

The Garden Within Cultivating Regenerative Practices for Transformational Leadership

The Regenerative Leadership Starter Kit

Tools to Align Strategy, Presence, and Power in Your Leadership

Before you can truly tend to any living thing, you must first be present, aware and grounded yourself. Plants do not simply respond to what we do—they respond to the state from which we do it.

— From The Gardener's Story

There once was a gardener, renowned for her vibrant, thriving plants. When asked about her secret, she would simply say: "I don't force the plants to grow." Her apprentice learned that the true art of cultivation began not in the soil, but in the stillness — in attuning to the world within.

Leadership is no different. We cannot transform systems, teams, or cultures from a place of internal depletion or disconnection. Just like the garden, transformation starts with presence, attention, and care — from the inside out.

The Garden of Regenerative Practices is a framework that helps leaders cultivate the inner presence, resilience, and wisdom needed to lead transformative change from a grounded and embodied place. Form a place of deep connection with the land, the relationships, the purpose.

That's why we invite leaders to tend to their own Garden of Inner Regenerative Practices — a living framework designed to support their inner capacity as a leader, leading transformation in uncertain times.

This Starter Kit is designed for leaders navigating complex transformation—within organizations, communities, and themselves. It offers tools that act as entry points to redesign your strategy, reconnect with your body, and reclaim your story of impact, leading like a gardener, a steward, a custodian.

Below are four core “beds” of this inner garden, each offering simple but powerful practices to strengthen your resilience, clarity, and integrity.

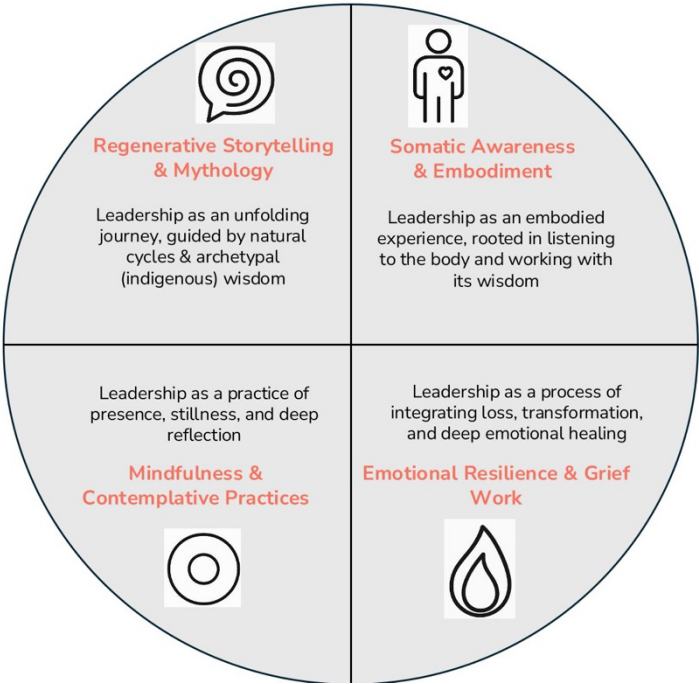
For more information on any of these tools and on how we could support you as a leader to lead in regenerative ways, please check out our [website](#) and/or [book a meeting](#) with me.

Thank you for meeting me here. I wish you the best in your exploration of regenerative tools.

Pablo Escorcía

Content

Four core beds for Inner Regenerative Leadership



1. Regenerative Storytelling & Mythology

We make sense of the world through narratives. The dominant cultural story of extraction, control, and disconnection from nature has fueled environmental and social collapse. To transition to a regenerative paradigm, we must create new, life-affirming stories.

Using narratives and ancestral wisdom, these tools & practices help leaders

- Reimagine the story you are living and leading from — so that your leadership is grounded in meaning, not performance. Helps individuals reframe their purpose in alignment with regenerative values.
- Encourage intergenerational learning by integrating ancestral wisdom with modern regenerative stories/ practices.
- Inspires collective action and cultural transformation by shifting how we perceive our role in nature as custodians and stewards.

Nurtures: Purpose, identity, cultural imagination, and alignment with living systems.

Tools

Leadership Redesign Canvas

- A printable tool to guide strategic decisions using somatic, systemic, and ancestral insight. Ideal for retreat planning, leadership offsites, or solo reflection.

