

WELCOME TO THE TRANSFORMATIVE ECONOMIES CURRICULUM

(English)

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Transformative Economies is an emerging umbrella term for all “proposals for socio-economic transformation that involve new ways of thinking and engaging in the economy. Based on a critical approach aimed at building a socio-economic system it places people, their communities and their environment at the center” (World Social Forum of Transformative Economies, 2020). Transformative Economies “create new economic relations between different life-forms and materials” and they “act to change resourcing and how resources are understood (care) or apportioned (justice)” (Ann Light, 2021).

Accordingly, Transformative Economies question the linear model of resource extraction to waste disposal and foster regenerative approaches instead concerned with the integrity and health of entire communities and ecosystems. Transformative Economies also cultivate a keen awareness of power relations, dignity and well-being hence they value reproductive care work, advance inclusive, participatory approaches, and set out to heal historical injustice and overcome contemporary inequality.

Several movements contribute relevant frameworks and practices, local initiatives and (inter)national networks to the scope of Transformative Economies. These movements include:

- Social, and Solidarity Economy
- Commons-based Economies
- Feminist Economics
- Agroecology and Food Sovereignty
- Degrowth and Postgrowth

- Community-based Economies (e.g. Community Wealth and Reconomy)
- Regenerative Economy
- Economy for the Common Good
- Wellbeing Economy
- Blue Economy
- Doughnut Economics

The first four of this list have been foregrounded by the World Social Forum for Transformative Economies and have most strongly inspired the development of this curriculum.

There are also important trends that are pervading and changing the existing economy, such as:

- Sharing and platform economy
- Circular economy
- Social innovation
- Social entrepreneurship
- Digitalisation (including free and open source software and hardware)
- Resilience and relocalisation of supply chains
- Responsible consumption
- Corporate social responsibility

It depends on how exactly and by whom these trends are shaped and enacted, whether they are reinforcing or even exacerbating the dominant economic operating system or whether they contribute to preparing the ground or amplifying Transformative Economies. Therefore, this curriculum aims to promote a critical appraisal of these trends.

WHO IS IT FOR?

This curriculum has been developed by and for changemakers who feel called to catalyse life-affirming socio-economic transformations in holistic ways at individual, organisational, community and bioregional levels.

It can be used in different ways, in different contexts, for various purposes:

- by individual learners or by groups;
- by self-learners and by trainers or group facilitators;
- in initiatives led by an informal group (or network), in a formal organisation (or partnership of organisations), or a mix of these situations;
- for supporting the process of creating a new initiative, or for consolidating, reorienting or boosting an existing initiative.

We use the term 'initiative' as a generic one to cover individuals, teams, projects, organisations, communities or networks that seek to catalyse socio-economic transformation.

WHAT IS IT ABOUT?

4 MODULES -> 1 DESIGN PROCESS -> 5 + 3 LEARNING PHASES ->
MANY PRACTICES A TRANSFORMATIVE CURRICULUM

This is a self-paced curriculum with several pathways to choose from depending on your curiosity and your current needs. You are invited to a learning journey that connects you to the potential of the place and community you belong. This journey supports you (and your

collaborators) in raising awareness and deepening your understanding of approaches that help imagine, create or advance your initiative in the perspective of Transformative Economies. The curriculum has been deliberately designed for experiential learning, i.e. you will be prompted to engage in a collaborative design process made of a series of relevant practices and to reflect on the experiences you are having in the process.

The curriculum is composed of four modules. In each module you will go through one design process following the same five phases of inquiry plus three moments that support the opening and closing of each design process and going into deeper reflection about Transformative Economies concepts.

In each step, you're invited to go through practices that will incrementally make sense and let emerge and manifest the potential of your unique place with its unique community.

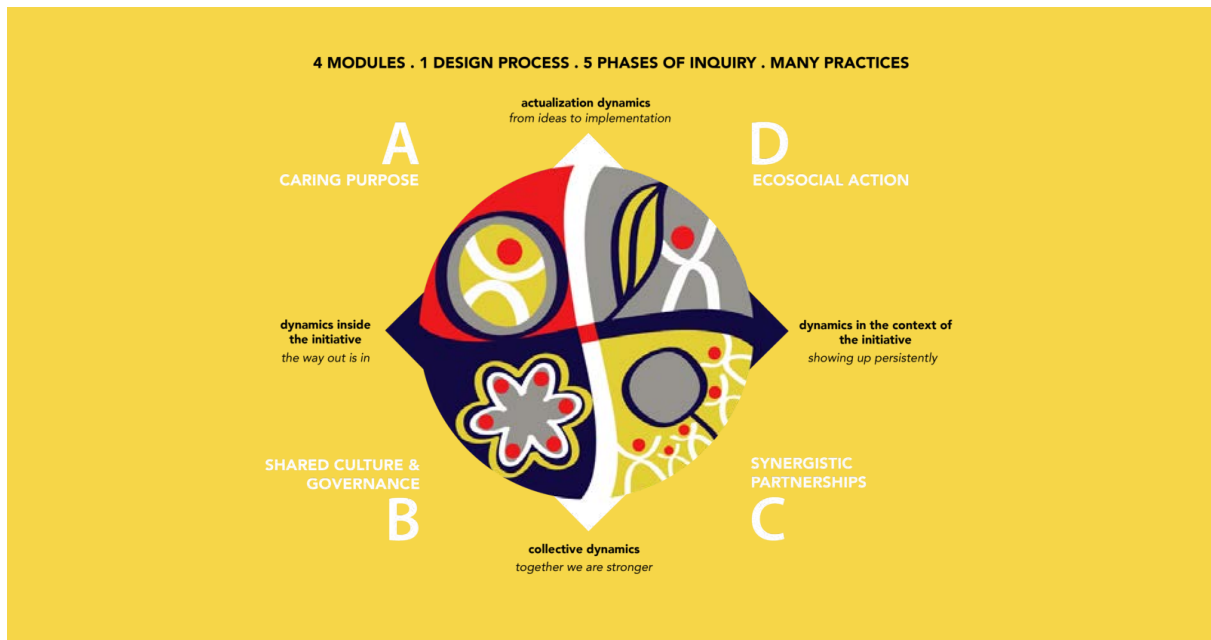
FOUR DIMENSIONS FOUR MODULES

When developing a Transformative Economy initiative different poles of activity compete for our attention, resources and capacities. The key challenge is to strike the dynamic balance between two polarities:

- ★ taking care of what is going on inside your initiative and how it is enabling or limiting itself ("the way out is in") while also being attentive to what is going on in the context in which your initiative is located and in which it intervenes (place and region, sector and domain, stakeholders and local community....);

- ★ establishing and cultivating as much as possible trustworthy, convivial and co-creative relationships, internally and externally (community dynamics), while also moving from ideas to implementation (actualisation dynamics).

From the four quadrants these axes define, four dimensions represent distinct aspects of the initiative's development. They are complementary and help with the understanding of the initiative's economics from different perspectives. The aim of these four dimensions framework is to support a systemic and integrative approach while allowing distinct aspects to be worked on one at a time, reinforcing the complementarity of distinct dimensions of initiatives' transformation.



MODULE A - CARING PURPOSE

Focused on what brings an initiative to life: its purpose. A caring purpose takes into consideration the needs, potential and limits of its social and ecological context as much as the aspirations of the people that are contributing to the initiative.



MODULE B - SHARED CULTURE & GOVERNANCE

Focused on organisational culture, structure, governance and development. It touches upon power and participation, diversity and inclusion inside the initiative, on the processes for making decisions, coordinating work, distributing roles and allocating resources.



MODULE C - SYNERGISTIC PARTNERSHIPS

Focused on how to create and maintain longer-term partnerships with other transformative initiatives and with institutions that are mutually beneficial, that generate more desirable impact together than each of them alone, and that start constituting a transformation system imbued with collective intentionality.



MODULE D - ECO-SOCIAL ACTION

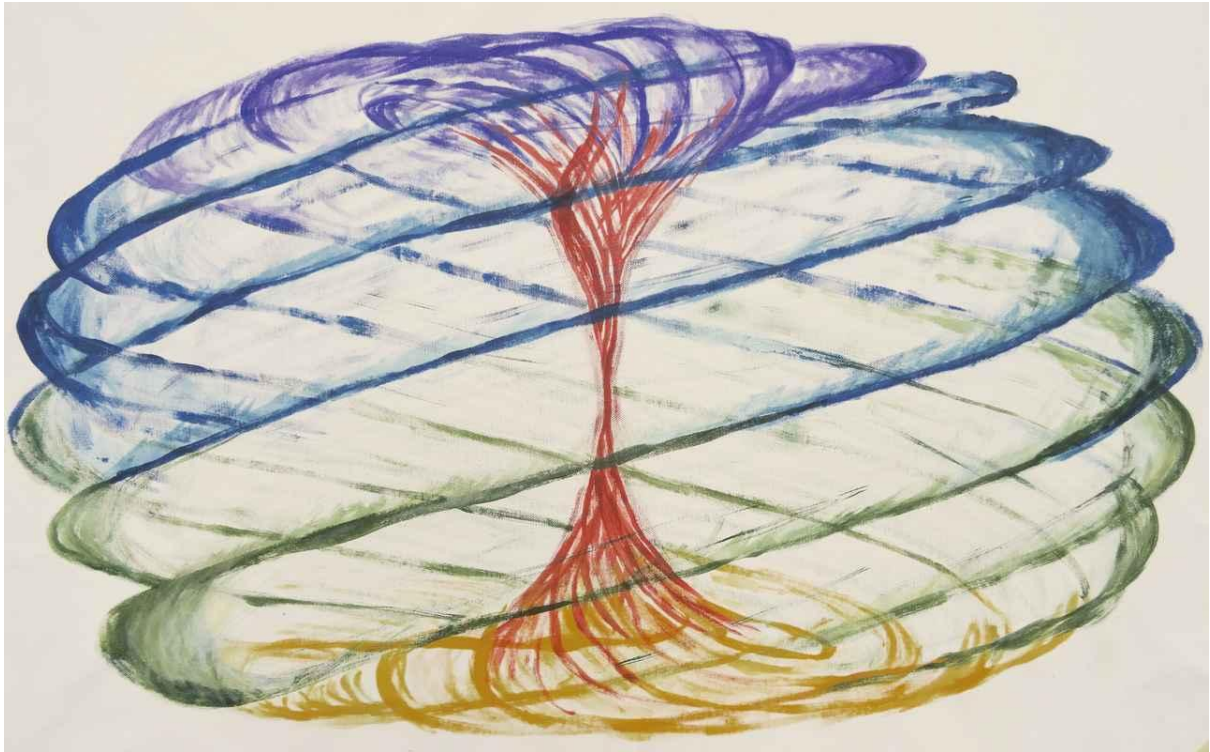
Focused on what the initiative is doing that is of value for its stakeholders and the wider common good. It explores different scales and types of action as well as their respective desired and undesired effects in terms of the ecological, biodiversity and social footprints.

HOW DO WE LEARN

LEARNING THROUGH A COLLABORATIVE DESIGN PROCESS

5 phases of inquiry + 3 phases to support the learning and collaborative design process

The learning journey within each module is structured in subsequent phases that follow the WeLand collaborative design process. WeLand - Making Sense of Place is a design process based on the understanding that communities grow integrity and regenerative capacity through making sense of place. This design process aims to cultivate and act out an awareness of natural patterns through a holistic engagement of listening deeply to the voices of humans and other-than-human beings in the landscape of real places, revealing their unique potential step by step. It is a dynamic process of contextualising, grounded in a universal natural pattern - the torus. The toroidal vortex is a pattern widely observed in nature as it self-organises in continuous motion. The design process inspired by the torus invites communities to co-create regenerative livelihoods by engaging in a flexible set of transformative practices. Any member of a community can activate WeLand.



Inside the torus lie the phases of the WeLand Process:

LANDSCAPE INTEGRITY to understand landscape as it is perceived;

CO-SENSING to understand the presence of who is part of the landscape;

IDENTITY NAMING to identify what is willing to emerge from the relationship between what we are and what we may become;

CO-DESIGN to co-create strategies for landscape and community regeneration;

REGENERATIVE LIVELIHOODS to implement and share desired actions.

