



**FITFOR THE
FUTURE**

Training for Regenerative Leadership

Trainers' Guide

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0. Trainers' Guide

Who is this training for?

This training is designed for people who facilitate, lead, or support team development processes, organisational learning initiatives, leadership programmes, and organisational change processes aimed at creating more regenerative, inclusive, and future-oriented organisations.

It is particularly relevant for:

- **Managers and executives** who wish to transform leadership culture within their organisation and engage their leadership teams or middle managers in structured leadership programmes and organisational development processes.
- **Team leaders and supervisors** who want to work together with their teams to strengthen regenerative, inclusive, and future-oriented ways of working and collaborating through participatory team development processes.
- **Leaders, educators, and decision-makers in educational institutions** who seek to foster more regenerative and inclusive learning cultures through organisational learning initiatives. As educators play an important leadership role in shaping learning environments, the training supports reflection on educational practices, organisational culture, and systemic change.
- **Trainers and facilitators in vocational education**, adult learning, and leadership development who wish to integrate regenerative leadership, diversity, equity, and inclusion into their training programmes.

This training, consisting of eight modules, was tested as a Train-the-Trainers programme within the Fit for the Future project. Eight trainers delivered the programme to managers and leaders from various European countries and sectors. As a result, participants brought diverse professional backgrounds, experiences, and organisational contexts, leading to a wide range of perspectives and needs.

The training took place in Leipzig, Germany. The programme was structured over three days, with each module designed to last approximately two hours.

Module Topics

The eight modules address the following key themes:

1. **From Sustainability to Regeneration**
Understanding the difference between sustainability and regeneration and deriving concrete strategic implications for organisations.
2. **Systems Thinking in Work and Learning Ecosystems**
Analysing systems, recognising interconnections, and identifying leverage points.

3. **Strategic Diversity, Equity, and Inclusion (DEI)**
Positioning DEI not merely as an HR topic, but as a strategic driver of performance and innovation.
4. **Bias Awareness and Inclusive Decision-Making**
Reflecting on personal values, assumptions, and unconscious biases.
5. **Leadership in Complexity**
Developing individual leadership mindset and competences in times of uncertainty, diversity, and change.
6. **Co-Creating Transformational Change**
Participatory change processes, co-creation, and stakeholder engagement.
7. **Measuring Impact and Continuous Regeneration**
Impact measurement, feedback systems, learning loops, and continuous improvement.
8. **Regenerative Organisational Practice**
Implementing regenerative principles in organisational structures, processes, and daily routines.

Training Approach and Objectives

The training enables participants to share and expand their experiences related to regeneration, diversity, and inclusion. It supports them in developing system thinking, reflective and practical competences to address these topics in a structured and transformative way.

Through continuous reflection combined with direct links to professional practice, participants are encouraged to examine both their personal mindset and their organisational behaviour.

The ultimate goal is the development of a **Regenerative Pathway**: A practical action plan and collection of ideas that participants can take back to their organisations. This pathway then serves as the basis for workshops with their own teams, supporting the implementation of first concrete steps towards more regenerative and inclusive practices.

How to use the materials

The materials are openly accessible (OER) and designed **to be used flexibly in tailored workshops**. Facilitators are encouraged to select and combine modules and activities according to the specific needs, challenges, learning objectives, and organisational context of their participants. Depending on the target group, modules may be used individually or as part of a broader team development process, organisational learning initiative, or leadership programme.

Each module is designed for approximately **two hours** and follows a similar structure. Modules begin with a short topic-related icebreaker and conclude with a closing reflection. Within this framework, the modules offer a **variety of activity formats** that support different learning styles and objectives, including:

- Theoretical input
- Individual reflection
- Partner and group work
- Discussions and peer exchange

- Brainstorming activities
- Case studies
- Role plays
- Action planning and transfer exercises

A wide range of **supporting materials** may be used, such as worksheets, presentations, videos, podcasts, or other learning resources. Each activity is accompanied by clearly defined learning objectives, step-by-step facilitation instructions, and supporting materials where relevant. Depending on the activity, these materials may include worksheets, presentations, handouts, videos, podcasts, case studies, or reflection templates.

The activities are designed to help participants:

- Share knowledge, perspectives, and experiences
- Reflect on their own attitudes, behaviours, and professional practice
- Explore practical ways of working more regeneratively and inclusively
- Develop concrete ideas and actions for their own organisational context

By the end of the learning process, participants should have gained the knowledge, inspiration, and practical tools needed to develop and implement a Regenerative Pathway together with their teams or colleagues.

Modules can be used individually or combined into larger learning journeys. When several modules are implemented, we strongly recommend including Module 8: Regenerative Organisational Practice, as it helps participants synthesise insights from the previous modules and translate them into concrete regenerative pathways for their team or organisation.

Supporting Reflection with the Self-Assessment Tool

To deepen reflection and maximise impact, we also recommend using the Fit for the Future self-assessment tool either **before starting the training or alongside the modules**.

The self-assessment tool supports both workplace leaders and facilitators of learning groups in evaluating their current strengths and development needs in the areas of:

- Diversity, Equity, and Inclusion (DEI)
- Leadership mindset and leadership practices
- Barriers, challenges, and unconscious biases
- Organisational and learning culture

Based on participants' responses, the tool generates personalised recommendations for further learning and development. These recommendations are tailored to the individual profile and provide targeted resources that support a more effective learning journey and implementation process.

The self-assessment tool is available at: <https://fit4thefuture.eu/fit-lab>