

Arab Culture Fund
Arts & Culture Entrepreneurship

How to create regenerative organizations?

An introduction session by Matti Straub-Fischer

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Are you happy with your organization?

Courageous action?

Interconnection? Finances?

What else? Impact?

Health? Teamwork?

Growth?

Structures? Mission?

Innovation?

Balance? Relationships?

Freedom?

Communication?

Sustainability? Happiness?

Appreciation?

Learning from the past? Risk-taking?

Dealing with Conflicts and Tensions?

What is currently happening in our world?

- Separation between humanity and nature that has resulted in environmental degradation;
- separation human to human which has resulted in economic polarity of wealth and opportunity
- Separation between humans and their real selves or soul, which is showing up as increased rates of disengagement, depression and lack of purpose.

Our world has gotten out of balance

- We are currently using some 3 Earths of resources.
- And we have no planet B.
- Our management styles are often still very old and fear-based – often still from the industrial revolution and with very mechanical understandings and metaphors of our organizational structures.
- As leaders we often get frustrated why others are not more entrepreneurial and supportive
- The old ways of doing business are often not working anymore. The new tests do not yet show the desired results.
- Our organizations often absorb more energy than they give. And they often are not healthy and will make us sick, eventually.
- Now what???

Do you want to
create more balance
and health on our
planet? Train yourself
in Regenerative
Entrepreneurship and
Transformation.

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It takes a village
to raise a child.
In fact it takes a
village to raise
pretty much
anything.

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Matti Straub-Fischer, Senior Consultant and Guide

Born in 1972, worked in various fields (education, youth exchange, communication and marketing, farming in the Alps, journalism, and a few other things).

Trained KaosPilot, HelicopterPilot, Council Guide and Senior Consultant for regenerative entrepreneurship and transformation in companies, teams and communities since 1996.

Founder of 7Generations, changels, the Innovationsdorf Bern with currently 50 entrepreneurs and the KaosPilots Switzerland and various initiatives and associations in the fields of education, arts and culture, health care, tourism, startups and cooperation, ICT and retail.

He is a Guardian at 7 Generations and Headmaster of the KaosPilots Switzerland and has been working with large group interventions and the Ways of the Council in companies and organizations for the last 25 years in many places in the world. And he is still studying with and from nature and all of life.

Who is 7Generations?

A consulting company with its own business school based in Bern, Switzerland, and with partners in Cape Town, South Africa, New Mexico/USA, England, and Denmark.

Building regenerative Zero-Companies and organizations with our clients and partners. And offering 2 trainings: Guardians of Transformation, a global mastery training for regenerative entrepreneurship and transformation and the Council Guide Training for mindfulness and balance in life and business.

From 2010 to 2020, we have launched and grown the KaosPilots Switzerland with an external classroom in Cape Town. In this time we have trained over 60 Changemakers and entrepreneurs from all over the world.

Today, we are 11 Senior Consultants and 6 apprentices.

Working with clients from all areas of life and work internationally – including museums, universities, health care organizations, tourism organizations, starts ups, collaborations und cooperation, agriculture and organic food.

What we have learnt from the last 25 years leadership and entrepreneurship education:

Learning to be a teamplayer is crucial

A system needs to stay open and curious to keep growing, yet aware that everything takes dedication and focus to grow strong and healthy.

Experience a zero company to practice same eye-level

Learning in small groups and with a guide is key

Growing courage is essential. And the brain does not help to make courageous decisions.