To support these 5 phases of inquiry, we have other 3 phases in this curriculum:

CREATING THE SOIL to establish a fertile ground for the design process;

FEEDING THE SOIL to go deeper in transformative economies concepts;

BACK TO THE SOIL to celebrate and learn from the design process.

EXPERIENTIAL LEARNING

Each module includes a WeLand cycle, inviting you to learn about your initiative in view of Transformative Economies, while you deepen the relationship with your place and collaboratively design regenerative ways of co-evolving. In each phase, learners will be invited to select the exercises that best suit their learning experience amongst a pre-selection of practice cards offered by the curriculum. Each exercise practice is presented in a WePractice card, selected from a wider number of cards that compose the Community Catalyst toolkit. In each card, you will find the reason to do it, the “why”, the “how” you do it and “what” resources you need to make it happen, as well as a tip for its application. Each of these practices are flexible invitations and, in most cases, described in a general enough way to be adaptable to your unique context and circumstances.

In different phases of the process, you will be invited to choose a few practices out of a certain number of cards and encouraged to find your own learning pathway along the journey. Experiencing the whole learning curriculum, users might note that some WePractice cards are positioned in all modules. The reason for that is that these cards are relevant for all modules and to be experienced from different angles, according to the different dimensions the modules work with. In all modules, learners will be invited to complete the necessary steps of a design phase to proceed to the following phase.

Tips for the Learning Experience

1. Adapt the practices as much as needed: the instructions for the practical activities are to be considered as flexible invitations, to be adapted to the needs and the context of your unique learning experience. The minimum time required for each practice is also a general reference to be considered according to your specific needs and current availability. When the minimum duration exceeds the availability of time for it in the process you are in, consider starting it and continuing it as far as possible or leave it for the future. In principle, all activities can go for as long as you wish as there are always ways to go deeper or wider.

2. Set up a nice space for the learning journey that can be physical or virtual. Program your time together according to the phases to make sure to experience the whole journey and go as deep as the time available allows.
3. Be as visual as possible, track the process by having a physical or digital backlog and harvest main findings by having a wall to harvest results of the process and remember to build your archive. Use colours according to the WeLand phases colour code. A Seed Bank can help you take notes on important topics that emerge during the process and are to be considered later.
4. To know more about the Backlog, Harvest Wall, the Seed Bank and other simple tools and tips that can help the learning process, have a look at the 'Creating the Soil' WePractice cards of the Toolkit.

Start with a module

Welcome to the Transformative Economy Curriculum Modules!

The learning journey starts with choosing a module to start with. You'll be directed back to this page at the end of each module.

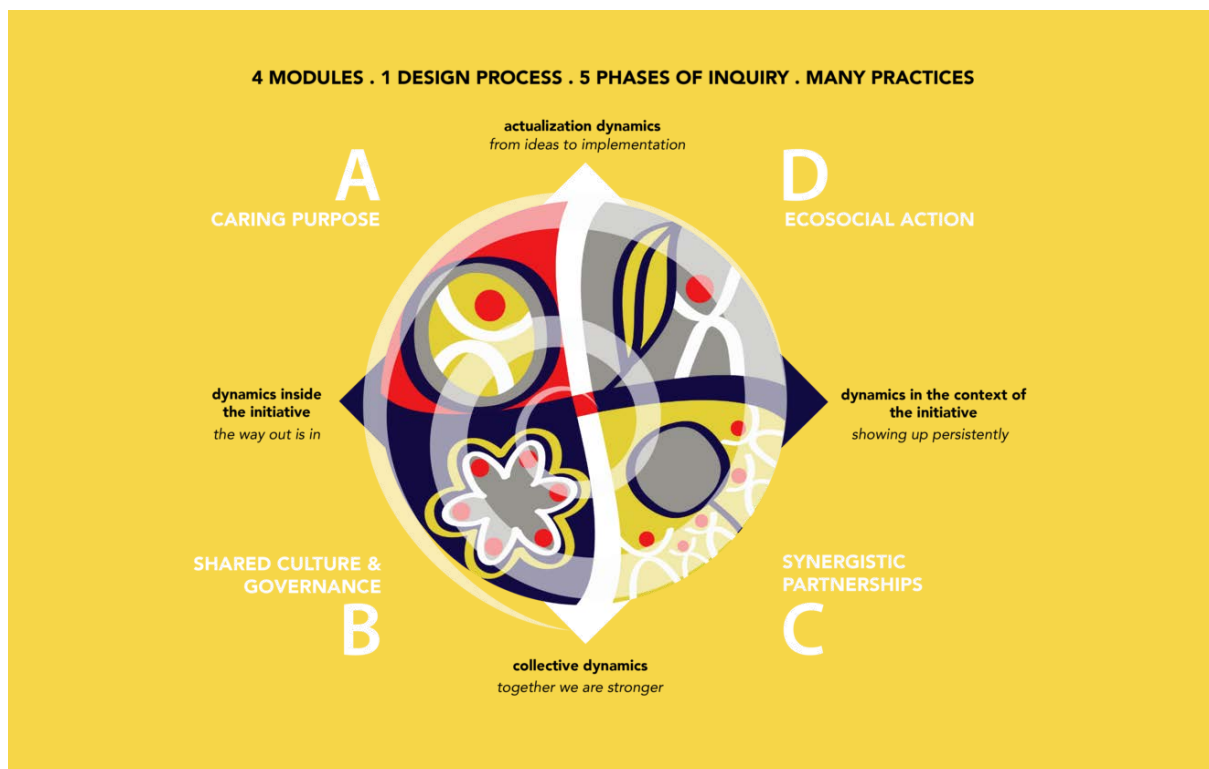
How to choose a module?

The unfolding of each Transformative Economy initiative is necessarily infused by all those areas. The curriculum supports individual and collective learning by considering them ever more consciously and deliberately, each of them in their own right, but ultimately all of them in conjunction.

In principle, you can choose any module to start with, and any other is suitable for another round. However, for conceiving or launching a new initiative, we recommend starting with module A and following the sequence B, C and D. Existing initiatives, in contrast, might want to pick the module that relates most strongly to their current pain points or development opportunities.

You can also work your way through a single module of your choice as a stand-alone learning opportunity. It can also be worthwhile going through the same module more than once, deepening the practices or choosing other practices in each phase of the learning process. The more modules you follow, the deeper you will dive into the complexities of catalysing socio-economic transformation, and the clearer the strong interdependencies between the areas of attention the modules focus on will become to you and your collaborators.

Once your initiative adopts one or the other practice suggested by the curriculum in its regular workings, or insights resulting from a practice, the learning takes root and transforms reality.



Choose and open one module to enter into a new learning journey!



CARING PURPOSE

Focused on what brings an initiative to life: its purpose. A caring purpose takes into consideration the needs, potential and limits of its social and ecological context as much as the aspirations of the people that are contributing to the initiative.



ECO-SOCIAL ACTION

Focused on what the initiative is doing that is of value for its stakeholders and the wider common good. It explores different scales and types of action as well as their respective desired and undesired effects in terms of the ecological, biodiversity and social footprints.



SHARED CULTURE & GOVERNANCE

Focused on organisational culture, structure, governance and development. It touches upon power and participation, diversity and inclusion inside the initiative, on the processes for making decisions, coordinating work, distributing roles and allocating resources.



SYNERGISTIC PARTNERSHIPS

Focused on how to create and maintain longer-term partnerships with other transformative initiatives and with institutions that are mutually beneficial, that generate more desirable

impact together than each of them alone, and that start constituting a transformation system imbued with collective intentionality.

What is the general caring purpose of our initiative, and how explicit and well understood is it by all stakeholders?

Module A



CARING PURPOSE

from needs to purpose

- What does it take to create, review and evolve a collective caring purpose?
- What or whom do we take care of and how?
- How aligned are we with our individual purpose and with the initiative's purpose?
And how can we increase alignment with purpose and principles?
- What are the criteria and the process for new people to join the initiative?
- What do we do to support members and beneficiaries in learning and to evolve in and through our initiative?

START PLAYING WITH HAVING THE WEBOARD

The process starts with opening the game board, where you will be able to visualise and follow the different phases of the vortex you will be invited to go through. Have the WeBoard with you along the process, either present in the room printed in a big format (A1 is the recommended size for this) or digital if the process is set up mainly with the support of digital tools. Use it to compile the practices you will be engaging with in each phase and to review the process at any point.



[DOWNLOAD WEBOARD](#)

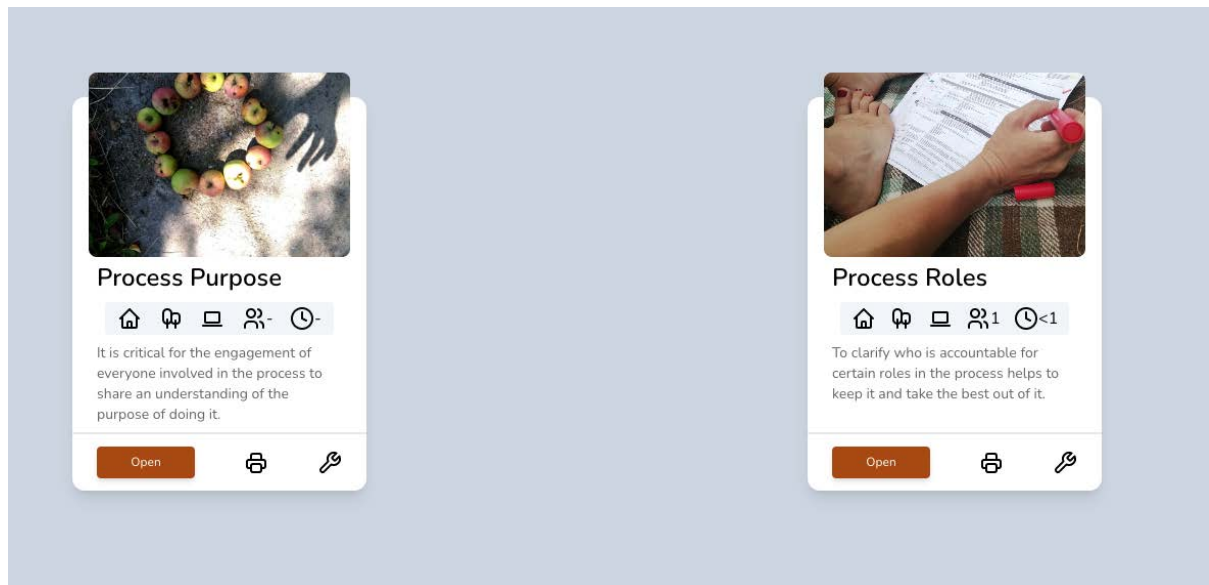
Creating the Soil

Before entering the vortex, make sure you create a fertile ground by taking a moment to reflect and make explicit to everyone engaged in the process, the purpose of the learning

journey and how you will navigate the process. Do the following exercises to define the why and how will the process happen.

[WEPRACTICE CARDS](https://app.communitycatalysts.eu/toolkit)

<https://app.communitycatalysts.eu/toolkit>



THE SOIL IS FERTILE NOW!

The soil is fertile now! Enter the vortex and go on with the playing, following the 5 phases in the WeBoard.

*Creating the soil is a preparatory phase in each of the modules. Even if you already did the two exercises proposed, the invitation is to do them again or review and work with the harvest of previous ones when making sense and never overtake them, as these practices refer and are essential to a new learning journey.

Find other Creating the Soil WePractice cards in the Community Catalysts Toolkit to support your design process.



LANDSCAPE INTEGRITY PHASE

What are WE?

