

The background is a soft, textured watercolor wash in shades of light green and yellow. In the upper portion, there are stylized, bubbly clouds in light blue and pink. In the lower portion, there are dark green, layered silhouettes of evergreen trees.

REGENERATIVE LEADERSHIP

your transition toolkit

WELCOME TO YOUR NEW LEADERSHIP TOOLKIT

Embark on a transformative journey towards becoming a regenerative leader with this comprehensive toolkit, developed through a year-long KIEM-funded research project led by researchers at The Hague University of Applied Sciences. This toolkit empowers creative designers aiming for leadership excellence by fostering a mindset that creates a net positive impact on people and planet.

Unlike sustainability, which aims to reduce harm (net zero), regeneration seeks to restore and improve (net positive). This toolkit draws from indigenous knowledge and the ancient Indian chakra system, providing a structured approach to leadership development. The seven chakras - root, sacral, solar plexus, heart, throat, third eye and crown - represent different energies and colours, guiding your leadership journey towards balance and harmony.



Each chakra in the toolkit is associated with parts of the Inner Development Goals (IDG) framework and has a reflective question with tools and practices that align with its energy. The lower chakras focus on the self, the middle chakras on relationships with others and the crown on a holistic and interconnected outlook. Tools are categorised as cognitive (C: focusing on mental processes) or embodied (E: involving physical or experiential practices).

We recommend beginning with the root chakra and progressing upward, reflecting the natural flow of energy through the body. This approach mirrors the inherent connection between chakras and nature, symbolised by the toolkit's tree structure. However, you can also begin with any question that speaks to you the most. This visual and conceptual framework is designed to guide you towards balanced, harmonious and regenerative leadership.

Central to this toolkit is a deep connection to nature, emphasising that true regenerative leadership is inspired by and aligned with natural systems. By integrating these principles, we hope that you will cultivate a leadership style that not only sustains but enhances the social and ecological systems you engage with.

Click the question to be directed to the tools.
To come back to this page, click the tree that is at the bottom left corner of every page.

CROWN

How can you transition from short-term thinking to long-term goal setting?

THIRD EYE

How can you integrate regenerative practices into your life and work?

THROAT

How can you clearly convey your regenerative vision and engage others?

HEART

How can you ensure that your decision-making is inclusive?

SOLAR PLEXUS

How can you better guide your collaborative approaches?

SACRAL

How can your values and background influence your creativity?

ROOT

How can you connect with nature and stay grounded?

HOW CAN YOU CONNECT WITH NATURE AND STAY GROUNDED?

The Root Chakra is the anchor of your energy system, providing stability, security and resilience. It grounds you to the Earth and connects you to nature. This chakra aligns with the 'Relating' part of the IDG framework, which focuses on caring for and feeling connected to others and the world. The tools on this page will help you enhance your connection to nature and stay grounded, fostering a deeper sense of belonging and stability.

Nature as part of your identity: Create a pepeha instructions (C)

Pepeha is a Māori introduction method, unique to New Zealand but can also be practiced outside it. Click on the link above to create your introduction using this method and learn more about your identity, connect with your heritage and sense of place. Watch [this video](#) to learn more about Pepeha.

Developing an emotional connection to the natural world: Nature Quest instructions (E)

Spend time outdoors, especially in wild nature, to strengthen your connection to the natural world. Click on the link above to follow instructions to a nature quest, to further enhance this emotional bond and deepen your environmental awareness.

Chakra meditation: Audio instructions (E)

Follow this audio meditation to guide you through a visualisation exercise. Walk through the forest to discover elements of nature connected to the chakras. Use this to relax, unwind and visually connect to nature.

Grounding technique: 5-4-3-2-1 instructions (E)

Practice this mindfulness method to manage stress and anxiety by focusing on each of your senses, grounding you in the present moment. Practice it outdoors to reconnect with nature.



anchor, stability, security, resilience

HOW CAN YOUR VALUES AND BACKGROUND INFLUENCE YOUR CREATIVITY?

The Sacral Chakra is connected to your personal identity, well-being and creativity. It fosters your emotional expression and joy. This chakra aligns with the 'Being' part of the IDG framework, which focuses on your relationship with yourself, including understanding your inner compass (values) and enhancing self-awareness. The tools on this page will help you explore your creativity and deepen your self-understanding.

