to help them develop their people, improve their culture and create inspiring workplaces. This year we provided outplacement support to boost the confidence of people facing redundancy, PRISM profiling for an organisation looking to improve ways of working between teams and provide regular people and culture support for a B Corp looking to embed their commitment to being a people first business.

What We Are Seeing

The difference we're starting to make:

In our first year, we've focused on creating spaces for people to pause, reflect and explore what's next. We are beginning to see early signs of the difference this is making.

FOCUS AREA	OUTCOME
Creating space to think	People are taking time to step back from day-to-day pressures and reflect more openly on their work and direction, often for the first time in a long while
Feeling less stuck	Many of the individuals we work with start out unsure what's wrong or what needs to change. We are seeing people move from feeling stuck to gaining clarity and focus
Building confidence to take action	Through community, conversation and practical tools, people are starting to take small but meaningful steps - whether that's making a decision, trying something new or having a conversation they had been avoiding
Creating connection and community	A consistent theme is the value of not feeling alone. Bringing people together in a supportive, non-judgemental space is helping individuals realise that others are navigating similar challenges and that they don't have to figure it out on their own.

As a first year organisation, these are early signals rather than definitive outcomes. However, they give us confidence that we are creating the kind of environment where meaningful change can begin.

Measuring Our Impact

April 25 - December 25

In our first year, we have focused on understanding who we are reaching and how people are engaging with CoMotion

**71 individuals
supported**

**3 Community
Walks**

**20 free community
places given to
charities for people
they support**

**Most popular
modules;
Resilience, Take Care
& Confidence**

**30 sessions
delivered**

**3
businesses
supported**

What We're Building Next



Deepening Impact Evolution

In our second year, our focus is to deepen the impact we are already starting to see. Moving from creating space for reflection to more structured support that helps people and organisations take sustained action.

We are intentionally evolving CoMotion to combine **community, coaching and practical development**, so that individuals and leaders are not just gaining clarity, but building the confidence and capability to follow it through.

Leadership Development Building stronger leaders

We will launch a series of leadership development packages designed to support individuals to build the inner strengths required for high performance.

These will combine mentoring, reflection and practical development to help leaders better understand themselves, navigate pressure and lead with clarity and confidence.

Our aim is to support leaders not just in what they do but in **how they show up**, creating more sustainable and human-centred approaches to performance

Peer Circles Shared learning & support

We will introduce peer mentoring circles, bringing together individuals from similar contexts - starting with groups such as charities and CIC's.

These circles will provide structured space for shared learning, reflection and challenge, supported by the CoMotion community platform between sessions.

Our focus is to create ongoing, accessible support networks where people can continue conversations, share experiences and learn from each other in a meaningful way.

What We're Building Next

Guided Pathways

Building pathways through clarity and action

We will develop a cohort-based course built around the CoMotion CLARITY framework.

This will provide individuals with a structured journey to help them:

- Understand what matters to them
- Build confidence in their direction
- Take practical, aligned action

By combining group learning, reflection and community support, we aim to create a more accessible route for people who are looking for direction but don't know where to start.

Stronger Community

Strengthening community through shared experience

A key priority for year two is to build a more connected and engaged community where conversations happen naturally between people who share similar experiences.

One area we are exploring is creating space to support people in their mid-career to find clarity and confidence for what comes next.

Our intention is to create inclusive, supportive environments where people feel understood, less isolated and able to learn from others navigating similar situations



Feedback from Our Community

— “

I really enjoyed the workshop, it was very eye opening and positive. I like how Caroline & Faye created a safe space to open up

” —

*-Leading with Clarity
attendee*

— “

Thanks to Caroline, I have gained newfound confidence in my work environment which now feels more aligned with how I feel in my personal life. I now feel empowered to pursue my aspirations with enthusiasm and purpose

” —

- Nichola

★★★★★

Client Review

I just to say a big thank you for all your work on the PRISM sessions.

I was in the office last week and it was brilliant hearing so many conversations still going on across the teams about PRISM — it's clearly really landed and stuck with people.

- Hannah

★★★★★

Client Review

— “

“Really enjoyed how spacious the session felt and how much conversation time there was.”

“My values are much clearer - Thank you!”

” —

*- Leading with Clarity
attendee*

★★★★★

Client Review

“Tell us more about your experience:”

“I really enjoyed this workshop, it was very eye-opening and positive. I like that the hosts created a safe space to open up.”

“What key takeaway have you acquired from today's event?”

“To believe in myself.”

“The values exercise was eye-opening.”

— “

What's starting to stick for me is letting go of the need to have everything perfect before I move.

I'm realising progress doesn't always come from big leaps sometimes it's from backing myself, taking the next step even when the path isn't flawless, and trusting that I'll course-correct along the way.

It's been freeing, actually.

” —

- Matt

The difference we want to make next

Through these areas, we are aiming to move from early moments of clarity to more sustained change where individuals feel supported not just to reflect, but to take action and keep moving forward.

We want CoMotion to become a space where:

- People feel supported over time, not just in moments.
- Conversations continue beyond sessions
- Individuals build confidence, capability and connection together

As we grow, our focus will remain on creating practical, human and accessible support that helps people navigate change in a way that feels realistic and achievable.



CoMotion Communities CIC
31 Upper Church Road
Stroud
Gloucestershire
GL5 4JF

www.comotion.communities