Consumerism is deadly for an entrepreneur: We need hungry learners

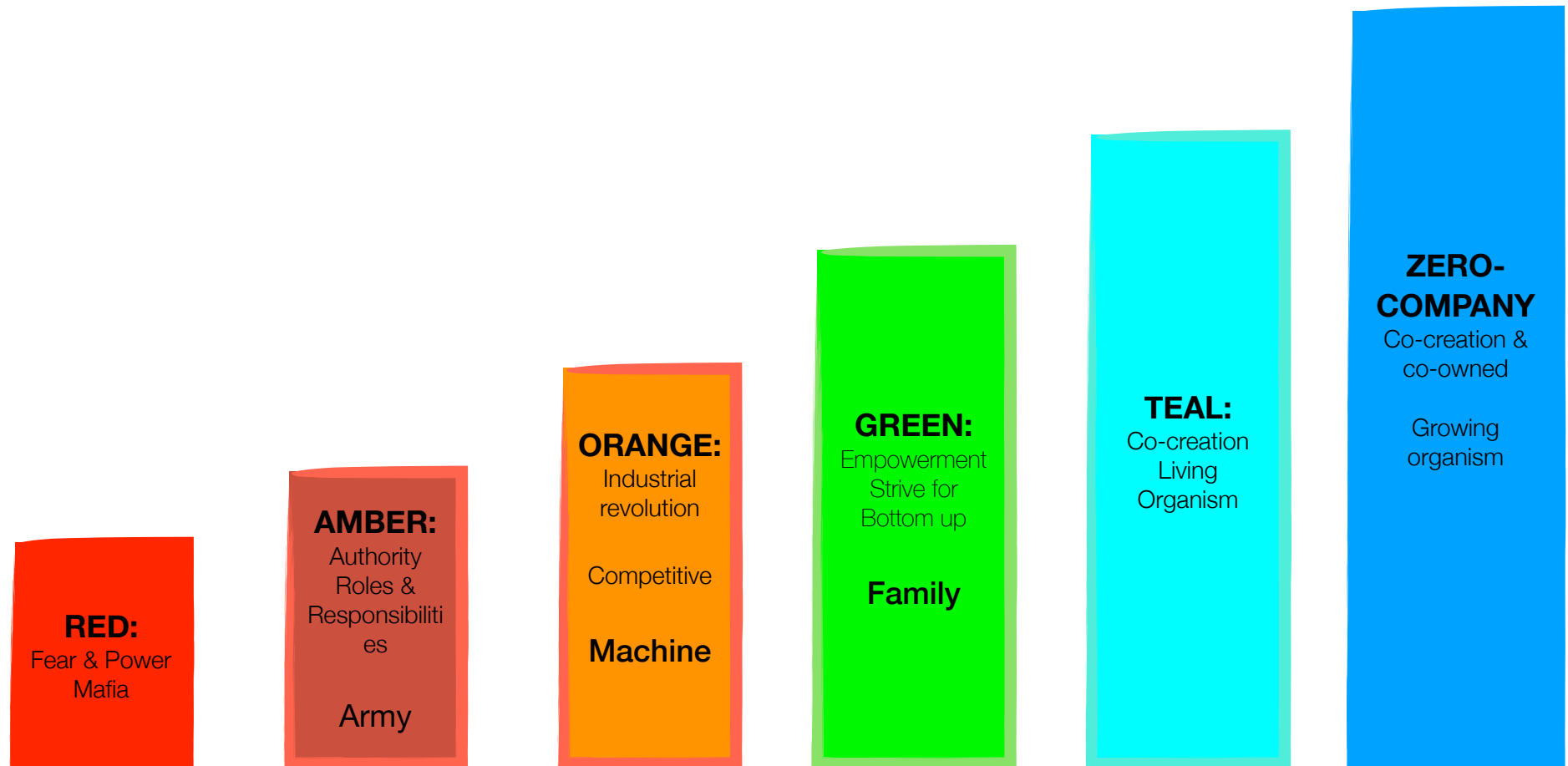
Fundraising and managing resources needs to be an essential part of your training