Beyond the Box: Theory of Change

- A guided reflection to deconstruct traditional logic models and surface colonial assumptions in your MEL frameworks. Includes critical prompts for rewriting success.

Practices

- **Leadership Myth Exercise**
- **Seasons of Leadership Mapping**
- **Future Self Storytelling**

2. Mindfulness & Contemplative Practices

Regenerative work requires presence, patience, and deep listening. Without a deep connection with ourselves and nature through inner stillness, we risk repeating the same unconscious, extractive behaviors that caused the crisis we are experiencing. Mindfulness reconnects us with a deeper sense of purpose and ecological belonging.

These tools and practices teach leaders how to slow down, observe clearly, recognize the underlying patterns and lead from

- Emotional intelligence and clarity in decision-making.
- Compassionate leadership, which is essential for regenerating communities and ecosystems.

- Resilience by knowing how to reduce stress and preventing burnout.

Nurtures: Presence, clarity, nervous system regulation, and compassionate awareness.

Tools

Ritual for Embodied Regenerative Leadership

- A sequence of simple practices to centre yourself before facilitation, conflict, or big decisions. Ground your leadership in presence and embodied clarity. Use these tools individually or together to deepen alignment in how you lead, design, and show up.

The Three-Worlds Reflection

- A contemplative practice to access multiple dimensions of awareness

Practices

- **The Council of Wise Voices (Inner Mentor Visualization)**
- **Radical Acceptance & “What Is” Inquiry**
- **The Pause & Breathe Response**

3. Somatic Awareness & Embodiment

In modern society, the majority of us live in some way disconnected from our bodies, leading to dissociation, depression, isolation, stress, and burnout. Regenerative living requires embodied knowledge—a felt understanding of how we interact with land, relationships, and social systems through and with our bodies.

These tools and practices reconnect you to the intelligence of your body — where leadership becomes felt, not just thought.

Movement-based practices that:

- Helps leaders restore a sense of wholeness, preventing emotional and physical burnout.
- Encourages in leaders movement-based leadership—leading through presence, rhythm, and adaptability rather than only mental (rigid) control.
- Enhances intuition and connection to place, reminding and training us to work and live in sync with nature.

Nurtures: Grounding, intuitive knowing, boundaries, and coherence between inner and outer.

Tools

The Body Timeline

- A reflective somatic mapping of key leadership moments

Somatic Boundaries Map

- A body-based tool for sensing and strengthening personal and professional boundaries

Practices

- **Tension Release & Decision-Making Check-in**
- **Embodied Conflict Resolution**
- **Empowered Posture for Team Trust & Delegation**

4. Emotional Resilience & Grief Work

Our world is changing, and the changes seem to be larger and more profound every time. Our capacity to grieve what we will lose, what is dying, what we are needing to let go of, and our capacity to be resilient and reinvent ourselves and the world, will be essential to create regenerative ways of living/working.

These tools and practices help you face endings, express unspoken truths, creatively destroy what needs to be transformed and lead with emotional authenticity. Leading in presence of and addressing climate grief, ecological despair, and cultural loss through collective mourning (creative transformation rituals) and healing (change) practices.

- Enables leaders and teams to face difficult truths/conversations without emotional burnout.
- Strengthens team and community bonds by creating shared spaces for tension management, mourning and healing.
- Transforms grief into agency, mobilizing people toward (regenerative) action rather than despair.

Nurtures: Courage, vulnerability, compassion, and the capacity to stay open through change and loss.

Tools

The Four Chambers of the Heart

- An introspective journaling and reflection tool adapted from Indigenous wisdom traditions. It guides leaders through four emotional “chambers”: Joy, Grief, Rage, and Stillness. Encourages emotional fluency and supports ritual-based emotional integration.

Ritual of Thresholds

- A structured process for marking transitions, loss, and letting go in leadership

Practices

- **From Burden to Offering Practice**
- **The "Unspoken" Circle**
- **Honouring & Letting Go Ritual**

Four core beds for Inner Regenerative Leadership

1. Regenerative Storytelling & Mythology

Tools

Leadership Redesign Canvas

Use this canvas to explore leadership decisions from a regenerative, embodied, and systemic lens. Created for regenerative leaders in transformation.

