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Think like a Tree  
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Where the mind grows  
People, Planet, Purpose  
Coaching with a Green Conscience



# Think like a Forest

Supporting purpose-led businesses  
and organisations to thrive, grow and  
develop resilience, inspired by living-  
systems success

# Think like a Forest EXPERIENCE

Supporting purpose-led businesses and organisations to thrive, grow and develop resilience, inspired by living-systems success

An introduction to regenerative business

One or two day programme

Various beautiful locations, or in-house local to you

We associate forests with growth, creativity, diversity, connection, strength and resilience - characteristics that make for healthy, vibrant, productive workplace too.

Over one or two immersive days in a beautiful woodland setting, our programme will guide you through the various elements of a healthy workplace ecosystem, showing how changes, small and big, can transform the way we think about our work, workplace wellbeing, our relationships with colleagues and customers and our place in the wider world.

Drawing on learning from nature via disciplines such as biomimicry, ecopsychology, biology, systems thinking, regenerative leadership, psychological safety, permaculture and holistic design frameworks, you will explore how to take small steps towards having a healthy organisation modelled on ecosystem design, with wide-ranging benefits for people, productivity, purpose and planet.

Both thought-provoking and practical, at the end of the day you will have a first grasp of the frameworks needed for a regenerative transformation, practical and achievable ideas to take back to your workplace; and an abundance of resources and further reading to use and to share with colleagues.



# Who is the training for?

- Team-members
- Leaders and changemakers
- Small business owners
- Volunteers
- Wellbeing or innovation leads
- Environmental leads
- For-profit and not-for-profit organisations

Come on your own or bring your team.

You will learn from other group members, from the facilitators, from case studies, and direct from nature...

Whether you are an entry-level employee, volunteer, or company executive, nature shows us that no-one is too small or too big to make a difference when it comes to building a healthy ecosystem.

<https://www.thinklikeatree.co.uk/for-businesses-and-organisations/>



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THE NATIONAL  
FOREST

## What's included?

Nature is billions of years ahead of us in experience when it comes to handling change and building resilience, so it makes complete sense to draw wisdom on well-being from the expert itself (nature).

You will spend time in nature as part of the sessions and learn about the relevance of natural principles in their well-being strategies.

Not only will employees benefit from being better connected and inspired by nature, but research supports a correlation between nature connectedness, improved wellbeing and pro-environmental behaviours.

The programme focuses on three core factors, which are woven into everything we do:

- **Employee well-being:** Giving team-members the resources to stay well in work and create conditions for employees and volunteers to thrive.
- **Culture:** You will sow ideas, root concepts, and propagate a plan of action to organically grow a resilient culture.
- **Beyond sustainability into regenerative:** The term sustainability is twofold. As well as being earth-minded in our approach, we also value the sustainability of our programme for you and your organisation. Your business and your life is an ever-changing ecosystem, so we give you the tools to continue growing long after the course.

Mental Health issues affect at least one in four of us in our lifetime, and absenteeism and presenteeism impact everything from work quality, staff retention, team dynamics and employee engagement. Plus, your team well-being has a knock-on effect on your customer and supplier experience too.

If you want to be part of an inspiring business with happy and innovative people, we'll show you the first steps on the path to achieving this.

# “Nature doesn’t hurry, yet everything is accomplished”

Think like a Forest is attractive to sustainably-minded individuals working in all sectors.

## Benefits of a regenerative, ecosystem-inspired approach:

### For businesses/organisations

- Increase focus, motivation and creativity
- Improve innovation and problem-solving
- Increase efficiency whilst maintaining a happy workforce
- Embed sustainability and pro-environmental behaviours as part of your culture
- Create a more cohesive, collaborative and supportive team
- Reap the rewards from valuing diversity
- Discover a more adaptive and agile culture, able to respond quickly to changes
- Improved relationships with customers and stakeholders

### For employees

- Value the well-being of themselves and others
- Reduce Cortisol (the stress hormone) and enhance Serotonin, Dopamine, and Endorphins (the happy hormones)
- Build emotional resilience and creatively respond to change
- Value and be valued for their own unique talents, inputs and characteristics
- Increased empowerment, innovation and a sense of purpose
- Embed self-care into routines, in tune with natural rhythms and cycles

Our programme helps people find value in self-care strategies for mind and body, leaving the session with greater confidence and knowledge in individual and collective well-being.



## The programme experience

Step away from the office to a beautiful nature-based venue, surrounded by woodland.