Transforming your mind set and limiting beliefs takes the time they take

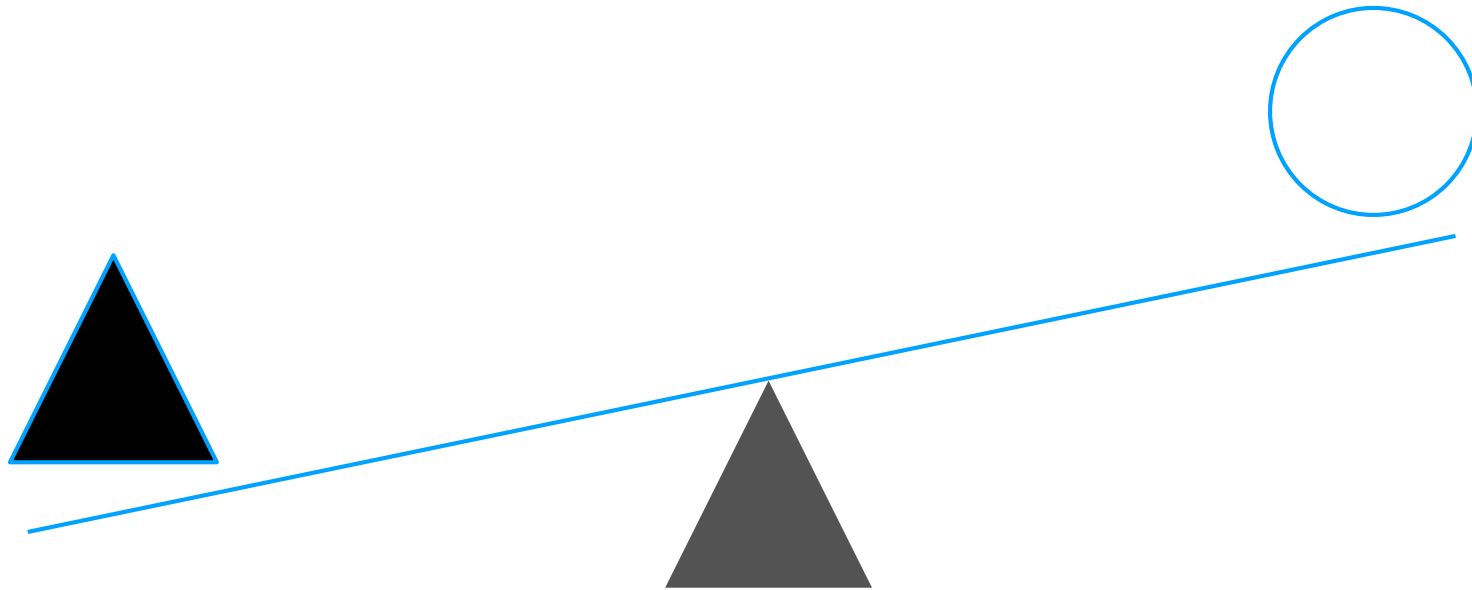
Sustainability is not enough: We need to grow skills for regenerative entrepreneurship

Organizational cultures evolving

Building on Laloux's research here is an overview of the growth of organizational cultures and models:



