

A Sense of Arrival

Help people find their feet, use their voice and contribute sooner—without asking them to fit in.

The Belonging Map helps organisations see and improve the conditions shaping whether people feel valued, able to contribute, connected and able to make their place—especially during the first 100 days.

The first-100-days problem

People can complete every onboarding task while still guessing at unwritten rules, holding back questions, missing useful relationships or waiting too long to contribute. Arrival is the longer, relational process of learning how to be here and make a place without disappearing into the place.

Six conditions—not one belonging score

Condition	A useful question
Orientation	Do I know how things really work, what matters and where to turn?
Recognition	Do people notice, value and respond to what I bring?
Connection	Do I have people with whom I can ask, test, think and recover?
Contribution	Can I participate, influence and do work that matters?
Voice	Can I question, disagree, ask for help and sound like myself?
Possibility	Can I imagine learning, growing and making a future here?

What happens

- Employees use the Make Your Place journal to notice concrete moments, map heat and choose proportionate experiments.
- Managers practise arrival conversations and learn to clarify, connect, recognise and sponsor—without demanding disclosure.
- The organisation receives de-identified cohort signals, experiment learning, an insight report and an owned 30/60/90-day plan.

Start with a useful 90-minute workshop

Offer	Best for	Investment
A Sense of Arrival introduction	Exploration • up to 20 people	£700 + VAT
Six-week pilot	8–15 employees + managers	£6,500 + VAT
12-week flagship	12–24 employees + up to 12 managers	£12,000 + VAT

Book the £700 introduction. The session stands alone and the fee is credited against a full programme booked within 30 days.