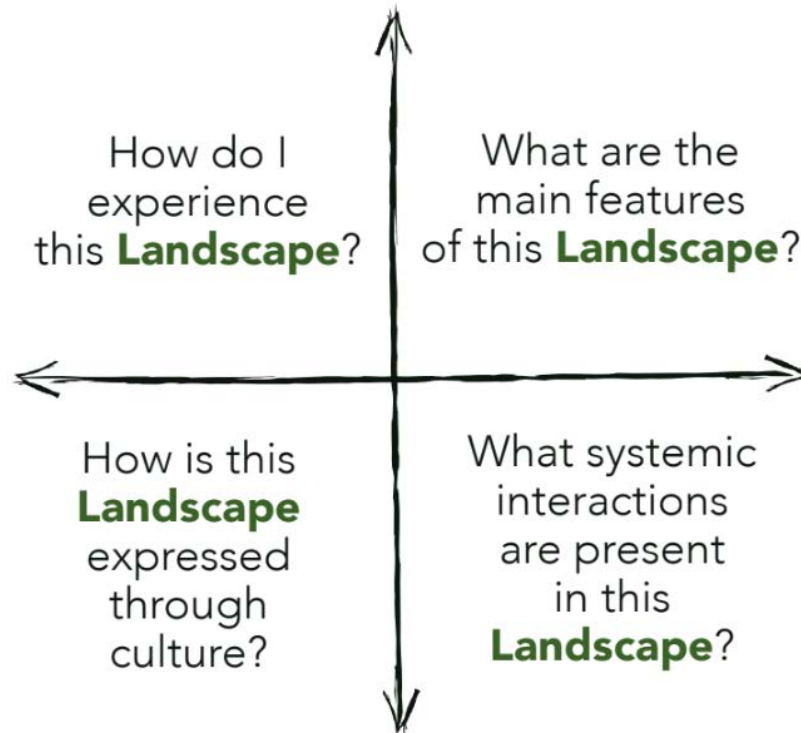
LANDSCAPE INTEGRITY

Understand landscape
as it is perceived

Welcome to the Landscape Integrity phase. We start the design process by asking What are We? and inquiring about the landscape as it is perceived. We observe our environment and territory we inhabit and ourselves in it; we feel its presence and hear its voice; we notice its characteristics and systems that compose it. We inquire about its needs and find inspiration and guidance with it. This phase happens naturally in a slow movement where people come from different places and start connecting with a shared territory.

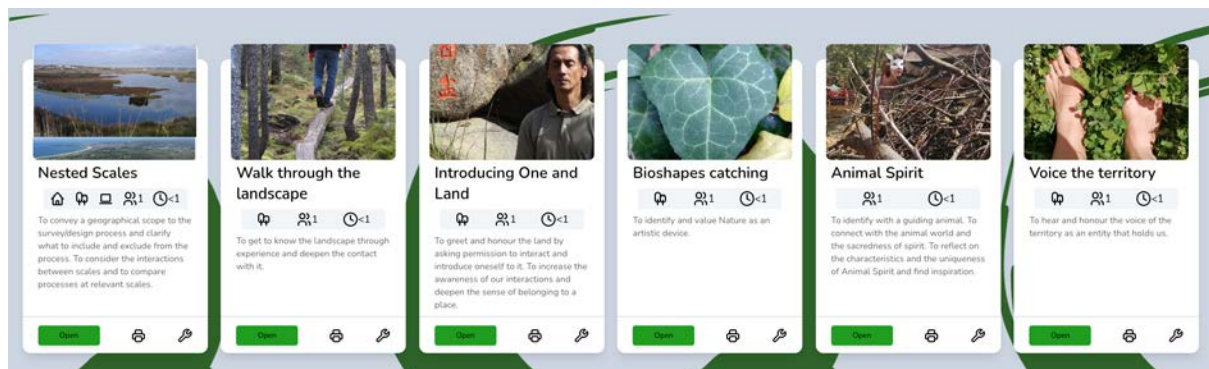
Enter into the Landscape Integrity phase by having an individual or collective moment of connection with the landscape you are part of. Whether you are in nature or in a city, natural

resources and more-than-human creatures are around you. Do it in a way that suits the existing culture of the group. Having a little walk in silence through the landscape is one idea for it.



What exercises can support the understanding of this Landscape?

Choose 3 or 4 out of the following 6 WePractice green cards!



LANDSCAPE INTEGRITY

SYNTHESIS AND CELEBRATION

When you complete the exercises of this phase, take a moment to share, harvest main insights and celebrate the process so far. Here are some tips on how to do that and a question that helps synthesise the experience of this phase.

- Make the work visible (visual)
 - *use **green** (colour code)
- present the work & share insights
- record / archive / have info available
- have we answered the initial questions? how?...
- do we have a deeper/broader understanding of this **Landscape**?



What is The **ESSENCE**
of This Landscape?

Exit this phase by celebrating in and with the landscape: jump in the water, have a pick-nick outside or do something else that fits your moment.

CO-SENSING PHASE

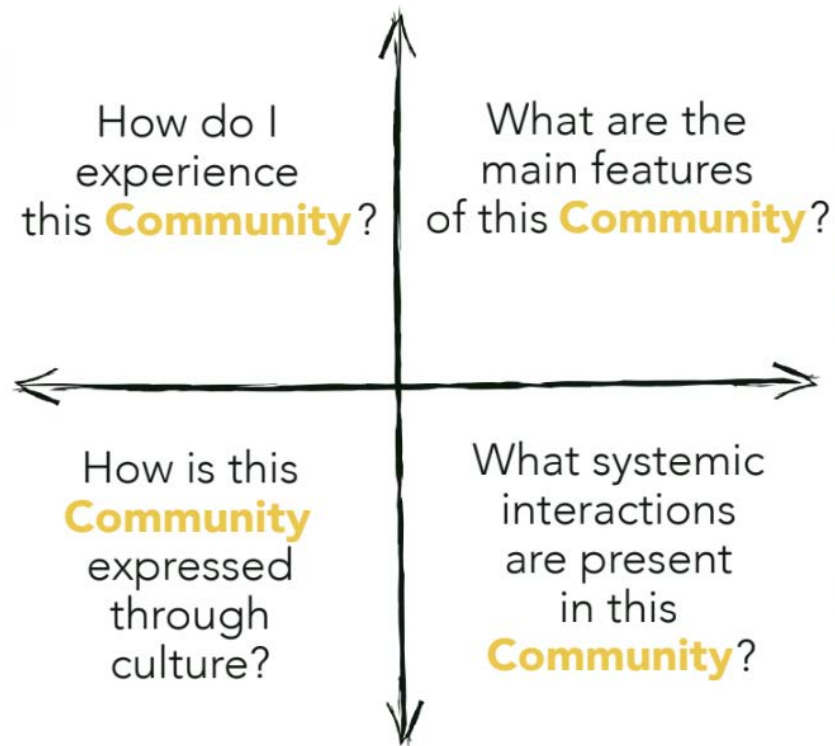
Who are WE?

CO-SENSING

Understand the presence
of who is part of the landscape

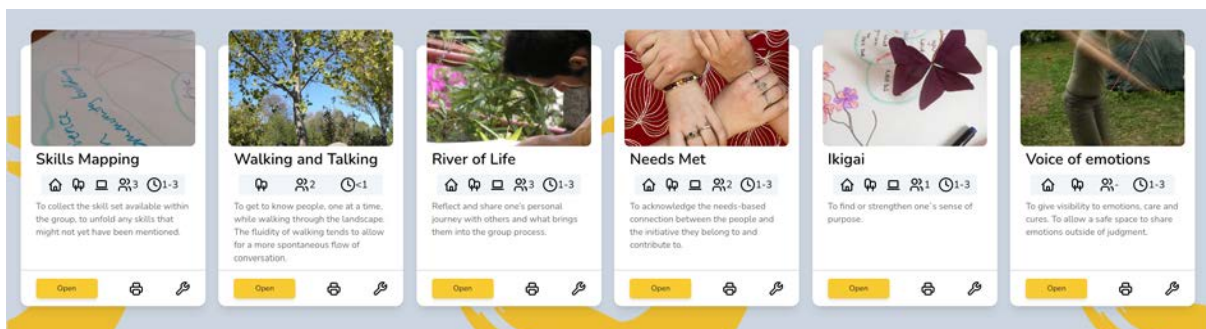
Welcome to the Co-sensing phase. We continue the design process by asking Who are We? and inquiring about the presence of who is part of the landscape. We turn our gaze at ourselves, initiative, people, stakeholders and institutions that belong to the landscape to better understand the community we are and our characteristics and systems present within us. In this phase, movement starts to gain velocity while interactions are more and more acknowledged and present in the design process.

Enter into the Co-Sensing phase by acknowledging the presence of everyone in the group. Take a moment to connect with the people around you. Do it by greeting everyone in the group, sending a thought of gratitude to the different people that are part of the initiative you are working on or doing something else that suits your existing culture.



What exercises can support the understanding of this Community?

Choose 3 or 4 out of the following 6 WePractice yellow cards:



CO-SENSING

SYNTHESIS AND CELEBRATION

When you complete the exercises of this phase, take a moment to share, harvest main insights and celebrate. Here are some tips on how to do that and a question that helps synthesise the experience of this phase.

- Make the work visible (visual)
*use **yellow** (colour code)
- present the work & share insights
- record / archive / have info available
- have we answered the initial questions? how?...
- do we have a deeper/broader understanding of this **Community**?



What is The ESSENCE
of This Community?

Exit this phase by celebrating with the people of your community, or with those with whom you are sharing this learning journey: take a group picture, sing a song, dance together or do something else that fits closing this phase.

FEEDING THE SOIL

Stop, breathe and celebrate! The 'Landscape Integrity' and 'Co-Sensing' phases are the moments when you look at the landscape with the community you are part of. Before jumping into identity naming, co-designing and implementation, the invitation of the

curriculum is for another brown moment, adding compost to the soil and going deeper in the inquiry you have been exploring so far.

- Form a study group, acknowledging each other as peers in this learning journey;
- Look back at the definition of Transformative Economies, share any insights around the concepts and how such calls for transformation are coming to life in the world and in your initiative;
- If appropriate, create a generative question that is enriching your transformative process and share it around it.

In this conversation there is no right or wrong, and at this point there are no decisions to be made or strategies to be created. There is an intention to open our minds to deeper, more complex and interconnected perceptions of the transformation process you are in. Share and listen actively from and to that space. Take any necessary notes and let this moment nourish you.

To go deeper into the topics and the frame, you can also access the two Community Catalyst guidelines: Regenerative Development and Transformative Economies. They are documents written by the Community Catalyst consortium to frame the wider picture behind the tools and practices proposed. Enjoy reading!

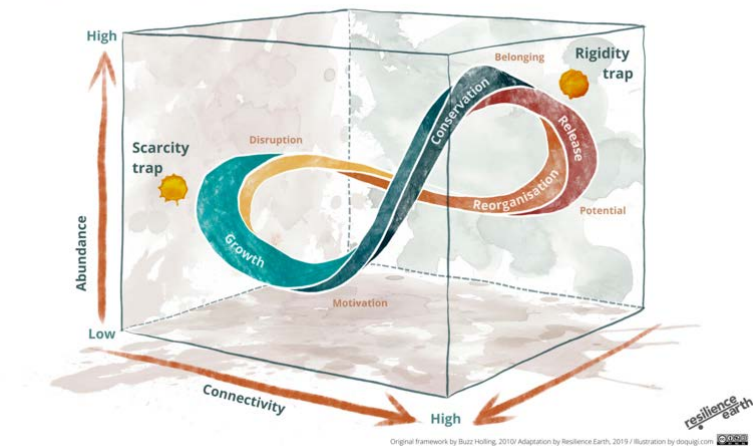
[Community Catalyst guidelines: Regenerative Development](#)

[Community Catalyst guidelines: Transformative Economies](#)

Teaching posters are infographics that help you better understand the theoretical frameworks and approaches that support this work. They aim to support systemic thinking and the facilitation of this curriculum. Click on your favourites to download them!