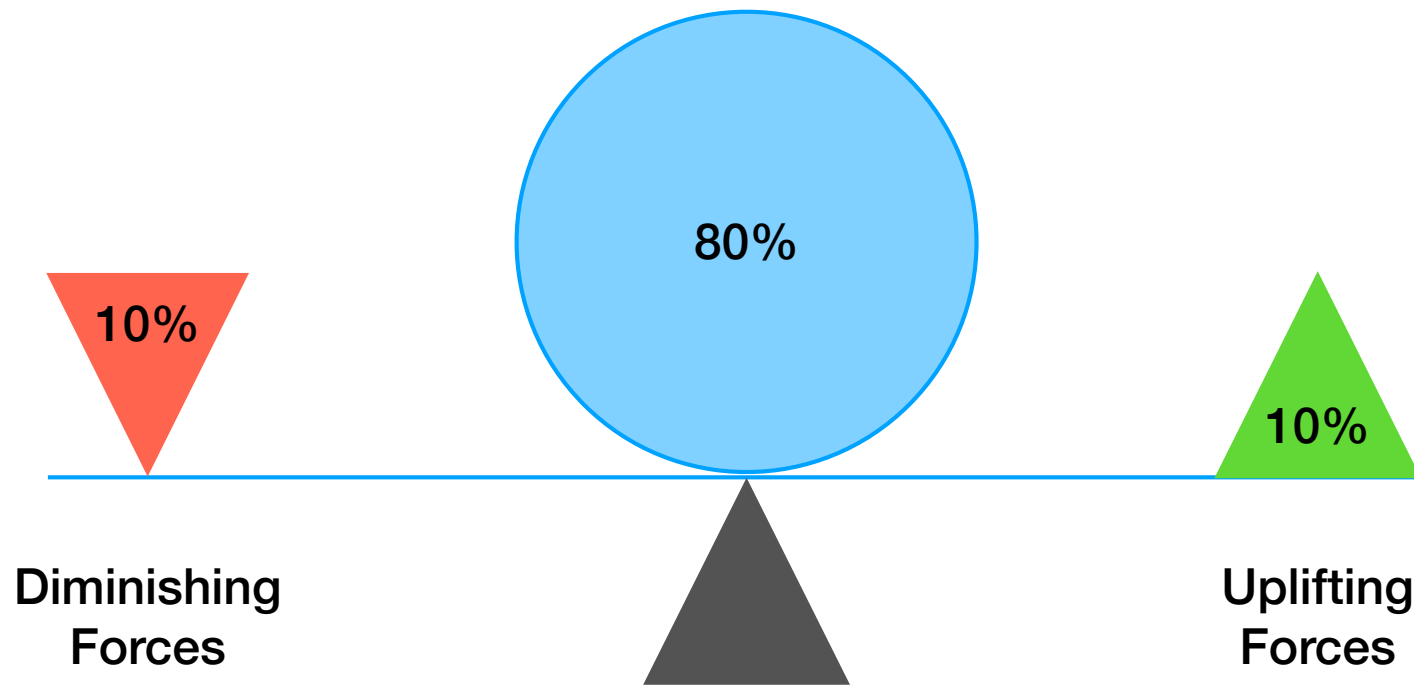
A Paradigm Shift in our Societies: Moving from