

Code 12b The perceived impact of OPM on the inquiry process= Comments from inquirers about how they perceived the company impacted on their experience of the inquiry process (this code was added during the course of analysing the data)

<i>Theme</i>	<i>Example</i>	<i>Comment</i>
Inquirers perception of how the company (OPM) impacted on their experience		As I coded material I noted that as well as perceptions about how the inquiry might affect the company there was a significant them about how the company, and some of the challenges it was facing, affected members of the inquiry group.
	‘Can I just check with you how you put the Directors role to one side just wonder how it feels coming into the group as a colleague while also having that role.’ ‘if I had a line management relationship that might make it more difficult but I don’t’	An underlying theme given that one of the company Directors was a member of the group. I am not sure it ever went away in the minds of participants
	‘because I don’t know it was quite a stressful time in the org and a lot of anger and feeling this is a place to bring this stuff’	A perception that the anger prompted by the company could be legitimately brought to the inquiry process
	‘I remain a bit anxious that we are, we've put the structure in place but I'm not sure about positivity of the organization yet ‘ ‘But of course I came back to an email from Hilary (CEO) about potential reduction in fellows which that felt that the white collar stuff and it still makes me anxious about that kind of thing’	References to anxiety about future job prospects in the company
	I sort of feel similar on Sunday when I got the email I was feeling	A pattern for several members of the inquiry was whether or not spending time in the inquiry was a legitimate use of their

	<p>overwhelmed by work and I know you were just coming back from holiday—I was feeling quite actually guilty about whether or not I should attend this meeting’</p>	<p>time in the eyes of the company.</p>
	<p>how do we create a legitimate space for us to have conversation</p>	<p>This comment and others like it in the data imply that conversational spaces in the company are not legitimate or authorised. Please note previous themes that have included comments about liberation and rebellion within co-operative inquiry.</p>