Press pause on the stresses and strains of life and work, taking time to focus on personal wellbeing, and being open to new ideas.

During the day the programme explores, educates, and creates action and includes additional tools and resources that embed the learnings for ongoing engagement and focus.

The sessions also include nature-based activities that relate to the seasons and the cyclical nature of your life and your organisation.

# Your organisational mindset

Prior to the day we recommend you complete our Discover your Impact-Making Mindset Quiz and bring your results to the training.

If you are attending as a whole team we recommend that all members of the team take the quiz.

You'll find the quiz here: <https://www.thinklikeatree.co.uk/teamquiz/>

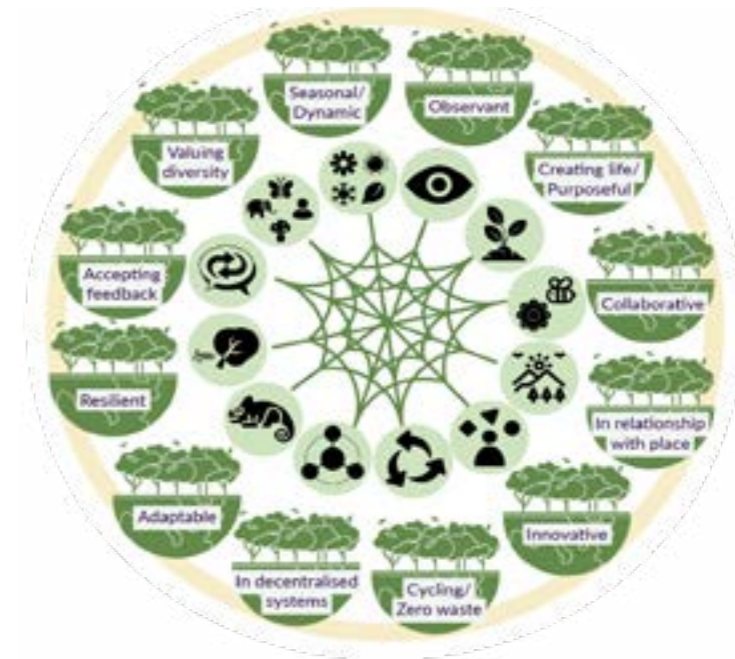
Adopting a regenerative approach means leaving behind the old mechanistic models of businesses as machines, and embrace them as the dynamic living systems that they are.



# Our unique 12 strands of ecosystem-inspired, regenerative success framework

The key framework that we use throughout our Think like a Forest programmes, you will get to know the 12 Strands during your one-day experience and discover how they can become a guide for your organisation.

These are the new rules that businesses and organisations will have to adopt to thrive in a changing world. They are modelled on nature's success and we have drawn on disciplines such as biomimicry, regenerative leadership, systems-thinking, biology and permaculture.



# The 6 Systems-dimension

Adopting a regenerative approach means looking at your organisation in a holistic, interconnected way.

Our current mindset leads us to look at issues in isolation, whereas a nature-inspired, regenerative approach encourages us to look at the inner and outer factors involved in growing an organisation that creates the conditions for untapped potential to be brought into reality.



# Why you?

Just as a plant requires the right ecosystem to grow and thrive, individuals and businesses need the right collaborations to flourish and succeed.

Maybe you:

- are looking to improve your own wellbeing at work
- manage a team that could benefit from a different way of working
- are curious about nature-inspired ecosystem design and want to know more
- want to bring better workplace wellbeing practices to your team
- don't want to be left behind as the workplace and the world changes
- manage volunteers and would like to know how to keep them happy
- are dealing with a changing and challenging workplace environment and want to learn how we can learn from how nature approaches adaptation and evolution
- are looking to create more effective working practices
- care about the planet and would like tools to incorporate that into your organisation whilst maintaining profits and purpose

# The value of making time

Your time is valuable and we totally understand that it can be difficult to find space for a new programme, both in your schedule and in your brain, but here's what can happen if you do:

Discover:

- a new way of looking at the world (and yourself)
- how self-care and people-care create new energy, which frees-up more time
- how working with nature's rhythms and patterns, rather than against them, lowers stress and reduces the risk of burnout
- valuable insights for team-working and communication to avoid those time and energy-sapping conflicts
- workplace wellbeing strategies to lower absenteeism and avoid mental health issues
- how innovation isn't improved by giving people more time, but by creating better conditions for them to create abundance



# Venue details

Check the website for details of locations (or we can deliver the programme in your own venue). Our main venue is Whistlewood Common in the National Forest in Melbourne, south Derbyshire, is a community woodland, founded in 2013 when a pioneering group of people founded a social enterprise with the aim of supporting people to live more sustainably.