Pyramids to Circles



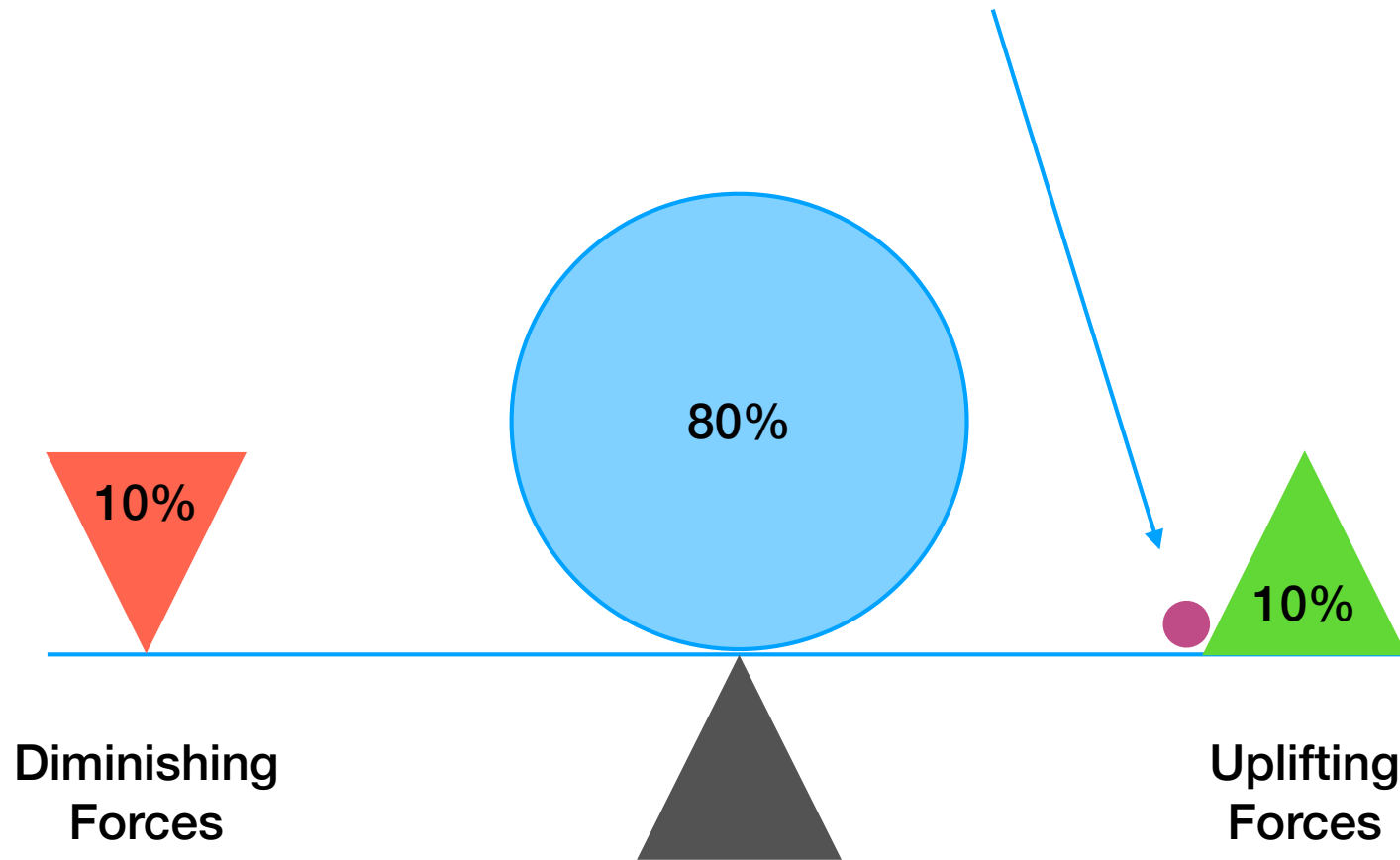
Can you
make shift
happen?

