



**Introduction to
Regenerative business
&
organisations**

**Free webinar
(replay available)**





Sarah Spencer

Author/ Trainer/Facilitator

Think like a Tree

Inspired by Trees

Think like a Forest

Workshops & Courses



JK (Jennie-Kate) McCreight

Founder

Where The Mind Grows & JKChangeWork

Coach and Facilitator

Individual & team wellbeing

Coaching & Change Work



Think Like A Forest



- The old 'organisation as a machine' paradigm vs the new, regenerative, nature-inspired paradigm
- Some of the different regenerative approaches and their common threads
- The benefits for your organisation of adopting a regenerative approach
- Why adopting a nature-inspired approach is the only viable solution for solving the world's problems – from climate crisis, ecological destruction, inequality, mental and physical health etc
- The Think like a Forest 10 strands of a nature-inspired approach to business, organisations and leadership





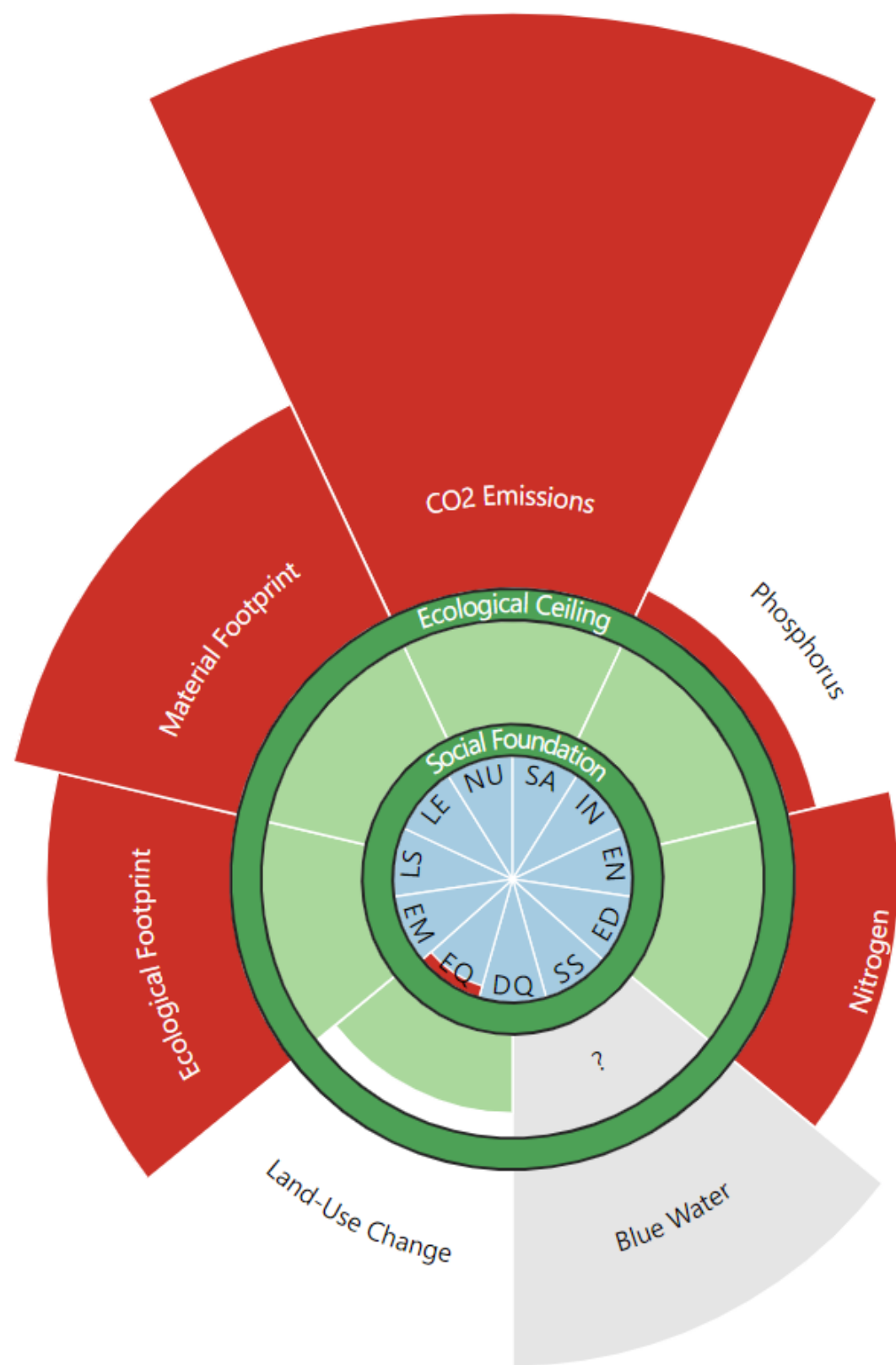
The Bigger Picture Sustainable Development Goals (UN)