The ten-acre site, owned by the shareholder-members, had previously been common land, then a thriving market garden, but had been reverted to pasture with just one tree.

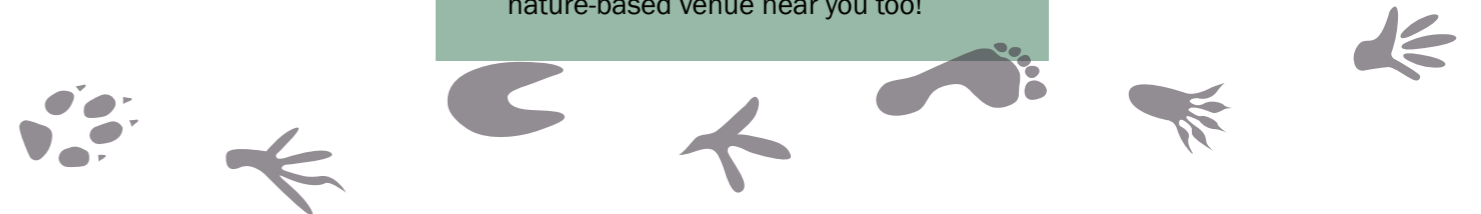
Since 2013 volunteers have planted 3500 trees, including 150 fruit trees, and have created natural play areas, food gardens, forest gardens and ponds. Habitats for wildlife have been established and you may be fortunate enough to see buzzards, kestrels, herons, and a myriad of birds, mammals and insects on your visit.

The site now hosts forest school, green-living courses, wellbeing activities, festivals, events, volunteering and more...

The roundhouse is a beautiful, organic structure, built from straw bales, lime plaster and timber, it is insulated with sheep's wool and 9000 wine bottles insulate the floor. The woodburner keeps the space cosy in winter, and whatever the weather it is always inviting to return to. It's round, organic shape encourages openness, group working and the sharing of ideas.

Surrounded by wildlife, but with all the comfort and amenities that the eco-venue offers, we can help you reconnect with yourself, with other people and with nature. Gain a greater understanding and affinity with the well-being of the natural world as a whole.

South Derbyshire too far to travel? We can offer the Think like a Forest and other workplace wellbeing programmes in JK's local venue in North Yorkshire, or programmes can be delivered at a nature-based venue near you too!



# Our facilitators

The Think like a Forest programme was established by Sarah Spencer and JK McQuinn, who bring diverse experiences from different backgrounds as you'll see from their bios.

This cross-disciplinary approach allows for creative new ideas to emerge, without any of the barriers that occur in mainstream 'siloes' working - just like nature does it!



## Sarah Spencer

Sarah's experience in business, organisations, charities, social enterprises as an entrepreneur spans decades. The common thread is the purpose-led nature of her work, for people and planet.

Sarah started her career working as a legal representative for refugees and asylum-seekers. After the charity she worked for folded in 2010, Sarah turned to her passion for nature, studied permaculture (she holds a Diploma in Applied Permaculture Design) and discovered a whole new world about how nature solves problems and approaches change and adaptability.

She is a founder member of Melbourne Area Transition, seeking community-led solutions to the problems we face, She is a founder member, former chair and lead permaculture designer of Whistlewood Common, a community woodland social enterprise in south Derbyshire. As director and chair, Sarah guided the community-owned Community Benefit Society through startup, two share offers, business planning and new legal and regulatory processes.

She is a trained Forest School Leader and Mental Health First Aider. Sarah lives with a chronic illness that offers her valuable expertise in disability and diversity.

Sarah is a perennial student – devouring hundreds of books and courses on nature-inspired and regenerative solutions, constantly looking for the common strands and solutions to problems that are faced by individuals, businesses, societies and the planet. She has trained with Gaia Education, Regenerative Partners and NRhythm amongst others.

She has undertaken regenerative leadership and design training. She is the author of Think like a Tree: the natural principles guide to life. Sarah lives in south Derbyshire with her family on their smallholding where they have planted woodlands, forest gardens, veg gardens, orchards, dug ponds and rewilded areas. Wildlife has rocketed in their 20 year guardianship of the land.

## Think like a Tree

Sarah is founder of Think like a Tree, sharing nature-inspired ways of living for individuals, businesses and organisations.

