



# RISE


Thrive in a New Leadership Paradigm



**GAIA** Insights

Transforming Leaders



The background of the image is a soft, out-of-focus green. Several dandelion seed heads are visible, some in sharp focus and others blurred. One seed head is prominently featured on the left side, with its seeds clearly visible. Another seed head is on the right side, and a third is in the center, partially obscured by the text. The overall mood is peaceful and contemplative.

»You never change things  
by fighting the existing reality.  
To change something,  
build a new model that makes  
the existing model obsolete.«

Buckminster Fuller

# Why A New Leadership Paradigm?

**As corporate leaders we face unprecedented challenges. Our volatile, uncertain, complex and ambiguous world requires greater agility, radical innovation and more regenerative business practices.**

Stakeholders are demanding that companies focus on sustainability to reduce business risks for the future, and customers are gravitating towards corporations who behave responsibly.

As human beings we are confronted with global crises of historic proportion: Climate change, pollution, loss of biodiversity, depletion of natural resources and socio-economic inequalities that drive political and racial tensions. In spite of better healthcare and ever-increasing standards of living, stress-related diseases and mental illness are at an all-time high, impacting people in their personal lives as well as in the workplace.

As leaders and as human beings, we may struggle to know how best to respond to these overwhelming challenges. But we cannot ignore the systemic risks if we want our businesses, and our species, to survive.

**It's time for a new paradigm: Regenerative Leadership.**



“Today’s world presents both immense challenges and tremendous opportunities for innovation. Responding to and ultimately thriving in this situation requires organizations to adapt by being agile and creative, driven by future-fit leadership.”

GILES HUTCHINS





# What Is Regenerative Leadership?

Regenerative Leadership recognizes the interconnected nature of our world and understands that we can no longer maximize shareholder value at the expense of other stakeholders and the wider ecosystem.

## Regenerative Leaders:

- 🌱 Apply the logic of life to how they lead organizations
- 🌱 Capitalize on current challenges and opportunities
- 🌱 Grow business through innovation and ecosystemic thinking
- 🌱 Shift from yesterday's 'mechanistic thinking' to 'living systems logic'
- 🌱 Understand the key principles of Natural Intelligence

Regenerative Leaders don't just survive. They thrive.  
**RISE** is here to show you how.



# The Business Case

“Agile organizations, viewed as living systems, have evolved to thrive in an unpredictable, rapidly changing environment. [...] They are open, inclusive and non-hierarchical evolving continually without the frequent disruptive restructurings required in more mechanistic organizations; and they embrace uncertainty and ambiguity with greater confidence. Such organizations, we believe, are far better equipped for the future. [...]

It might be appropriate to explore a new language of leadership: the leader as visionary, architect, coach and catalyst. For organizations seen as living organisms, the appropriate metaphor might be for the leader to be a gardener – a creative guide and steward who has a nurturing role and a variety of relations with different parts of a garden.”

Source: McKinsey & Company (2018), Leading agile transformation: The new capabilities leaders need to build 21st-century organizations.

# What Is RISE?

**RISE is a GAIA Insights leadership journey designed for corporate leaders to explore how to adopt regenerative practices, so their organizations can thrive and be a force for good in the world.**

This does not mean becoming a not-for-profit or a social enterprise. Seizing growth opportunities in a sustainable manner is fundamental to creating a viable commercial business model. Evolving from a mechanistic understanding of organizations to a 'living systems logic' retains the benefits and insights from the former, without being subject to its limitations. RISE will bring this paradigm shift to life.

RISE also equips leaders with a powerful abundance mindset to enable sustainable organizational growth by translating concepts from nature and the logic of life into practical and profitable tools for a regenerative approach to leadership. The aim is to replace dysfunctional systems and harmful ways of doing business with a model that is in flow with the organic evolution of nature.





“We can learn a huge amount from the way nature responds, evolves and adapts to change. Regenerative leaders draw on this learning and use it to inspire innovation, agility and transformational mindsets for business. As a result they create novel products and services that respect people, planet and purpose – while delivering a return to all stakeholders.”