In times of change, it's easy to rely on traditional frameworks that focus solely on outcomes, metrics, and efficiency. However, true leadership must also take into account the deep, interconnected forces that shape organizations and communities. This canvas invites you to move beyond linear thinking, tapping into the wisdom of your body, the needs of the system, and the ancestral knowledge that has always guided sustainable transformation.

Use this tool to help ground your leadership decisions in regenerative principles, ensuring they serve not just the immediate goals, but also the long-term health and vitality of the people, environment, and culture you are influencing.

- **System Listening**

What is the system asking for?

- What's not being said, but deeply felt?
- Where is energy flowing — and where is it stuck?
- What is trying to emerge through this tension?
- If the system had a voice, what would it whisper?

- **Embodied Check-In**

What sensations arise when I imagine this future?

- Where in your body do you feel contraction or expansion?
- What do you notice in your breath, temperature, posture?
- What sensations arise when you imagine not taking action?
- What might your body know that your mind hasn't yet caught up to?

- **Whose Wisdom?**

Who defines success? Whose voice is missing?

- Who benefits from this decision? Who might be harmed?

- What types of knowledge are we privileging (data, experience, intuition)?
- Whose story is the focus — and whose is invisible?
- Who hasn't been invited into the conversation?

- **Ancestral Guidance**

What ancestral or indigenous principle could guide this decision?

- What wisdom have your ancestors (biological or spiritual) passed down?
- What indigenous teachings or values feel aligned here?
- What cycle, rhythm, or tradition does this moment remind you of?
- What would a future ancestor say about this decision?

- **Inner Alignment**

Does this decision align with our purpose and values?

- What value is at stake here?
- Where might I be compromising on integrity?
- How does this decision support or distract from our vision?
- What part of me resists — and why?

- **Next Step**

What's one bold, grounded step we can take?

- What action would feel aligned and courageous?
- What can we try as a prototype or learning step?
- What's one act that would bring clarity through motion?
- If we had to move today, what would we do with integrity?

Beyond the Box

Rewriting Your Theory of Change for Power, Truth & Healing

"The way forward is to create new, alternative worlds with profoundly different ways of thinking, organizing, and being because the Indigenous processes that give birth to our collective resurgence are fundamentally non-hierarchical, nonexploitative, non-extractivist, and nonauthoritarian."

Leanne Betasamosake Simpson (Michi Saagiig Nishnaabeg)

Traditional theories of change often reflect dominant narratives that prioritize efficiency, profit, and linear progress—sometimes at the cost of community, culture, and the environment. This workbook invites you to question the status quo, uncover hidden biases, and rewrite your theory of change in a way that is deeply rooted in regenerative, decolonial, and systems thinking. By shifting away from extractive models, this tool helps you design transformation that honours collective wisdom,

acknowledges historical injustices, and fosters long-term healing. Use it to reframe success, prioritize relationship-building, and create meaningful, sustainable impact in your work and the communities you serve.

Examples of Theories of Change:

1. Original Linear Model:

The organization initially aimed to introduce high-quality seeds to Ethiopian farmers, assuming that access to better inputs would directly enhance agricultural productivity.
Transformed Relational Model:

The organization shifted to a holistic approach by collaborating with local farmers, understanding their specific needs, and providing training on sustainable farming practices. This partnership ensured that the introduction of new seed varieties was contextually appropriate and embraced by the community, leading to improved yields and livelihoods.

2. Original Linear Model:

Initially, efforts were concentrated on purchasing rainforest land to prevent deforestation, operating under the belief that ownership would ensure conservation.

Transformed Relational Model:

The organization transitioned to partnering directly with Indigenous communities, providing resources and support to empower them as custodians of their forests. By focusing on community-led development and recognizing the intrinsic connection between Indigenous peoples and their land, the organization fostered sustainable conservation efforts.

The Tool

This is a tool for leaders and changemakers to deconstruct traditional theories of change, expose colonial assumptions, and create frameworks that centre truth, power, and healing. Use this workbook to spark dialogue and design change that heals.

1. Deconstruct Your Logic Model

- What are the assumed causes and effects in your current theory of change?
- Where did these assumptions come from (research, funders, tradition)?
- Who was NOT in the room when this was created?

Your reflections

2. Surface Hidden Power

- Who benefits most from this version of change?
- Whose knowledge is considered valid—and whose is missing?
- Where is control being held, and how might it be shared?