<https://sdgs.un.org/goals>

United Kingdom ▾

Year: 2015

Play



Doughnut Economics

- LS - Life Satisfaction
- LE - Life Expectancy
- NU - Nutrition
- SA - Sanitation
- IN - Income Poverty
- EN - Access to Energy
- ED - Education
- SS - Social Support
- DQ - Democratic Quality
- EQ - Equality
- EM - Employment

Source: <https://doughnuteconomics.org/tools/22>

What is regenerative?

Regenerative living and working is the latest next big thing, with a 3.8-billion-year track record.

Regenerative means learning from the rules that allow all living beings to thrive, such as healthy growth, adaptability, resilience, living with purpose, valuing diversity, recycling energy and materials, and being good ancestors.

In short, regenerative practitioners create conditions conducive to life.

There are many different regenerative disciplines, such as permaculture, biomimicry, systems-thinking, regenerative leadership, regenerative agriculture, indigenous practices.

Practitioners operate in all areas - business, economics, society, agriculture, wellbeing etc



A FEW NATURE-INSPIRED DISCIPLINES



PERMACULTURE

Permaculture is a design process. It helps design intelligent systems which meet human needs whilst enhancing biodiversity, reducing our impact on the planet, and creating a fairer world for us all



BIOMIMICRY

Biomimicry is a practice that learns from and mimics the strategies found in nature to solve human design challenges

Asknature.org



REGENERATIVE BUSINESS

Learns from natural systems to design effective, values-led businesses



THINK LIKE A TREE

Solutions for individuals, families and organisations using nature's wisdom as a guide