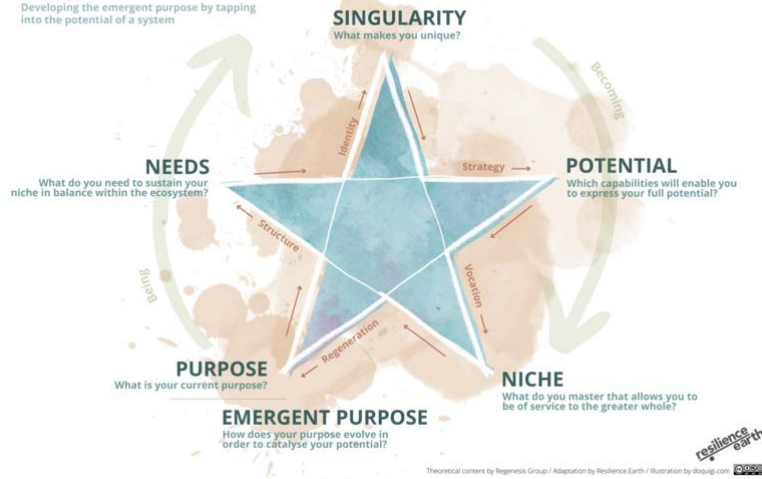
RESILIENCE CYCLE

Exploring the cycle of adaptive change in systems



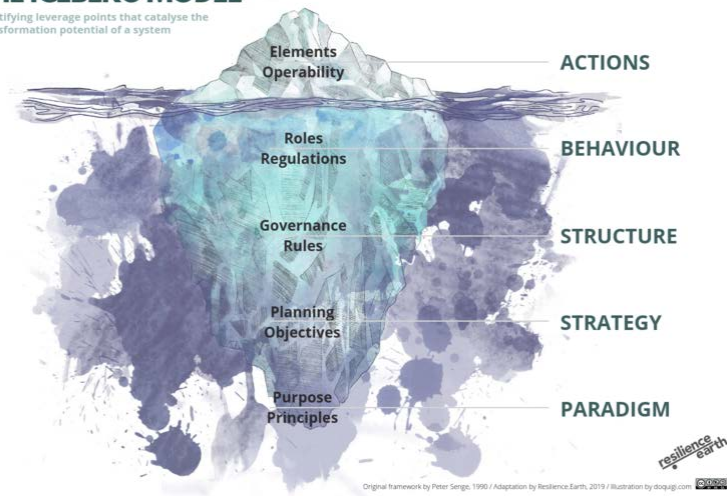
PENTAD

Developing the emergent purpose by tapping into the potential of a system



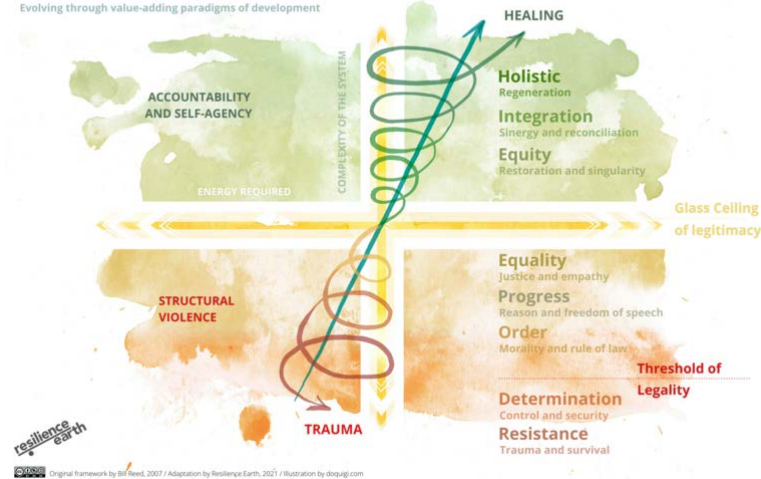
THE ICEBERG MODEL

Identifying leverage points that catalyse the transformation potential of a system



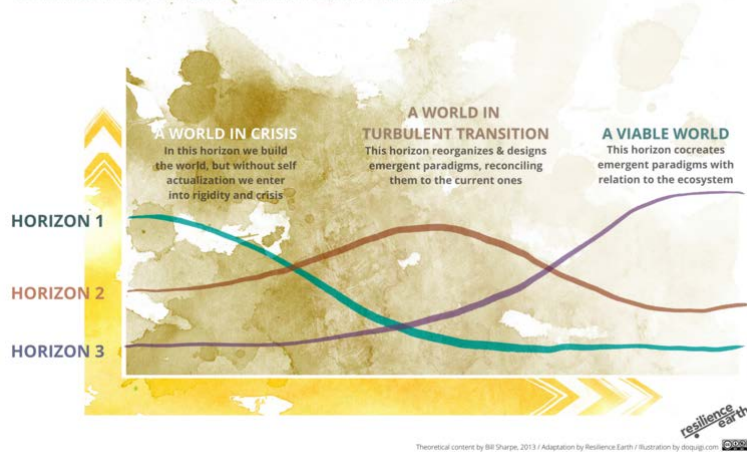
REGENERATIVE SPIRAL

Evolving through value-adding paradigms of development



THREE HORIZONS

Understanding our collective intelligence for visionary and equitable designs and plans



VUCA FRAMEWORK

Understanding our context from a systemic perspective

	RELATING TO	CREATING	ADDRESSED BY
VOLATILE	Rate of change	Disruption	Theories of change PURPOSE
UNCERTAIN	Unpredictable outcomes	Information overload	Leverage points STRATEGY
COMPLEXITY	Multiple key decision factors	Obstacles in decision making	Descentra- lisation STRUCTURE
AMBIGUOUS	Lack of clarity about meaning	Dispersion	Pattern analysis SYSTEMS THINKING

Framework by Resilience Earth, 2019 / Inspired by Warren Bennis and Burt Nanus, 1987 / Illustration by doquji.com

Now come back to the WeBoard, continuing the vortex movement into the next phase!

IDENTITY NAMING

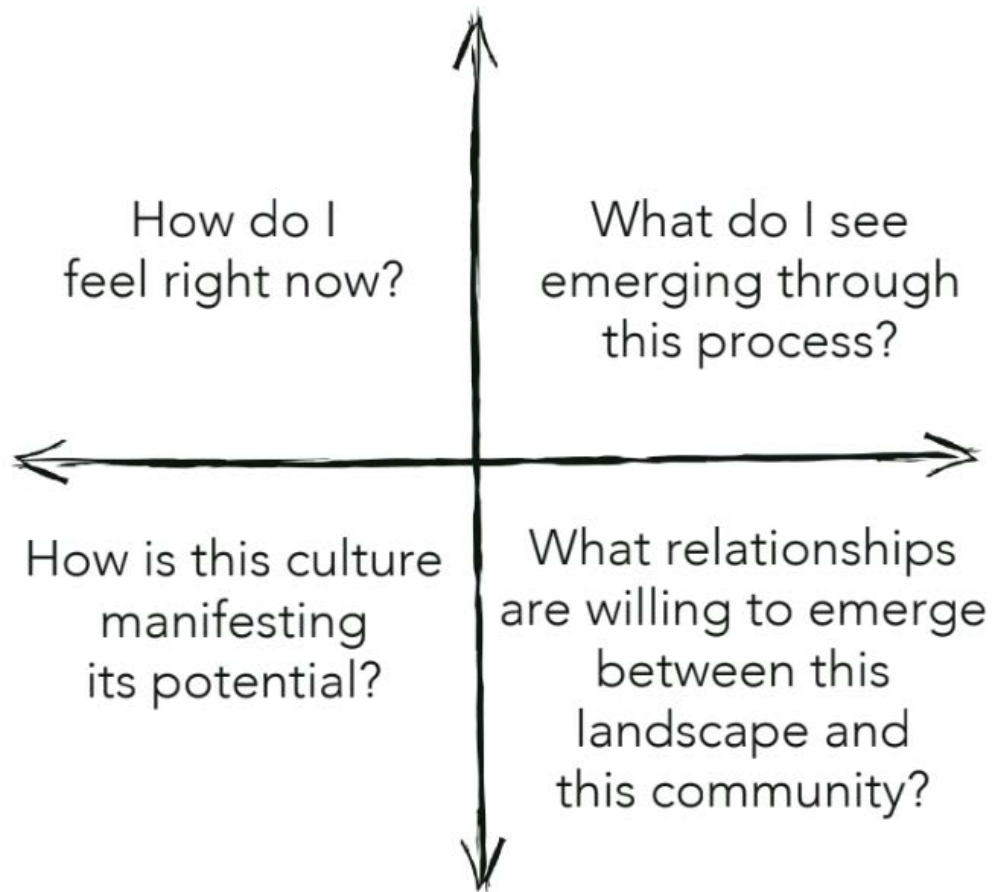
What do WE wish To become?

IDENTITY NAMING

Identify what is willing to emerge
from the relationship between
what we are and what we may become

Welcome to the Identity Naming phase. What do We wish to become? This is the moment when we identify what is willing to emerge from the relationship between what we are and what we may become. We put together the assessments done in the 'Landscape Integrity' and in the 'Co-sensing' phase to understand the new emerging identity. The gaze is shifting to the potential of the initiative within its landscape. This phase has a fast quality inherent to it. As the particles of the torus move closer and faster around the centre of the movement, a certain verticality and sense of suspension is created, for us to get to know what is particularly emerging at this moment to guide the expansion in the process forward.

Enter this phase by connecting with yourself and the process so far. Choose a comfortable space and have a mindful moment.



What exercises can support sensing and naming what is willing to emerge?

Choose 1 or 2 out of the following 3 WePractice red cards:

Driver Description
To clarify the situation that is motivating decisions and actions, finding the WHY.

Seven Why's
To get a deeper understanding of why someone is involved in a certain action/project/process.

Finding leverage points
To find directions for accelerating change.

IDENTIFY NAMING

SYNTHESIS AND CELEBRATION

When you complete the exercises of this phase, take a moment to share, harvest main insights and celebrate this moment in the process. Here are some tips on how to do that and a question that helps synthesise the experience of this phase.

Exit the 'Identity naming' phase by celebrating the present moment. Breath in and out together, make a toast, have a snack, or something that helps you celebrate the present moment

- Make the work visible (visual)
 - *use **red** (colour code)
- present the work & share insights
- record / archive / have info available
- have we answered the initial questions? how?...
- do we have a deeper/broader sense of the **Identity** of this Place?



What is The Identity
of This Place?

CO-DESIGN PHASE

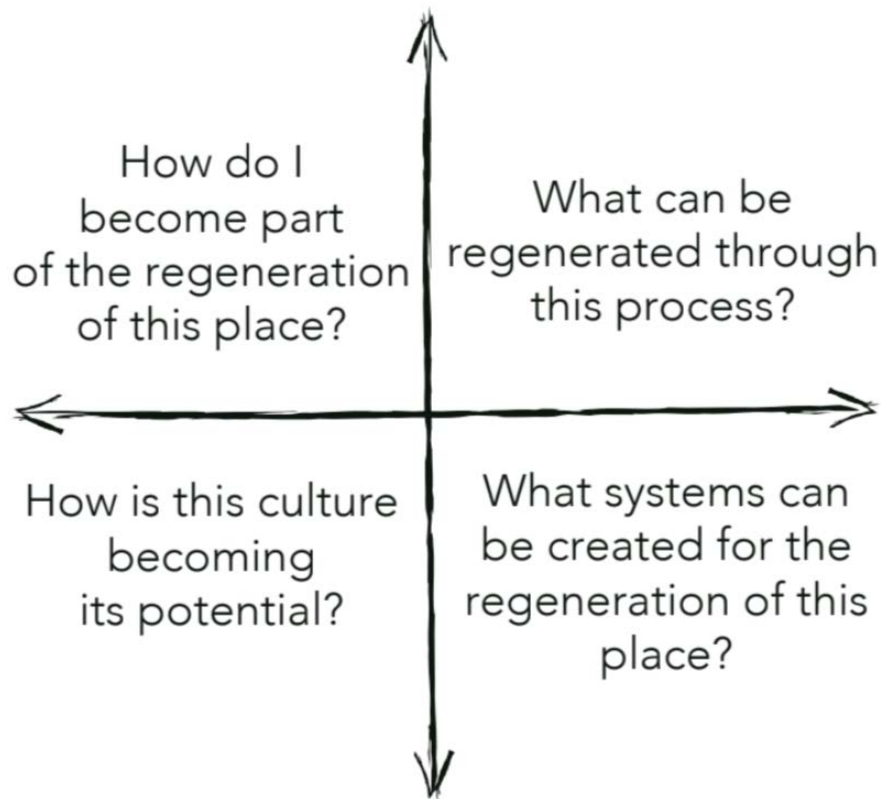
How do WE become?