Your reflections

3. Invite Regeneration

- If success wasn't defined by donors, how would you define it?
- What would a circular, relational model of change look like?
- What rhythms of the land, body, or community could guide this work?

Your reflections

Practices

○ Leadership Myth Exercise

For: Leaders questioning their purpose, feeling insecure, or navigating a new leadership style.

What to do: Identify the myth or story you've been living in — for example, "I must always have the answers." Reframe it through a regenerative lens: hero to gardener, warrior to guide, lone wolf to interconnected weaver.

Outcome: Self-acceptance, resilience, and a more empowered leadership identity.

○ Seasons of Leadership Mapping

For: Leaders facing burnout or imbalance between vision and execution.

What to do: Map your leadership as a cycle:

- Spring = new ideas

- Summer = execution
- Autumn = reflection
- Winter = rest and creatively destroy

Where are you now? What season are you resisting?

Outcome: Eases pressure by embracing cyclical growth over linear hustle.

- **Future Self Storytelling**

For: Leaders with imposter syndrome or fear of failure.

What to do: Meet your future self, five years ahead. What do you know? What have you let go of? What would your future self, tell you now?

Outcome: Strengthens long-term vision and trust in your own evolution.

2. Mindfulness & Contemplative Practices

Tools

Rituals for Embodied Regenerative Leadership

Leadership is not just about strategy; it's about presence, clarity, and grounded action. In moments of tension or when making difficult decisions, it's easy to get caught up in the rush of external pressures.

This guide offers a short, powerful ritual to help leaders prepare for high-stakes moments—from conflict mediation to important decisions. Use before meetings, workshops, or decisions. Presence is your leadership superpower.

Five 5-minute practice to centre yourself before (or while) you lead

This five simple 5-minute ritual is designed to help you reconnect with your body, align with your deeper purpose, and centre yourself before stepping into any leadership role. By integrating these practices into your routine, you'll be able to face challenges with greater calm, resilience, and wisdom—leading with integrity and the ability to hold space for others.

1. Ground into the Body

Stand or sit quietly. Feel your feet. Drop attention into your spine and breath. Ask: What am I feeling right now?

Notice any areas of tension or discomfort in your body. Breathe into those spaces, allowing them to soften with each inhale. Feel the ground beneath you supporting your weight. As you ground into your body, release any mental distractions or external

pressures. Remind yourself that you are present, whole, and capable. Allow this moment to anchor you, creating space for clarity and awareness.

2. Name the Nervous System

Say silently: 'My nervous system is welcome here.'

Notice any tension or anxiety present in your body. Acknowledge it without judgment. Allow your breath to slow, bringing awareness to any areas of tightness. Gently stretch or shake your body, releasing any pent-up energy. Invite your nervous system to settle, knowing that it's safe to be present. Remind yourself that this moment of discomfort is natural, and that you can hold both the tension and the calm in balance. With each breath, create space for clarity and groundedness to emerge.

3. Anchor Your Intention

Place one hand on your chest. Close your eyes and take a deep breath. As you exhale, speak your intention aloud: "I am here to hold space, not to control it."

Feel the words resonate within you as you continue to breathe deeply. Let the intention settle into your body, anchoring you in your purpose. Reflect on what it means to hold space—open, neutral, and present—rather than to impose or control outcomes. Allow this intention to guide your energy and presence in the moments to come, reminding yourself that leadership is about facilitating growth, not forcing it.

4. Clear the Residue

Visualize releasing other people's energy that you may have absorbed throughout the day. Imagine it flowing out of you, like a stream carrying away any heaviness or tension. Shake your hands, stretch your arms, or take a few deep exhales to physically release what doesn't belong to you. If possible, step outside for a moment to reconnect with the earth and the natural world around you. Allow the fresh air to reset your energy. Feel the lightness return, as you clear any residual energy that may be clouding your presence or focus.

5. Remember the System

Before entering the room, pause and ask: What is this system longing for?

Close your eyes for a moment and listen. Trust your first embodied answer, whether it's a feeling, an image, or a word. Acknowledge the deeper needs of the system—whether they are unspoken tensions, unresolved conflicts, or a lack of alignment. Recognize that you are not just interacting with individuals, but with the system as a whole. Take a deep breath and allow that awareness to guide your presence, knowing that you are holding space for the system's growth, healing, and clarity.