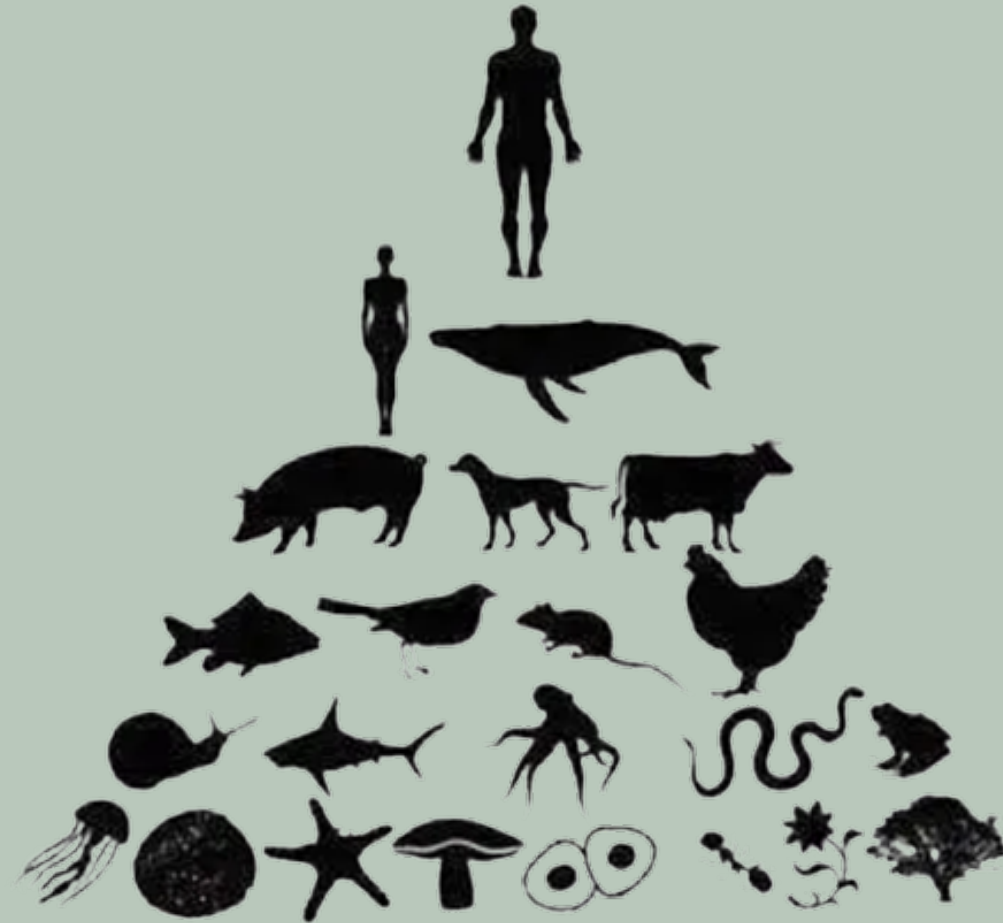




A focused framework



EGO



ECO



Shifting the paradigm



Separation/Disconnection



Reconnection



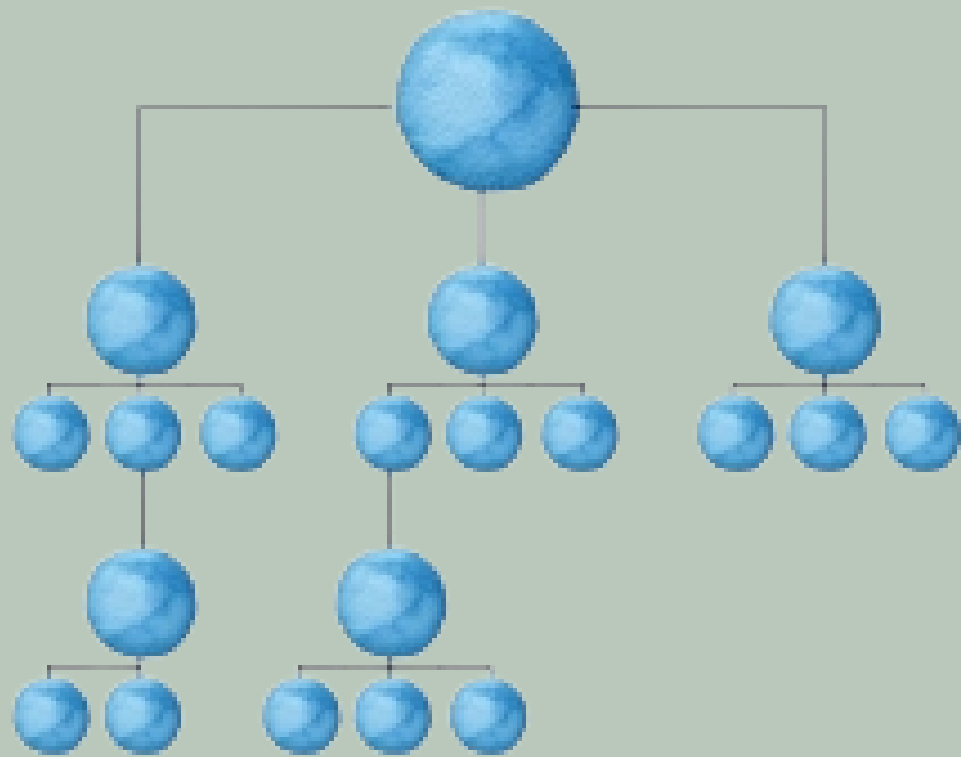
Nature & Man
Masculine and Feminine
Inner & Outer
Left & Right Brain