Understanding yourself: personality quiz (C)

Take this personality quiz to understand your personality type and associated strengths and weaknesses. Use it to see how your personality type influences various areas of your life.

Beyond your personality: Core Values Index: survey (C)

This survey goes one step further than the personality quiz, to identify and reveal your motivational drivers.

A deeper exploration of your values

- **Meet yourself at 90: instructions (E)** Perform this guided exercise alone to be present with your hopes, dreams, priorities and values. Use it to improve your awareness of what is truly important to you and identify areas where you might want to make changes.
- **Explore your values: online course (E)** Complete this course with friends, family or colleagues. Focus on connecting with your core values and using them as a powerful tool to take meaningful action in every moment of your life.

Alternative creative design approaches: biomimicry toolbox

Use this toolbox as a guide to apply nature's principles to design challenges.

HOW CAN YOU BETTER GUIDE YOUR COLLABORATIVE APPROACHES?

The Solar Plexus Chakra connects to confidence, sense of purpose and personal power. It empowers you to take action and collaborate effectively with others. This chakra aligns with the 'Collaborating' part of the IDG framework, which focuses on social skills, including communication, co-creation, trust and the ability to inspire and mobilise others towards shared purposes. The tools on this page will help you enhance your collaborative approaches.

Assessing existing approaches

- **Regenerative Leadership DNA: framework (C)** Read Laura Storm's blog on the DNA framework to gain insights into your organisation and where to intervene for paradigm shifts (scroll down to session six).
- **Case clinic: instructions (E)** Engage in this peer coaching practice to tackle leadership challenges through deep listening, reflection and stillness. Build on each other's ideas collaboratively, without pressuring anyone to solve the problem alone.

Building strong relationships: The Shield: instructions (E)

Participate in The Shield exercise with three or more participants. Use it to share about yourself, helping groups connect, get to know each other, and create a climate of trust.

Deep listening: instructions (E)

An activity for active listening. Practice this to foster deeper and more focused conversations, moving away from typically distracted ones. Use it to jointly develop a common vision.

33 new options for working together: Liberating Structures: instructions (E)

Try these methods to add 33 new ways of interaction and group work in your teams, beyond the five conventional structures: presentations, managed discussions, open discussions, status reports and brainstorming sessions



HOW CAN YOU ENSURE THAT YOUR DECISION-MAKING IS INCLUSIVE?

The Heart Chakra is linked to compassion and inclusivity, guiding decision-making and nurturing relationships with kindness. It aligns with multiple aspects of the IDG framework: fostering inclusivity and intercultural competence in 'Collaborating,' promoting openness in 'Being,' cultivating empathy in 'Relating' and developing perspective-taking skills in 'Thinking.' The tools provided will help you embrace inclusivity in decision-making, foster compassionate relationships and embody kindness, enriching both your inner and outer worlds.

Open your heart/reflection: yoga - sun salutations: video (E)

This video will guide you through a simple yoga routine that will help you open your heart chakra. We also recommend the following apps to continue exploring meditation and yoga routines:

- Insight timer & Headspace: meditation apps
- Downdog: a yoga app with customisable practices

Understanding others: Empathy Walk instructions (E)

Engage in an Empathy Walk to foster the ability to empathise with individuals vastly different from yourself. These instruction will help you immerse yourself in another's perspective, shedding preconceptions and fostering openness.

A gathering where all voices are heard: The Circle Way instructions (E)

Use this framework for inclusive decision-making through a lightly facilitated process. It will help you transition from casual conversation or opinionated debate to a mindset of thoughtful expression and attentive listening.

Alternative decision-making processes

- **LaLoux teal organisations decision-making: guidance (C)** Implement this approach to decentralise authority to your team(s) and individuals. Follow the detailed guidance on the website to foster a culture of distributed decision-making within your organisation.
- **Fundamentals of decision quality: guidance (C/E)** These tools are focused on the principles of effective decision-making, such as ensuring the quality of your decisions by focusing on the process, not just the outcome.

HOW CAN YOU CLEARLY CONVEY YOUR REGENERATIVE VISION AND ENGAGE OTHERS?