MATT LAWSON



 **Downstream**  
Innovation



# Your Business Benefits

- 🌱 Anchor your business in agility and innovation
- 🌱 Respond to the demands of shareholders and customers
- 🌱 Provide win-win-win solutions for all stakeholders
- 🌱 Reduce business risk by applying Natural Intelligence
- 🌱 Ensure long-term profitability by prioritizing sustainable practices
- 🌱 Increase employee engagement by emphasizing a sense of meaning and purpose
- 🌱 Reinvent your business model and embed responsiveness into your organization's DNA



**Future-fit practices make business sense.  
Sustainable investment portfolios with companies prioritizing  
ESG\* perform better and are more resilient.**

\*ESG (Environmental, Social and Governance) investing refers to a class of investing that is also known as 'sustainable investing'. This is an umbrella term for investments that seek positive returns and long-term impact on society, environment and the performance of the business.

# Testimonials

Our programs deliver tangible business results. Don't just take our word for it.  
Here is what our clients and participants say:

**»The world of work is constantly changing and if we are not able to adapt to be a game-changing leader, we will be left behind.  
We are the only people in control of the legacy we leave.«**

NATALIE UNSTEAD, HR BUSINESS PARTNER, SOUTH AFRICA

**»It made me progress by learning a growth mindset and how to lead through ambiguity. The experience allows a sustained approach to learning...  
proven to have a value return to the business.«**

PATRICIA PEREZ SALAZAR, HEAD OF SALES, MEXICO





“Natural Intelligence offers a whole new lens to look at innovation, organization, development and design. It unlocks pathways to shift from degenerative to regenerative value creation – upgrading the world through nature-inspired innovation.”

LEEN GORISSEN



# How Does RISE Unfold?

RISE will equip leaders to navigate through and flourish in situations of profound change by applying a regenerative and evolutionary approach to leadership. Our expert facilitators cover the practical angles of business innovation, science and sociology, while also touching on creativity, psychology, philosophy and spirituality – all strictly applied to leadership.

## **Phase 1: Regenerate**

Tap into ecosystemic thinking for creative inspiration. Learn about and translate concepts from nature into tangible and profitable practices, for a regenerative approach to leadership.

## **Phase 2: Create**

Become a role model for nurturing the abundance mindset required to prosper in an uncertain world. Strengthen your own and others' agility by anchoring your business in intrapreneurship and innovation.

## **Phase 3: Thrive**

Master concepts such as Strategic Dreaming® and Teal Leadership for your organization's benefit. Seize upon the opportunities inherent in change and pursue sustainable organizational growth to become a future-fit leader for a new paradigm.




# How Is RISE Structured?

**RISE is a 12-month leadership journey for groups of 16-24 participants, fully integrated and orchestrated from A to Z. A customized RISE program or sections of its content can be tailored to your organizational needs and objectives.**

**The rich content is delivered in micro-learning steps through a blended approach that combines:**

- 🌱 Personalized development through individual mentoring, on-the-job practice, reflection and journaling
- 🌱 Social learning through group engagement, peer coaching and learning buddies
- 🌱 Virtual learning using webinars, podcasts and further curated content
- 🌱 Immersive live modules, virtually and/or face-to-face (if and when possible)
- 🌱 Measurable learning progress via customizable impact evaluations
- 🌱 Optional: Assessments, coaching, gamification and eco-projects



»The world as we have created it  
is a process of our thinking.  
It cannot be changed  
without changing our thinking.«

Albert Einstein



# How Can RISE Be Customized?

**Do you sense a need for RISE in your organization? Get in touch with GAIA Insights so we can co-create a unique, tailored solution for you.**

Together with our subject matter experts we will navigate a canvas of content options with you, help you select what is most applicable to your business, and turn those elements into a personalized learning journey – applying our trademark craft of holistic program orchestration.

Some organizations have chosen to include real-life business projects into programs, which allow participants to practice new skills and behaviors on the job. By immediately implementing what is learned, a business impact is generated that often delivers an ROI far exceeding the initial investment.

**Our team will be happy to explore the different options with you.**



# Does This Resonate With You?

Contact Justine Benson or James Salter to find out how your organization can benefit from choosing to partner with **GAIA Insights**. We look forward to talking to you.

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## About GAIA Insights

**GAIA Insights** is a boutique firm providing customized leadership development solutions that participants describe as “life-changing”. Since 2012, we have designed and delivered premium programs around the world that are highly personalized, for sustained results. Together with carefully selected experts from our global network we develop authentic, inclusive and courageous leaders who lead from within.

[www.gaia-insights.com](http://www.gaia-insights.com)



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