Laura Storm & Giles Hutkins - Regenerative Leadership

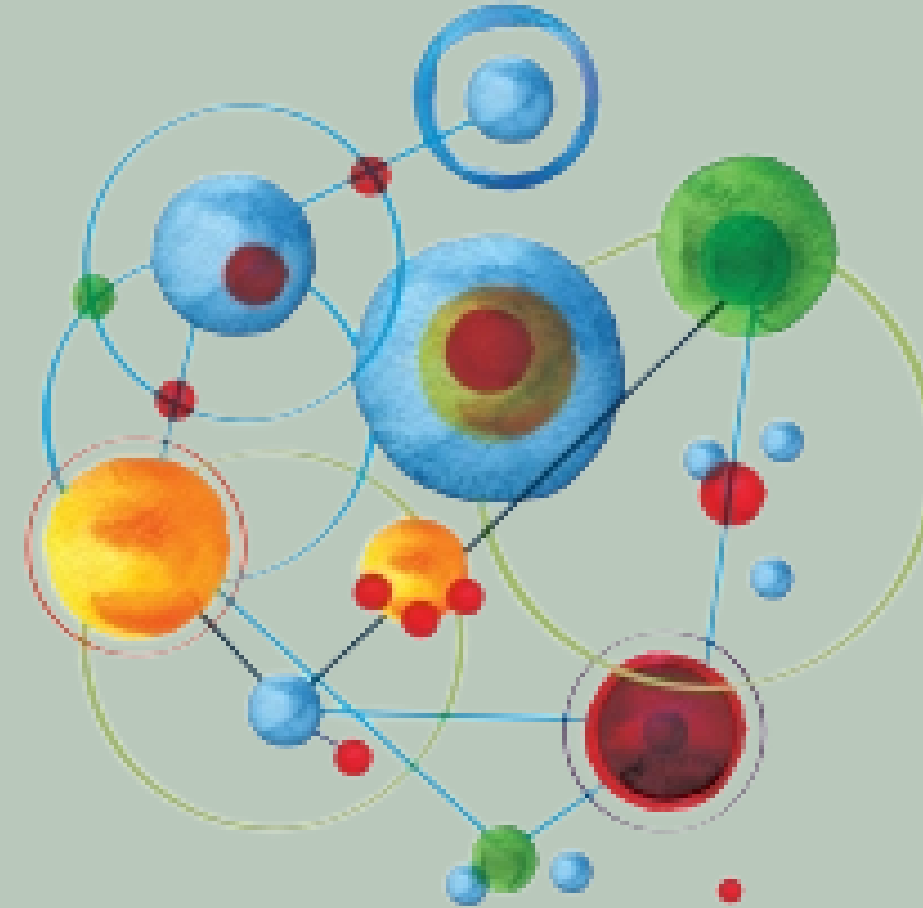


Shifting the paradigm





REDUCTIVE
MACHINE LOGIC



LIVING SYSTEMS
LOGIC

Laura Storm & Giles Hutchins - Regenerative Leadership

© 2017



Shifting the paradigm



**Regenerative businesses
see Nature as an expert, a teacher**



Regenerative businesses

See your organisation/team as an ECOSYSTEM





Outer - Wider Ecosystem - Challenge



Inner - Challenge - Team & People (including yourself)



Why Regenerative?

- **Future-proofing**
- **Improve communication**
- **Innovation & creativity**
- **Improve wellbeing**
- **Dynamic systems & processes**
- **Increase resilience**
- **Align values**
- **Kinder to planet - sustainability and reduce climate impact**
- **Productivity**

The benefits for your organisation






A Regenerative Business - Transformation



Think like A Forest

Ten Strands



A photograph of a forest path in autumn. The path is covered in fallen leaves in shades of orange, yellow, and red. The trees on either side have vibrant autumn foliage. A teal-colored text box with a torn-paper edge is centered over the path. The text inside the box reads: 'Adaptable and responsive to constant change'.

**'Adaptable and responsive to
constant change'**



Nature Connection Activity

Spend a couple of minutes imagining you are in a natural space familiar to you - eg a local park, garden, woodland, nature space or looking out of your window/standing in your garden.

What examples have you seen over the last 3 years of nature adapting to change?

Write in the chat

Buurtzorg – Community Care Company

Founded 2006 Currently employs 11,000 nurses Purpose is to help people live meaningful, autonomous lives

OUTER FACTORS

- Non-hierarchical – network of teams without managers
- Place-based – each team responsible for a specific neighbourhood
- Headquarters to support them just 0.4% of workforce. 2 directors
- Connected by Buurtzorgweb – communication, knowledge-sharing, creating alignment
- Onion model – nurses create networks around clients

INNER FACTORS

- Model based on:
- Freedom, Trust, Autonomy
- 20 coaches – support teams by helping with problems then can't solve themselves
- Technology used to gain advice and support from more experience colleagues
- Directors invite input and comment from all employees
- Trust and relationships built between client and nurses

Example Outputs:

Lower staff absenteeism (-30%) Lower Staff Turnover (-50%) Client satisfaction (+33%) Over-heads (-67%)

Also reports to cure people faster than its competitors

[Discover More Here](#)

https://www.youtube.com/watch?v=61TT2_Vo32Y




What to expect - style, delivery & practicalities of Think like a Forest



Who is it for?





"It was exactly what I was hoping for! As someone with limited business management experience I wanted support in moving forwards but in a way that fit with the ethos of my business and my own values and beliefs."

Friendly, well organised, great venue, appropriate space to experience nature, professionally thought-out two-day programme, using different techniques for varying learning styles, interesting selection of people, knowledgeable facilitators, loads of useful resources."

"Hugely insightful and thought provoking"

"Excellent ideas and principles to embody"

'What people say'

Think Like A Forest - Where Next?



Course

Replay

Questionnaire mailing list

In-house and consultancy

Ecosystem mapping

1:1 & Team wellbeing solutions – Where The Mind Grows

Solopreneurs - Think Like A Tree





Thank You Any Questions?



www.thinklikeatree.co.uk

www.wherethemindgrows.co.uk



Book your place
Think Like A Forest
Two Day Programme
More information
here

Thursday 13th &
Friday 14th October
2022

BOOK HERE

Visit the [Think Like A Tree website](#) to receive a FREE Regenerative ecosystem evaluation for your organisation