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How you make a shift happen



Are you making use of your voice and influence?



“Be the
change you
want to see”

Mahatma Gandhi

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What is a regenerative organization?

The term "regenerative" describes processes that restore, renew or revitalize their own sources of energy and materials.

What is a regenerative Zero-Company?



- An organization that creates more energy than it uses up
- A very innovative circular business structure
- Highly promoting self-respect, self-organisation and self-responsibility
- Based on Earth Wisdom and learning from and being with and in nature
- A regenerative growth model on all levels of its structures
- Focussing on strengths, talents, diversity, mindfulness and wholeness
- A balance of feminine and masculine principles – the being and the doing
- With rotating pointship as its leadership model
- Using the Wisdom Council as its information gathering and governance structure
- Building on a systemic and interconnected understanding of all of life
- All is co-creation and co-owned
- Decision making is both collective and decentralised

How do you create a regenerative organization?

- A) from scratch as a start-up
- B) Transitioning from an existing organization with a change and transformation process?

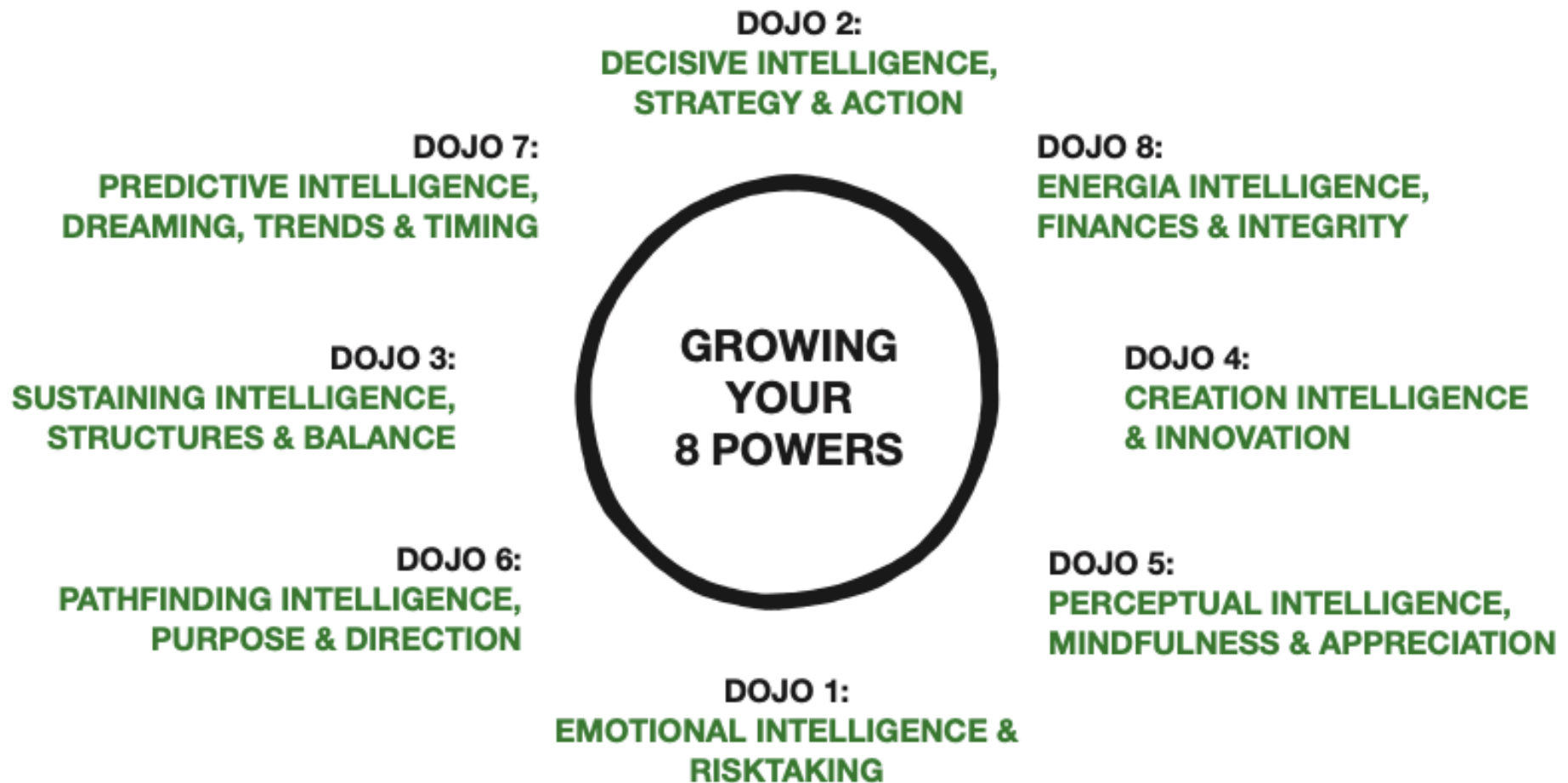


I am as strong as my
people are. And my
people are as strong
as I am. And these
two things can not
be taken apart.

Earth Wisdom from the Origin Teaching of the Delicate Lodge

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What is needed to build a Zero-Company?



Does it grow me?

Does it grow
everybody else?

Does it grow the
next 7 generations?

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Don't
push the
river

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A Regenerative City as an example

Beyond ensuring the long-term environmental sustainability of urbanization, implementing the regenerative city also means creating opportunities for local economic growth, enhanced liveability and well-being, better public spaces, improved social equality and cohesion, greater democratic participation, and stronger urban resilience. The implementation of regenerative cities is enabled by adopting a series of processes and policy solutions that create cities which are dynamic centres of [democracy](#), public engagement, human development, innovation, urban regeneration, well-being, justice and equality. The key processes and recommendations to pave the way towards the regenerative city include:

1. Vision, leadership and long-term target setting
2. Citizen participation and democracy
3. Multi-stakeholder engagement and cross sectoral cooperation
4. Multi-level governance and vertical coordination
5. Enhanced targets and indicators
6. Communication, education and behavioural change
7. Improved research and connection to policy-making

Q&A:

- What do you need and want?
- Are you hungry for more?
- Outlook possibilities for module 3 in September – Training & Mentoring
- Project development
- ...