The Three-Worlds Reflection

- A contemplative practice to access multiple dimensions of awareness

What it is:

Inspired by Indigenous cosmologies and systems thinking, this reflection tool invites leaders to tune into the "three worlds" of awareness: the Upper World (vision, possibility, future), the Middle World (relationships, roles, context), and the Lower World (intuition, shadow, ancestry, unconscious).

Purpose:

To support more holistic thinking and decision-making by engaging different layers of consciousness — beyond surface-level analysis.

How to use:

In a moment of leadership tension or choice, reflect with these prompts:

- **Upper World** — What is the highest possibility here? What's calling to emerge?
- **Middle World** — Who is affected? What dynamics or patterns are at play?
- **Lower World** — What deeper forces or emotions are influencing me? What needs to be unearthed, healed, or honoured?

Use in journaling, solo contemplation, or facilitated dialogue.

Practices

- **The Council of Wise Voices (Inner Mentor Visualization)**

For: Leaders facing self-doubt or fear of failure.

What to do: Visualize three inner mentors (real, historical, or imagined), each embodying a leadership quality you admire.

Ask: What would they advise me now?

Outcome: Shifts inner criticism into self-guidance and grounded confidence.

- **Radical Acceptance & "What Is" Inquiry**

For: Leaders resisting change or over-controlling outcomes.

What to do:

1. Name the situation as it is.
2. Notice how resistance feels in your body.

Ask: What happens if I allow this moment to exist, as it is?

Outcome: Expands tolerance for uncertainty and reduces reactive control.

- **The Pause & Breathe Response**

For: Leaders under pressure or navigating complexity.

What to do: Before responding, take three structured breaths:

1. Notice emotion
2. Ground in body
3. Expand perspective

Ask: What is present and alive in me right now? What do I need to stay in connection and navigate the tensions?

Outcome: Creates space for clarity and choice under stress.

3. Somatic Awareness & Embodiment

Tools

The Body Timeline

- A reflective somatic mapping of key leadership moments

What it is:

The Body Timeline is a guided journaling and body awareness tool that helps leaders trace significant leadership experiences — not just chronologically, but through the felt memory of the body. It invites exploration of how certain events left somatic imprints: tension, strength, contraction, or liberation.

Purpose:

To reconnect with the body's memory as a leadership teacher, identifying patterns of resilience and trauma, clarity and disconnection — and using that insight to lead more coherently.

How to use:

- Draw a simple horizontal timeline. Mark 5–7 key leadership moments.
- For each moment, pause, breathe, and notice: Where do I feel this in my body? What sensation arises?
- Write a few words or sketch the physical sensation for each point.
- Reflect: What patterns or messages emerge?

Somatic Boundaries Map

- A body-based tool for sensing and strengthening personal and professional boundaries

What it is:

The Somatic Boundaries Map guides leaders to identify where their “yes” and “no” live in the body — not as concepts, but as felt sensations. It’s especially helpful for leaders who overextend, struggle to say no, or absorb others’ emotions.

Purpose:

To build embodied awareness of one’s energetic boundaries, fostering more sustainable leadership and clearer interpersonal dynamics.

How to use:

1. Stand or sit quietly. Bring to mind a time you said “yes” but meant “no.”
 - Where in your body do you feel tightness or contraction?
2. Now recall a clear, healthy “yes.”
 - Where do you feel openness or flow?
3. Create a personal boundary map (e.g., drawings, color, journaling) to anchor the sensations of your authentic yes/no.
 - Use regularly to attune to your body’s natural limits and cues.

Practices

- **Tension Release & Decision-Making Check-in**

For: Leaders overwhelmed by decisions or chronic tension.

What to do: Scan for bodily contraction or expansion when making decisions.

Move gently (stand, stretch, shake) before acting.

Outcome: Supports intuitive, embodied decisions over reactive ones.

- **Embodied Conflict Resolution**

For: Leaders avoiding tension or tough conversations.

What to do: Ground your feet, place your hand on your heart, take deep belly breaths — then speak.

Outcome: Encourages honest, compassionate communication under pressure.

- **Empowered Posture for Team Trust & Delegation**

For: Leaders clinging to control or struggling to empower others.

What to do: Stand with openness and say: “I am a steward, not a controller.”
Visualize energy flowing through you, not stopping with you.
Outcome: Builds embodied trust and decentralizes leadership.