CO-DESIGN

Co-create strategies
for landscape and community
regeneration

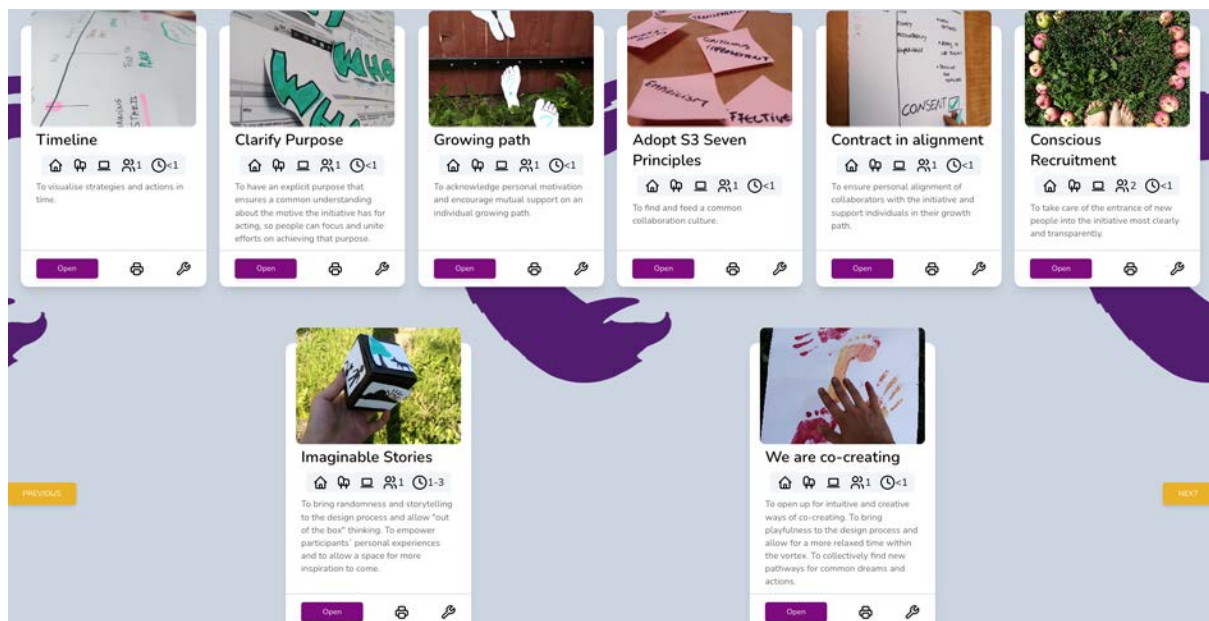
Welcome to the Co-Design phase. How do We become? is the guiding question here. Be ready to co-create strategies for transformative economies. Let unfold the full capacity of your initiative into long, medium and/or short-term strategies and action plans. In this phase, the movement is of expressing outward what is coming out of this process and willing to manifest in and with the initiative.

Enter this phase by calling the whole group energy to come together. Start with an energizer to charge batteries for this creative phase.



What exercises can support the co-creation of regenerative strategies?

Choose 4 or 5 out of the following 9 WePractice purple cards:



CO-DESIGN

SYNTHESIS AND CELEBRATION

When you complete the exercises of this phase, take a moment to share, harvest main insights and celebrate the results of the process so far. Here are some tips on how to do that and a question that helps synthesise the experience of this phase.

- Make the work visible (visual)
 - *use **purple** (colour code)
- present the work & share insights
- record / archive / have info available
- have we answered the initial questions? how?...
- do we have a deeper/broader understanding on **How to Become** Regenerative?



What is The main Strategy
for The Regeneration
of This Place?

To exit this phase, celebrate a common strategy. Improvise a song, make a movement together or do something that feeds your celebration culture.

REGENERATIVE LIVELIHOOD PHASE



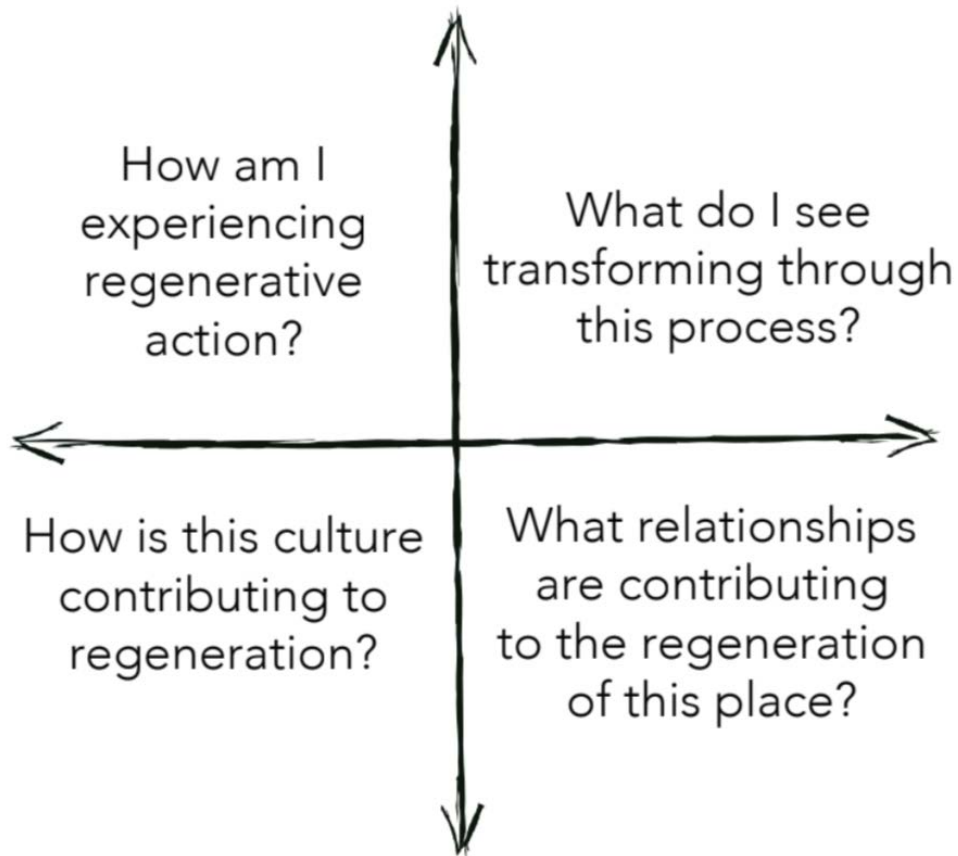
Becoming!

REGENERATIVE LIVELIHOODS

Implement desired actions

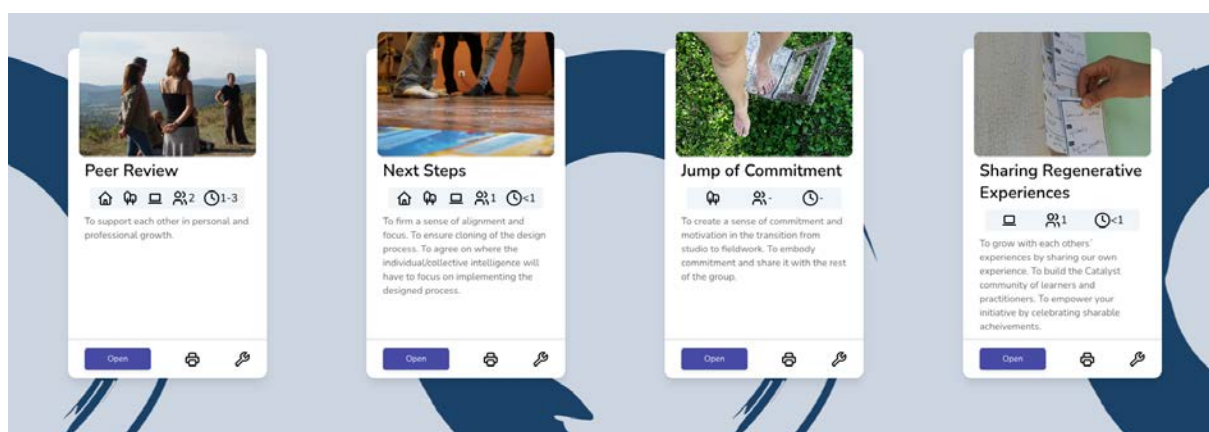
Welcome to the Regenerative Livelihood phase. When we arrive here, we are ready to implement our desired actions. The transformations we have called for have now found their positioning. Here the actions are ready to be performed, coming from a collaborative design and learning process. We are becoming! The movement turns slower again, back to the landscape that is open for the activation of desired actions.

Enter this phase by calling the group to an exercise that brings a sense of cooperation.



What practices can be shared to support this and other places' regeneration?

Consider all three practices in the following WePractice blue cards



REGENERATIVE LIVELIHOODS

SYNTHESIS AND CELEBRATION

When arriving at the end of this phase in the WeLand process, acknowledge there is a part to be shared in this moment and one that stays with us when the embodiment of what is becoming happens. Take the last moment to share, harvest main insights about the exercises you just did and bring the synthesis question with you to your future steps.

Also, take this as a new opening moment to a list of 'Regenerative Livelihood' WePractice cards that show examples of what comes or might come up with a collaborative process like this.

Exit this phase by celebrating the regenerative livelihood of the learning experience and the place that holds it. Appreciate what's happening, share your feelings and/or do a celebration, including everyone involved.

- Make the work visible (visual)
 - *use **blue** (colour code)
- present the work & share insights
- record / archive / have info available
- have we answered the initial questions? how?
- do we have a deeper/broader **Regeneration** of this Place?



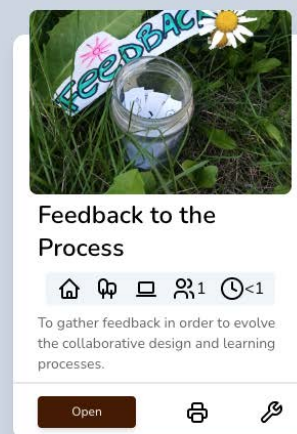
What Regenerative Livelihoods
are now Part of This Place?

BACK TO THE SOIL



After a full vortex experience, going through the WeLand phases, now is the moment to go back to the soil and see which seeds are starting to germinate and which ones are ready to be planted. Remember: what brought you into this learning journey? What questions led you along this dimension of transformation? And feel into: what did unfold during the process and what stays in you for the new cycles to come?

Take a moment to look back at the process in your WeBoard and visit the different phases and practices you went through making sense of your place, community and initiative. Now the invitation is to reflect on what happened, on what worked well, what we have learned and what we would like to do better next time engage in a process like this. For that you will have the last two WePractice cards dedicated to evaluation.



Thank you for being there. Thank you for each step you took, for each practice you engaged with, each learning you embodied and every experience you shared!

Congratulations! You have concluded the Caring Purpose module of Community Catalyst for Transformative Economies Curriculum!

The certificate of completion is available for you to celebrate and acknowledge this learning chapter.

Module B



SHARED CULTURE & GOVERNANCE

from separation to integration

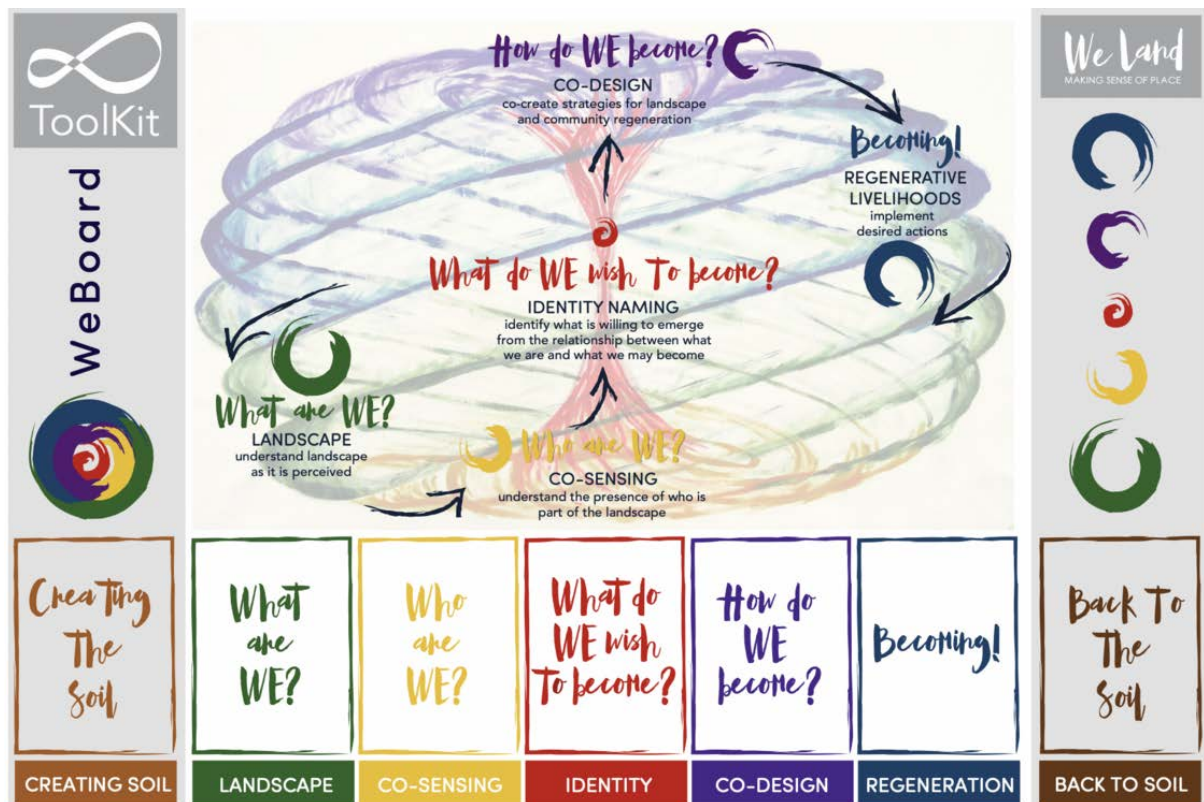
- How much trust and how much control is prevailing in our initiative? And how can we build and sometimes rebuild trust?
- How are collective decisions being made? By whom, through what process?