Think like a Tree was shortlisted for the International Lush Spring Prize in 2023 for our work in the regenerative sphere.

A growing 'mycelial network' of Think like a Tree facilitators share nature-inspired ways of living and working for a wide variety of audiences.





## Jennie-Kate (JK) McQuinn

JK is coach, facilitator and founder of Where the Mind Grows - coaching individuals and teams to enhance well-being, build resilience and live healthier, happier lives.

JK became a Think Like a Tree facilitator in 2021, bringing her coaching perspectives of workplace wellbeing and personal change, into the network.

Before beginning her own coaching business back in 2017, JK was a leader in a range of mental health and employability services in the public, private and third sector. From working as a Vocational Instructor in a Medium secure psychiatric hospital, to leading services across North and West Yorkshire supporting people, facing barriers to employment, to develop skills, explore work opportunities and improve their quality of life.

Her coaching programmes connect people, planet and purpose. JK works with teams and individuals to build resilience and confidence in the face of challenge, change and uncertainty, with a focus on creating psychological safety. She helps businesses to be open, authentic and healthy places for people to thrive.

JK has undertaken training in regenerative leadership, including with Regenerator's Academy and brings this to all aspects of her work and life. JK loves to walk, explore and be creative in nature.

## What next?

A one or two day EXPERIENCE is a perfect starting point. However, learning to become regenerative is a process that lasts a lifetime.

Whether you have completed a one day EXPERIENCE or are starting fresh, we would love to welcome you to one of our longer programmes. These are:

Think like a Forest, Regenerative Organisation FUNDAMENTALS  
For leaders, changemakers and curious individuals. Online 3 month programme.  
<https://www.thinklikeatree.co.uk/fundamentals>

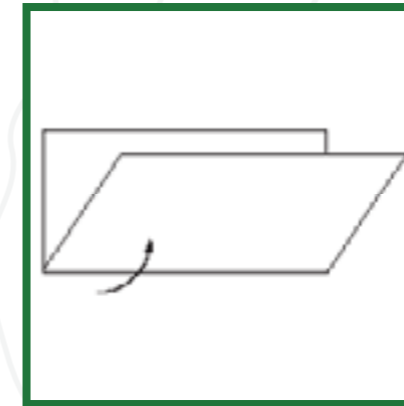
Think like a Forest, Regenerative Organisation ADVENTURE  
For whole teams and whole organisations. Online or hybrid 6 month programme  
<https://www.thinklikeatree.co.uk/adventure/>

## Sow Far, Sow Good:

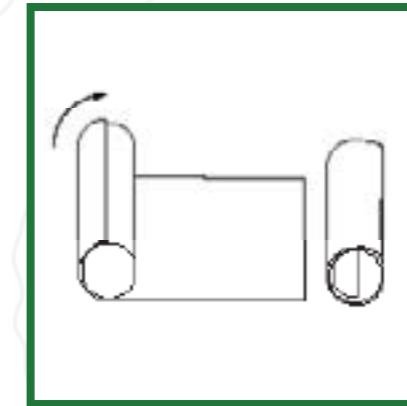
This leaflet can be reused to make a plant pot for the attached seed pack.

Follow the instructions below and once you are done, just add soil, water and light.

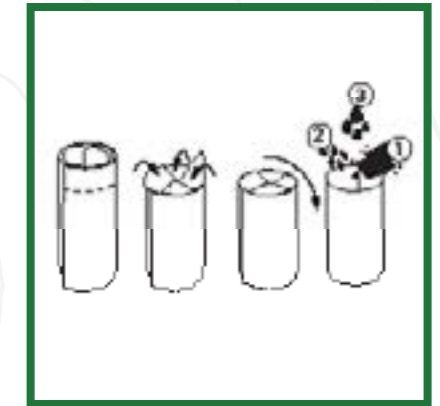
Give your plants the care and attention you can give yourself too!



Tear off the back page of the brochure and fold in half.



Find an appropriate cylinder and roll into a tube. Remove the cylinder.



Fold the top inch of the cylinder on to itself to make a solid end to the tube. Turn over and press down to seal. Add soil, seeds and water - and watch your plants grow!

### Change starts here:

Find out more at:  
<https://www.thinklikeatree.co.uk/for-businesses-and-organisations/>

If you have any questions about the programme please email  
[sarah@thinklikeatree.co.uk](mailto:sarah@thinklikeatree.co.uk)