The Throat Chakra is connected to communication, self-expression and truth. It empowers you to articulate your vision and engage others effectively. This chakra connects with the 'Collaborating' and 'Action' aspects of the IDG framework, which emphasises social skills like communication and trust, and enabling change. The tools on this page will help you refine your communication skills, express yourself confidently and engage others in your vision.

Create a communication strategy in 6 steps: instructions (C)

These 6 steps will help you develop a well-crafted strategy to ensure your vision is presented clearly and compellingly across different mediums, reaching a diverse audience. It will help you build a cohesive narrative that inspires action, fosters community support and drives collective efforts towards change.

The power of storytelling: video (E)

Storytelling is an ancient art which reveals existing narratives and helps to form new ones. Today, it takes several forms: oral, written, visual, and digital. Aside from the video, you can explore more about how to use story to imagine a regenerative economy in [this](#) blog post.

Regenerative communication with customers

- **Moving away from degenerative marketing: blogpost (C)** Explore the shift from degenerative marketing to regenerative communication. Reflecting on the questions and principles in this blog will help you find what is essential for this transformation.
- **Roots of Change: podcast (C)** Listen to experts discuss the shift from extractive marketing to regenerative communications. Learn how to communicate within extractive systems, holistically support and manage your team, and emphasise the importance of language and intention.

Mapping the ways into the regenerative conversation: article (C)

Read this reflection piece to learn lessons from a recent workshop. Use the tips and conversation starters to promote active listening and create space for open conversation.

HOW CAN YOU INTEGRATE REGENERATIVE PRACTICES INTO YOUR LIFE AND WORK?

The Third Eye Chakra is connected to intuition, wisdom and imagination. It guides you in integrating regenerative practices into both life and work. This chakra connects with the 'Thinking' aspect of the IDG framework, which emphasises cognitive skills like sense-making, critical thinking and complexity awareness. The tools on this page will show you how to integrate regenerative practices into your life and work.

Make your business model more sustainable: Better Business scan: [survey](#) (C)

Complete this survey to map out where your business currently is in the sustainability transition and identify challenges. Use the customised report to overcome barriers and realise your sustainable ambitions.

Five key shifts to create a regenerative future: [article](#) (C)

Understand the concept of regenerative design, compare it to sustainable design and learn about the five key shifts needed to transition to a regenerative future.

4D Mapping: [instructions](#) (E)

Use this tool to visualise and experience the present and future of social systems through embodied activities. Draw from mindfulness and emergent movement to uncover insights and facilitate shifts within the system.

A guide to critical shifts: [PDF guide](#) (C)

Follow this guide to identify and address the critical shifts needed for a just and regenerative approach within your business. It will help you examine your mindset towards sustainable development issues and core business functions to make practical changes.



HOW CAN YOU TRANSITION FROM SHORT-TERM THINKING TO LONG-TERM GOAL SETTING?

The Crown Chakra links to full connection, harmony, and transformation. It guides you in transitioning from short-term thinking to setting long-term goals. This chakra resonates with the 'Acting' aspect of the IDG framework, which focuses on enabling change by breaking old patterns and generating new ideas. Qualities like courage and optimism, essential for this process, are acquired when you feel in harmony with yourself and the universe. The tools on this page will help you embrace long-term goal setting.

Adopt new principles

- **The Seventh Generation Principle: article (C):** This article will help you consider the long-term impact of your choices on resources like energy, water, and nature, ensuring sustainability for generations ahead.
- **Work That Reconnects: framework (C):** Follow these principles to promote collective connection and action, helping you shift towards sustainable, long-term perspectives and goals.

Use a new strategy design process: World Model & game (E)

This model will help you foster long-term thinking and collaboration through visualisation of key global factors and their interconnections, while the game will help promote holistic problem-solving and creative solutions within your team, breaking silos in a fun and engaging way.

Update your business strategy and model

- **Overshoot and sustainable business: webinar (C):** Watch this on-demand webinar to learn about strategic priorities in the face of global challenges. Focus on future-proofing your business and advancing sustainability. Explore ecological overshoot, its impact on economics and your business, and strategic guidance for yourself and other business leaders.
- **Creating a regenerative business: article (C):** Explore an integrated approach to business centered around regeneration. This article will help you learn about concepts such as the regenerative mindset wheel and regenerative business design framework, and get detailed insights on their implementation and significance within the context of business practices.