- Who has access to which information? How does information flow, and how can we make the best use of transparency?
- How developed is the awareness of gender roles and perspectives?
- How do we deal with conflicts?
- How do we hold each other accountable?
- How are resources managed and allocated in our initiative?
- Which and how much diversity are we capable of integrating into common directions?

START PLAYING WITH HAVING THE WEBOARD

The process starts with opening the game board, where you will be able to visualise and follow the different phases of the vortex you will be invited to go through. Have the WeBoard with you along the process, either present in the room printed in a big format (A1 is the recommended size for this) or digital if the process is set up mainly with the support of digital tools. Use it to compile the practices you will be engaging with in each phase and to review the process at any point.

Enjoy the journey!



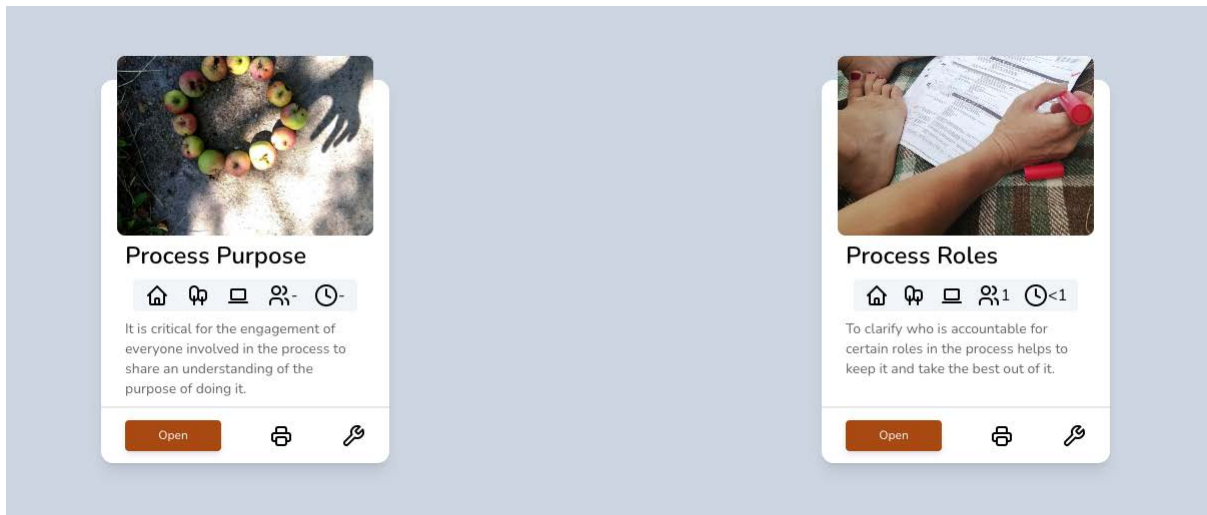
[DOWNLOAD WEBBOARD](#)

CREATING THE SOIL

Before entering the vortex, make sure you create a fertile ground by taking a moment to reflect and make explicit to everyone engaged in the process, the purpose of the learning journey and how you will navigate the process. Do both of the following exercises to define the why and how will the process happen.

[WE PRACTICE CARDS](#)

<https://app.communitycatalysts.eu/toolkit>



THE SOIL IS FERTILE NOW!

Enter the vortex and go on playing in the WeBoard.

*Creating the soil is a preparatory phase in each of the modules. Even if you already did the two exercises proposed, the invitation is to do them again or review and work with the harvest of previous ones when making sense and never overtake them, as these practices refer and are essential to a new learning journey.

Find other Creating the Soil WePractice cards in the Community Catalysts Toolkit to support your design process.

LANDSCAPE INTEGRITY PHASE

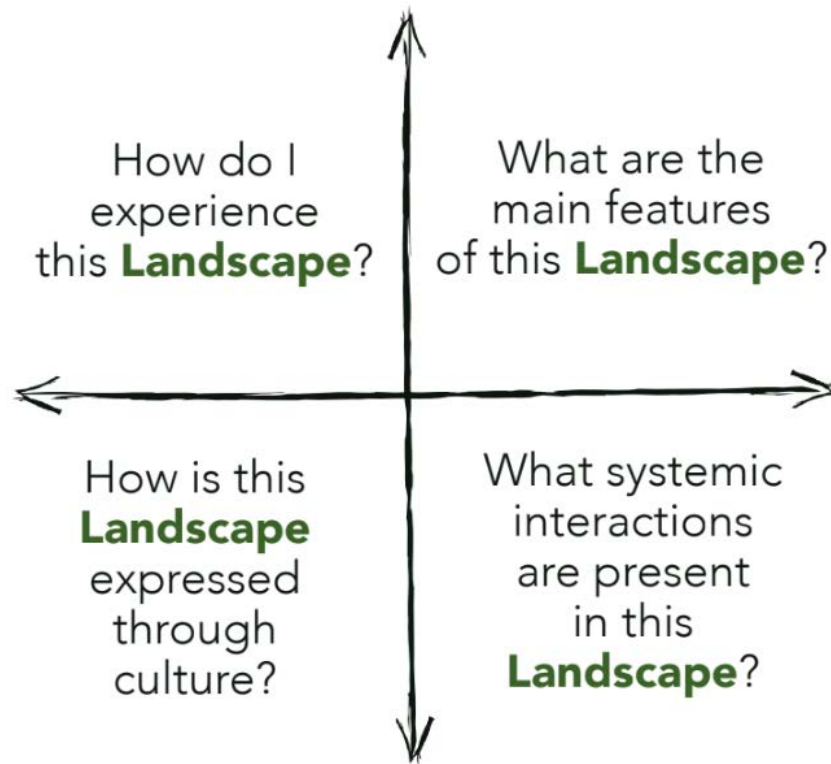
What are WE?

LANDSCAPE INTEGRITY

Understand landscape
as it is perceived

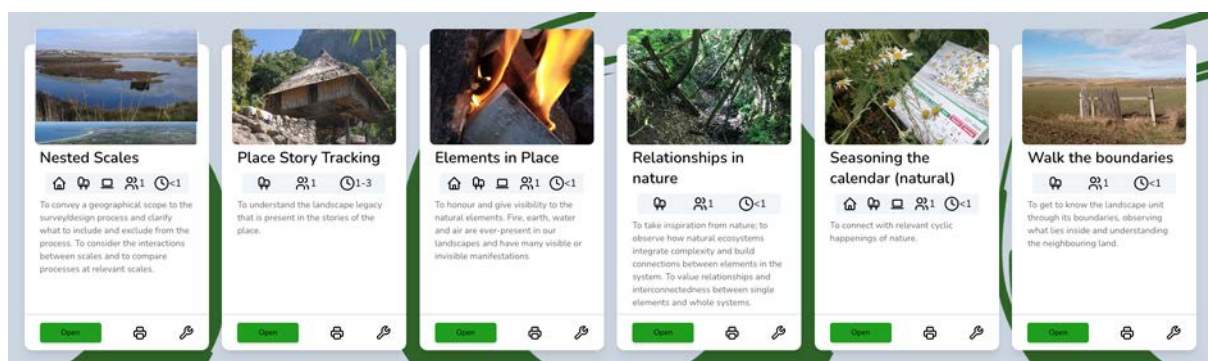
Welcome to the Landscape Integrity phase. We start the design process by asking What are We? and inquiring about the landscape as it is perceived. We observe our environment and territory we inhabit and ourselves in it; we feel its presence and hear its voice; we notice its characteristics and systems that compose it. We inquire about its needs and find inspiration and guidance with it. This phase happens naturally in a slow movement where people come from different places and start connecting with a shared territory.

Enter into the Landscape Integrity phase by having an individual or collective moment of connection with the landscape you are part of. Whether you are in nature or in a city, natural resources and more-than-human creatures are around you. Do it in a way that suits the existing culture of the group. Having a little walk in silence through the landscape is one idea for it.



What exercises can support the understanding of this Landscape?

Choose 3 or 4 out of the following 6 WePractice green cards



LANDSCAPE INTEGRITY

SYNTHESIS AND CELEBRATION

When you complete the exercises of this phase, take a moment to share, harvest main insights and celebrate the process so far. Here are some tips on how to do that and a question that helps synthesise the experience of this phase.

- Make the work visible (visual)
 - *use **green** (colour code)
- present the work & share insights
- record / archive / have info available
- have we answered the initial questions? how?...
- do we have a deeper/broader understanding of this **Landscape**?



What is The ESSENCE
of This Landscape?

Exit this phase by celebrating in and with the landscape: jump in the water, have a pick-nick outside or do something else that fits your moment.

CO-SENSING PHASE

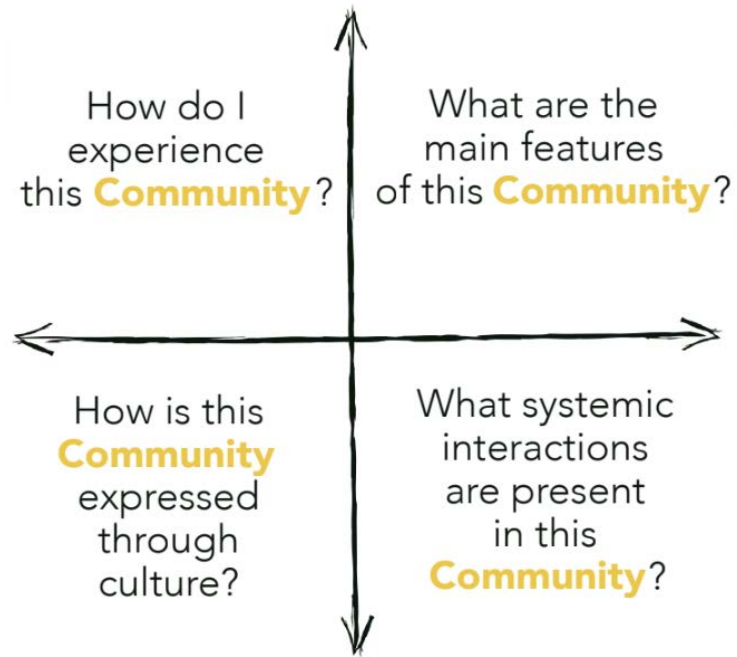
Who are WE?

