



**FIT FOR THE
FUTURE**

Regenerative Pathway – Organisational Action Plan

WP 3

Activity 3.4 – Regenerative Pathway

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1. General Information

Please complete all sections below. This document serves as your organisation's Regenerative Pathway: a living action plan developed at the end of the Fit for the Future training programme to guide practical implementation of regenerative principles in your workplace, educational institution, or community.

1.1. Partner and Organisation Details

Partner Organisation	
Country	
Name of the Regenerative Pathway Lead	
Role / Position	
Contact Email	
Date of Completion	

1.2. Context and Background

Sector / Type of Organisation	(e.g. VET provider, NGO, SME, educational institution)
Number of Staff	
Brief description of the organisation	
Main challenges related to inclusion, well-being, or organisational culture	
Previous experience with regenerative or inclusive practices	

2. Regenerative Vision and Goals

This section defines the regenerative ambition of your organisation. Based on the learning from the Fit for the Future training modules, describe what “becoming more regenerative” means for your specific context.

2.1. Our Regenerative Vision

In your own words, describe the kind of culture and environment you are working towards.

Our vision for a regenerative organisation	
What does inclusion look like in our daily practice?	
What does staff well-being look like in our organisation?	
What does systems thinking mean for our work?	

2.2. Priority Goals

Identify 3–5 priority goals your organisation wants to achieve through this Regenerative Pathway. These should be realistic and directly connected to the training learning outcomes.

Priority Goal	Connection to Training Modules	Expected Impact	Timeframe
1.			
2.			
3.			
4.			
5.			

3. Strengths and Challenges Assessment

Based on the self-assessment activities completed during the training and national workshops, reflect on your organisation's current strengths and areas for growth across the key dimensions of regenerative practice.

3.1. Organisational Strengths

List the strengths your organisation can build upon. These may relate to leadership, communication, inclusion, wellbeing practices, staff engagement, or learning culture.

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3.2. Areas for Development

Identify the key areas where improvement is needed. Be specific about the gaps between current practice and your regenerative vision.

Area for Development	Current Situation / Gap
Diversity and Inclusion	
Communication and Collaboration	
Staff Well-being and Confidence	
Systems Thinking and Adaptability	
Leadership and Shared Responsibility	
Feedback and Learning Culture	
Other:	

3.3. Key Insights from the Training and Workshops

Summarise the most important reflections and insights from the Fit for the Future training modules and the national workshop that are relevant to your organisational development.

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4. Regenerative Pathway – Action Plan

This is the core of your Regenerative Pathway. For each priority area that is relevant to your organisation define specific, realistic, and measurable actions that your organisation commits to implementing. Each partner is expected to develop at least one complete Regenerative Pathway action plan.

4.1. Priority Area 1: Inclusion and Diversity

Action	Person Responsible	Timeline	Success Indicator

4.2. Priority Area 2: Staff Well-being and Confidence

Action	Person Responsible	Timeline	Success Indicator

4.3. Priority Area 3: Communication and Collaboration

Action	Person Responsible	Timeline	Success Indicator

4.4. Priority Area 4: Systems Thinking and Organisational Learning

Action	Person Responsible	Timeline	Success Indicator



4.5. Priority Area 5: Leadership and Regenerative Culture

Action	Person Responsible	Timeline	Success Indicator

5. Monitoring and Evaluation

Monitoring progress is an essential part of a regenerative approach. Describe how your organisation will track and evaluate the implementation of this Pathway.

5.1. Monitoring Approach

How will progress be monitored?	(e.g., regular team meetings, self-assessment tools, staff surveys)
How often will the Pathway be reviewed?	(e.g., quarterly, biannually)
Who is responsible for monitoring?	
How will feedback from staff be collected?	
How will results be shared within the organisation?	

5.2. Success Indicators

List the key indicators that will show your Regenerative Pathway is having a positive impact:

Indicator	How it will be measured
Increased staff sense of inclusion and belonging	
Improved communication and collaboration practices	
Greater staff well-being and confidence	
More transparent and participatory decision-making	
Evidence of systems thinking in daily practice	
Other (specify):	

6. Timeline and Next Steps (Optional)

Outline the implementation timeline for your Regenerative Pathway. This should align with the Fit for the Future project milestones and your organisational calendar.

6.1. Implementation Timeline

Phase	Key Activities	Timeline	Responsible
Phase 1: Foundation	Share the Pathway with leadership; identify champions; communicate to staff	Month 1–2	
Phase 2: Launch	Begin first priority actions; set up monitoring system; collect baseline data	Month 2–4	
Phase 3: Implementation	Carry out planned actions across all priority areas; hold regular check-ins	Month 3–9	
Phase 4: Review	Conduct mid-point review; adjust actions based on feedback and evidence	Month 6	
Phase 5: Consolidation	Finalise outputs; document learning; submit report to Fit for the Future project	Month 9–12	

6.2. Immediate Next Steps

What will you do in the first two weeks after completing this Pathway?

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7. Additional Information and Notes (Optional)

Use this section to add any relevant context, commitments, reflections, or information not covered in the sections above.

Any additional commitments or local context	
Links to existing organisational strategies or plans	
Reflections on the Fit for the Future training	

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