4. Emotional Resilience & Grief Work

Tools

The Four Chambers of the Heart

A map for emotional integration and wholeness in regenerative leadership

The Four Chambers of the Heart is a reflective tool adapted from Indigenous wisdom traditions and inspired by the teachings of Martín Prechtel and Sobonfu Somé. It helps leaders move beyond intellectual processing into deep emotional integrity. Each chamber represents an essential emotional state — Joy, Grief, Rage, and Stillness — all of which must be visited and honored to lead from a place of wholeness.

This tool is designed for journaling, solo retreats, or facilitated group sessions. It can be used seasonally, during times of transition, or before major decisions.

Purpose:

To restore emotional coherence by helping leaders access and integrate core feelings that are often neglected in professional spaces — not to "fix" emotions, but to listen and allow them to inform wise, grounded action.

The Chambers

4. Joy – The Chamber of Remembering

This is the place where we reconnect with what is life-giving.

- What lights you up?
- When did you last feel alive in your leadership?
- What memories bring warmth or pride?

Use this chamber to reconnect with your purpose, playfulness, and the pleasures of meaningful work.

1. Grief – The Chamber of Letting Go

Grief lives here—not only sorrow but also reverence for what has been lost.

- What must be mourned in this moment?

- What roles, dreams, or illusions are dying?
- What has changed that you have yet to grieve?

Use this chamber to make space for endings, and to honor the beauty in what was.

2. Grief - The Chamber of Letting Go

Grief lives here-not only sorrow, but also reverence for what has been lost.

- What must be mourned in this moment?
- What roles, dreams, or illusions are dying?
- What has changed that you have yet to grieve?

Use this chamber to make space for endings, and to honor the beauty in what was.

3. Stillness – The Chamber of Listening

Stillness is not absence — it is deep presence. This chamber helps you pause, integrate, and listen for what’s emerging.

- What happens when I stop trying to figure it out?
- What silence is asking to be heard?
- What truth is waiting in the quiet?

Use this chamber to drop beneath mental noise and return to your inner compass.

How to Use This Tool

- Prepare your space

Create a quiet, intentional setting. Use candlelight, natural elements, or grounding music.

- Choose a chamber to begin

There is no required order, but many start with Joy or Grief.

- Use prompts or free-write

Spend 10–15 minutes in each chamber. You can write, draw, speak aloud, or simply feel.

- Reflect and integrate

Close with these questions:

- Which chamber do I avoid, and why?
- What did I learn about myself?
- What needs to be expressed, completed, or acted upon?

Ritual of Thresholds

A structured process for marking transitions, loss, and letting go in leadership

What it is:

A regenerative ritual tool that helps leaders symbolically move through endings and beginnings. Designed for both personal use and team facilitation, this tool brings the sacred into strategic change — honoring what was, releasing attachments, and opening to what's next.

Purpose:

To support emotional integration during moments of role change, team loss, project closure, or personal transformation. Anchors grief in dignity and meaning.

How to use:

- Create a threshold — a doorway, arch, or symbolic marker (real or imagined).
- On one side, name and honor what is ending (e.g., a role, identity, relationship).
- Cross the threshold with intention — carrying a small object, saying a word, or moving with breath.
- On the other side, name what you're stepping into. Pause. Breathe.
- Debrief or journal: What did I leave behind? What did I reclaim?
- Encourage creativity: music, fire, water, poetry, or silence can deepen the ritual.

Practices

- **From Burden to Offering Practice**

For: Leaders carrying too much alone or struggling to trust their team.

What to do: Reflect on the following questions:

- What burden is not mine alone?
- What shifts if I place it in a circle of support?
- How can this become an offering?

Outcome: Releases over-responsibility and invites shared leadership.

- **The "Unspoken" Circle**

For: Leaders suppressing emotion or fear being vulnerable.

What to do: In a trusted space, name an emotion rarely shared — such as “I feel lost.” Be witnessed without being fixed. Ask everyone else to name their emotions and hold the space for each other when doing so.

Outcome: Reduces isolation and builds resilience through connection.

- **Honouring & Letting Go Ritual**

For: Leaders navigating change or holding onto outdated roles.

What to do:

1. Write down what's ending.
2. Perform a simple release ritual — burn it, offer to water, or tear it.
3. Reflect: What is now possible?

Outcome: Supports grieving, clears space, and honours transition.