CO-SENSING

Understand the presence
of who is part of the landscape

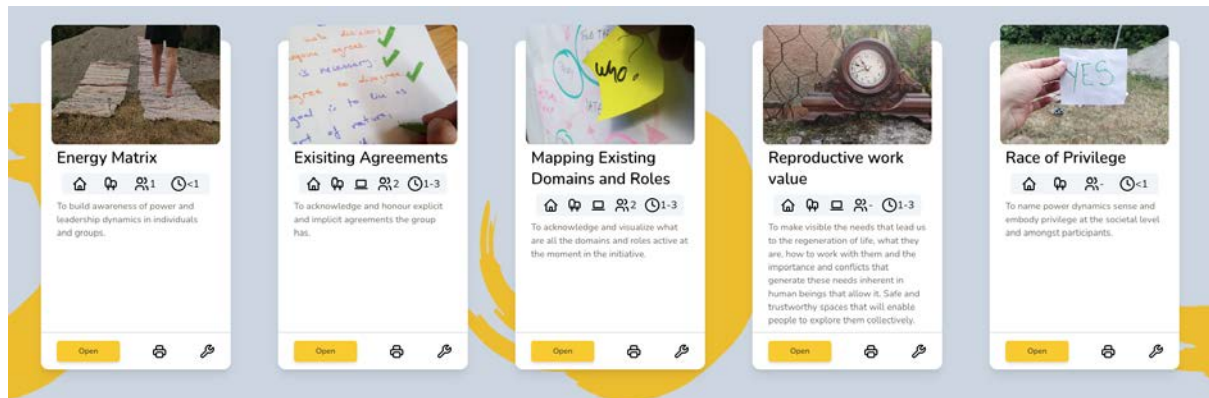
Welcome to the Co-sensing phase. We continue the design process by asking Who are We? and inquiring about the presence of who is part of the landscape. We turn our gaze at ourselves, initiative, people, stakeholders and institutions that belong to the landscape to better understand the community we are and our characteristics and systems present within us. In this phase, movement starts to gain velocity while interactions are more and more acknowledged and present in the design process.

Enter into the Co-Sensing phase by acknowledging the presence of everyone in the group. Take a moment to connect with the people around you. Do it by greeting everyone in the group, sending a thought of gratitude to the different people that are part of the initiative you are working on or doing something else that suits your existing culture.



What exercises can support the understanding of this Community?

Choose 3 or 4 out of the following 6 WePractice yellow cards:



CO-SENSING

SYNTHESIS AND CELEBRATION

When you complete the exercises of this phase, take a moment to share, harvest main insights and celebrate. Here are some tips on how to do that and a question that helps synthesise the experience of this phase.

- Make the work visible (visual)
 - *use **yellow** (colour code)
- present the work & share insights
- record / archive / have info available
- have we answered the initial questions? how?...
- do we have a deeper/broader understanding of this **Community**?

What is The ESSENCE
of This Community?

Exit this phase by celebrating with the people of your community, or with those with whom you are sharing this learning journey: take a group picture, sing a song, dance together or do something else that fits closing this phase.

FEEDING THE SOIL

Stop, breathe and celebrate! The 'Landscape Integrity' and 'Co-Sensing' phases are the moments when you look at the landscape with the community you are part of. Before jumping into identity naming, co-designing and implementation, the invitation of the curriculum is for another brown moment, adding compost to the soil and going deeper in the inquiry you have been exploring so far.

- Form a study group, acknowledging each other as peers in this learning journey;
- Look back at the definition of Transformative Economies, share any insights around the concepts and how such calls for transformation are coming to life in the world and in your initiative;
- If appropriate, create a generative question that is enriching your transformative process and share it around it.

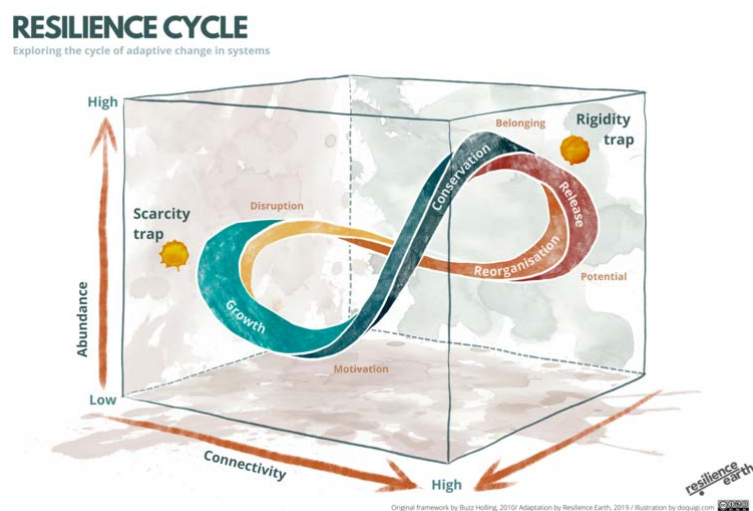
In this conversation there is no right or wrong, and at this point there are no decisions to be made or strategies to be created. There is an intention to open our minds to deeper, more complex and interconnected perceptions of the transformation process you are in. Share and listen actively from and to that space. Take any necessary notes and let this moment nourish you.

To go deeper into the topics and the frame, you can also access the two Community Catalyst guidelines: Regenerative Development and Transformative Economies. They are documents written by the Community Catalyst consortium to frame the wider picture behind the tools and practices proposed. Enjoy reading!

[Community Catalyst guidelines: Regenerative Development](#)

[Community Catalyst guidelines: Transformative Economies](#)

Teaching posters are infographics that help you better understand the theoretical frameworks and approaches that support this work. They aim to support systemic thinking and the facilitation of this curriculum. Click on your favourites to download them!



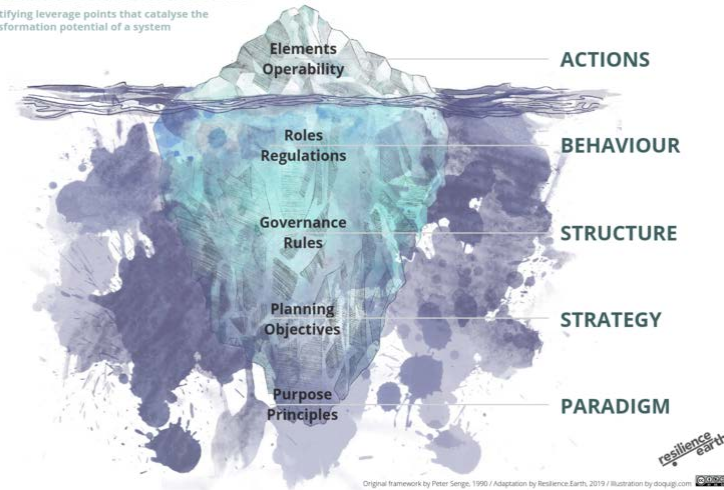
PENTAD

Developing the emergent purpose by tapping into the potential of a system



THE ICEBERG MODEL

Identifying leverage points that catalyse the transformation potential of a system



REGENERATIVE SPIRAL

Evolving through value-adding paradigms of development



THREE HORIZONS

Understanding our collective intelligence for visionary and equitable designs and plans



VUCA FRAMEWORK

Understanding our context from a systemic perspective

	RELATING TO	CREATING	ADDRESSED BY
VOLATILE	Rate of change	Disruption	Theories of change PURPOSE
UNCERTAIN	Unpredictable outcomes	Information overload	Leverage points STRATEGY
COMPLEXITY	Multiple key decision factors	Obstacles in decision making	Descentralisation STRUCTURE
AMBIGUOUS	Lack of clarity about meaning	Dispersion	Pattern analysis SYSTEMS THINKING

Framework by Resilience Earth, 2019 / Inspired by Warren Bennis and Burt Nanus, 1987 / Illustration by doquigui.com

Now come back to the WeBoard, continuing the vortex movement into the next phase!

IDENTITY NAMING

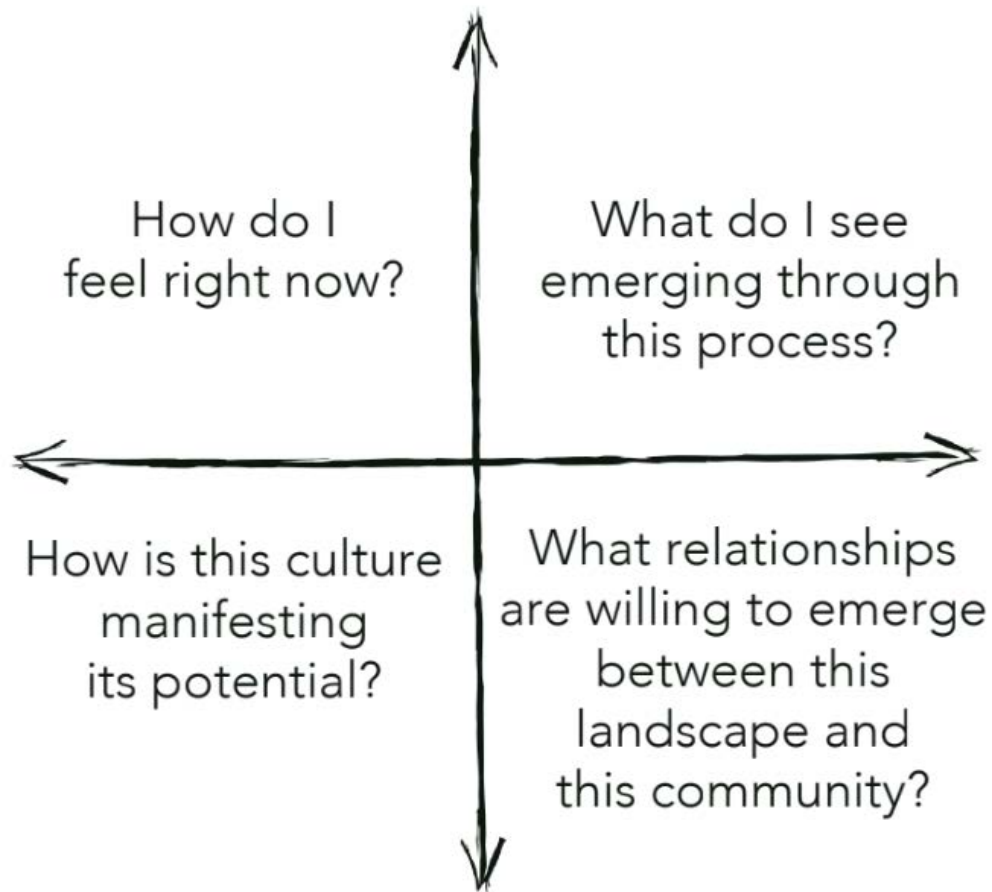
What do WE wish To become?

IDENTITY NAMING

Identify what is willing to emerge
from the relationship between
what we are and what we may become

Welcome to the Identity Naming phase. What do We wish to become? This is the moment when we identify what is willing to emerge from the relationship between what we are and what we may become. We put together the assessments done in the 'Landscape Integrity' and in the 'Co-sensing' phase to understand the new emerging identity. The gaze is shifting to the potential of the initiative within its landscape. This phase has a fast quality inherent to it. As the particles of the torus move closer and faster around the centre of the movement, a certain verticality and sense of suspension is created, for us to get to know what is particularly emerging at this moment to guide the expansion in the process forward.

Enter this phase by connecting with yourself and the process so far. Choose a comfortable space and have a mindful moment.



What exercises can support sensing and naming what is willing to emerge?

Choose 1 or 2 out of the following 3 WePractice red cards:

IDENTIFY NAMING

SYNTHESIS AND CELEBRATION

When you complete the exercises of this phase, take a moment to share, harvest main insights and celebrate this moment in the process. Here are some tips on how to do that and a question that helps synthesise the experience of this phase.

Exit the 'Identity naming' phase by celebrating the present moment. Breath in and out together, make a toast, have a snack, or something that helps you celebrate the present moment

- Make the work visible (visual)
 - *use **red** (colour code)
- present the work & share insights
- record / archive / have info available
- have we answered the initial questions? how?...
- do we have a deeper/broader sense of the **Identity** of this Place?



What is The Identity
of This Place?

CO-DESIGN PHASE

How do WE become?

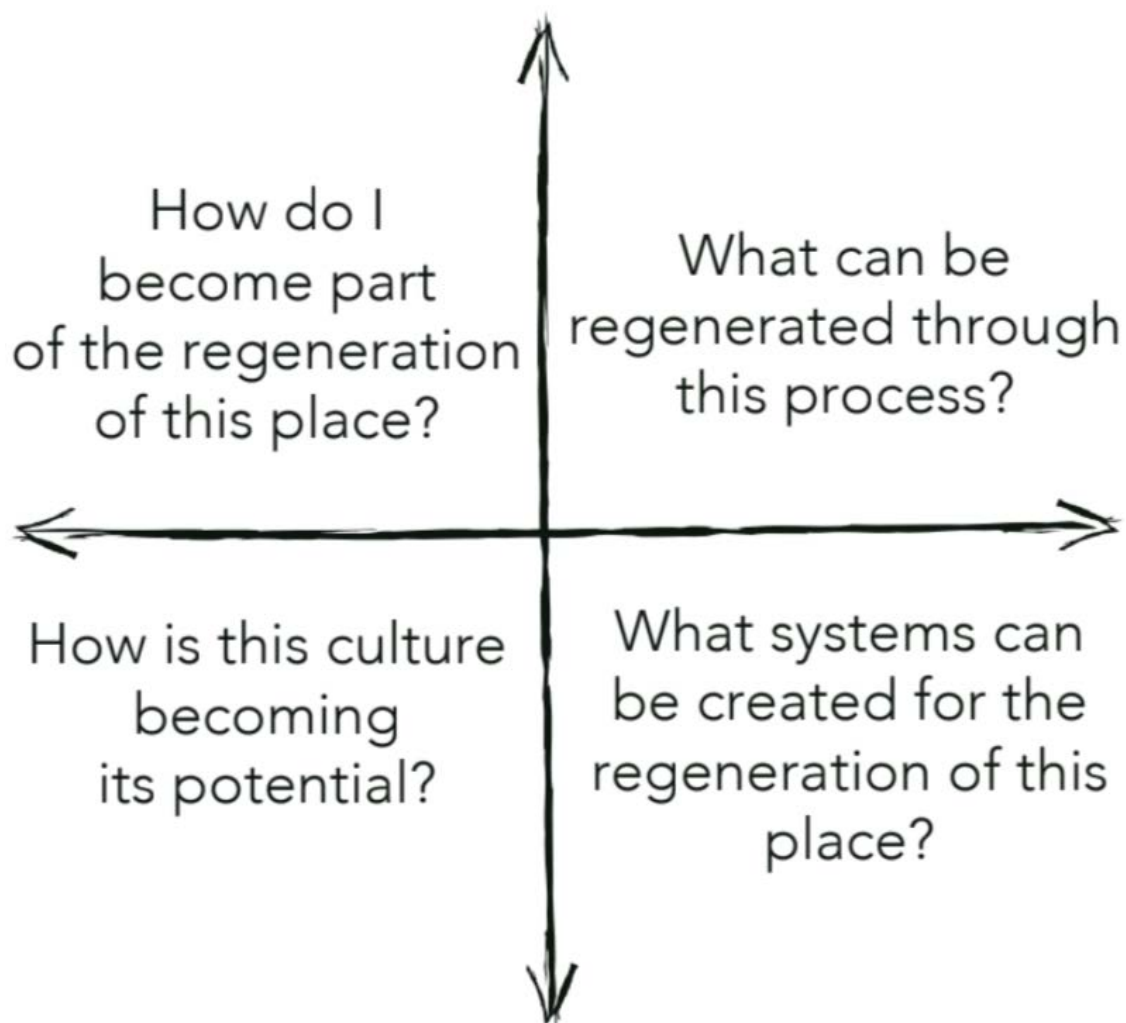


CO-DESIGN

Co-create strategies
for landscape and community
regeneration

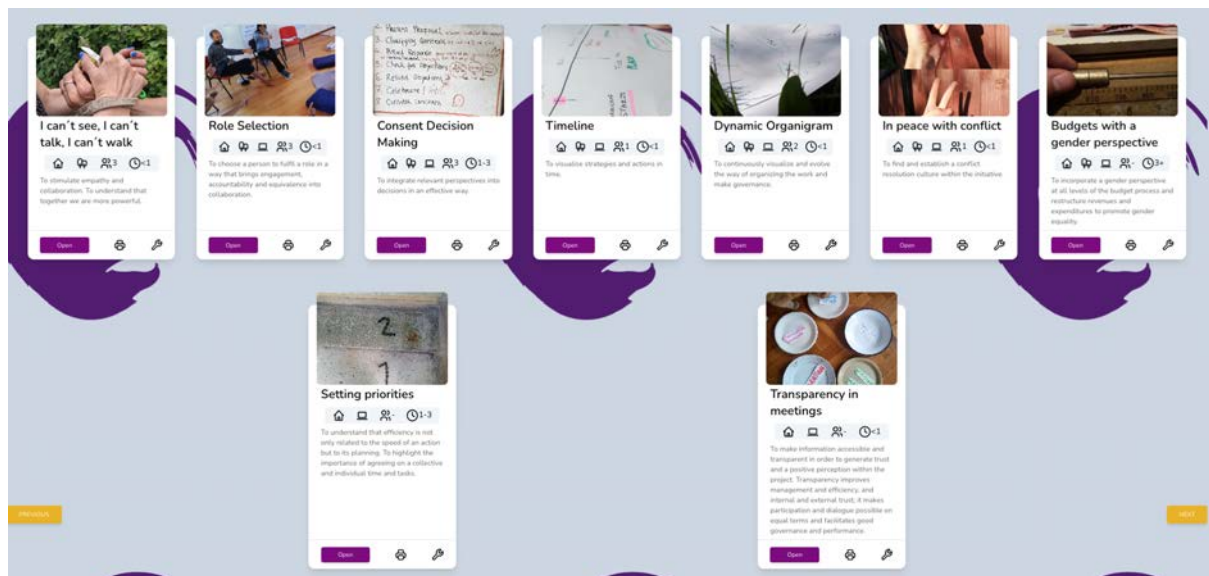
Welcome to the Co-Design phase. How do We become? is the guiding question here. Be ready to co-create strategies for transformative economies. Let unfold the full capacity of your initiative into long, medium and/or short-term strategies and action plans. In this phase, the movement is of expressing outward what is coming out of this process and willing to manifest in and with the initiative.

Enter this phase by calling the whole group energy to come together. Start with an energizer to charge batteries for this creative phase.



What exercises can support the co-creation of regenerative strategies?

Choose 4 or 5 out of the following 9 WePractice purple cards:



CO-DESIGN

SYNTHESIS AND CELEBRATION

When you complete the exercises of this phase, take a moment to share, harvest main insights and celebrate the results of the process so far. Here are some tips on how to do that and a question that helps synthesise the experience of this phase.

- Make the work visible (visual)
 - *use **purple** (colour code)
- present the work & share insights
- record / archive / have info available
- have we answered the initial questions? how?...
- do we have a deeper/broader understanding on **How to Become** Regenerative?

What is The Main Strategy
for The Regeneration
of This Place?

To exit this phase, celebrate a common strategy. Improvise a song, make a movement together or do something that feeds your celebration culture.

REGENERATIVE LIVELIHOOD PHASE

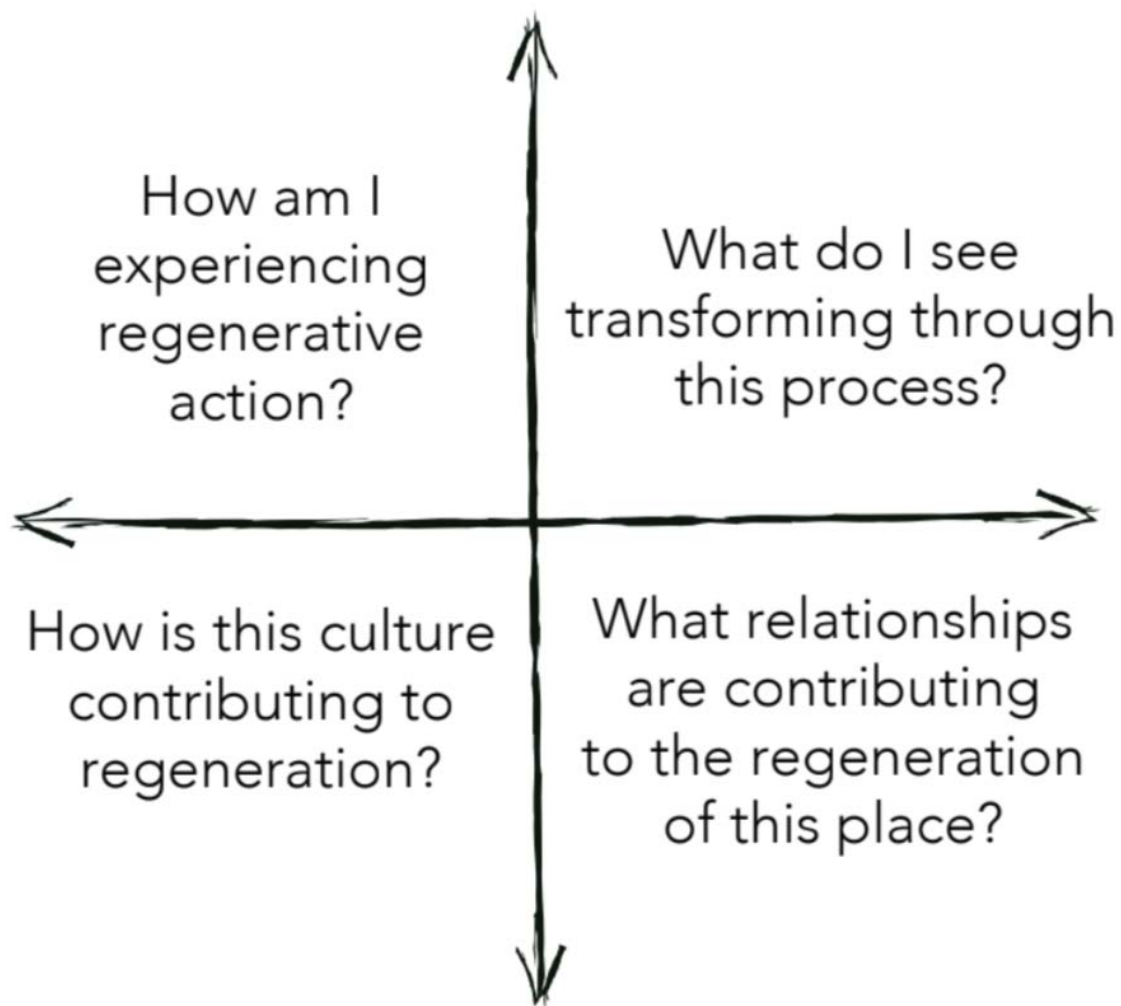
Becoming!

REGENERATIVE LIVELIHOODS

Implement desired actions

Welcome to the Regenerative Livelihood phase. When we arrive here, we are ready to implement our desired actions. The transformations we have called for have now found their positioning. Here the actions are ready to be performed, coming from a collaborative design and learning process. We are becoming! The movement turns slower again, back to the landscape that is open for the activation of desired actions.

Enter this phase by calling the group to an exercise that brings a sense of cooperation.



What practices can be shared to support this and other places' regeneration?

Consider all three practices in the following WePractice blue cards

REGENERATIVE LIVELIHOODS

SYNTHESIS AND CELEBRATION

When arriving at the end of this phase in the WeLand process, acknowledge there is a part to be shared in this moment and one that stays with us when the embodiment of what is becoming happens. Take the last moment to share, harvest main insights about the exercises you just did and bring the synthesis question with you to your future steps.

Also, take this as a new opening moment to a list of 'Regenerative Livelihood' WePractice cards that show examples of what comes or might come up with a collaborative process like this.

Exit this phase by celebrating the regenerative livelihood of the learning experience and the place that holds it. Appreciate what's happening, share your feelings and/or do a celebration, including everyone involved.

- Make the work visible (visual)
 - *use **blue** (colour code)
- present the work & share insights
- record / archive / have info available
- have we answered the initial questions? how?
- do we have a deeper/broader **Regeneration** of this Place?



*What Regenerative Livelihoods
are now Part of This Place?*

BACK TO THE SOIL



After a full vortex experience, going through the WeLand phases, now is the moment to go back to the soil and see which seeds are starting to germinate and which ones are ready to be planted. Remember: what brought you into this learning journey? What questions led you along this dimension of transformation? And feel into: what did unfold during the process and what stays in you for the new cycles to come?

Take a moment to look back at the process in your WeBoard and visit the different phases and practices you went through making sense of your place, community and initiative. Now the invitation is to reflect on what happened, on what worked well, what we have learned and what we would like to do better next time engage in a process like this. For that you will have the last two WePractice cards dedicated to evaluation.



Evaluation Wheel



To evaluate and visualise how the process went for the group.

Open



Feedback to the Process



To gather feedback in order to evolve the collaborative design and learning processes.

Open



Module C



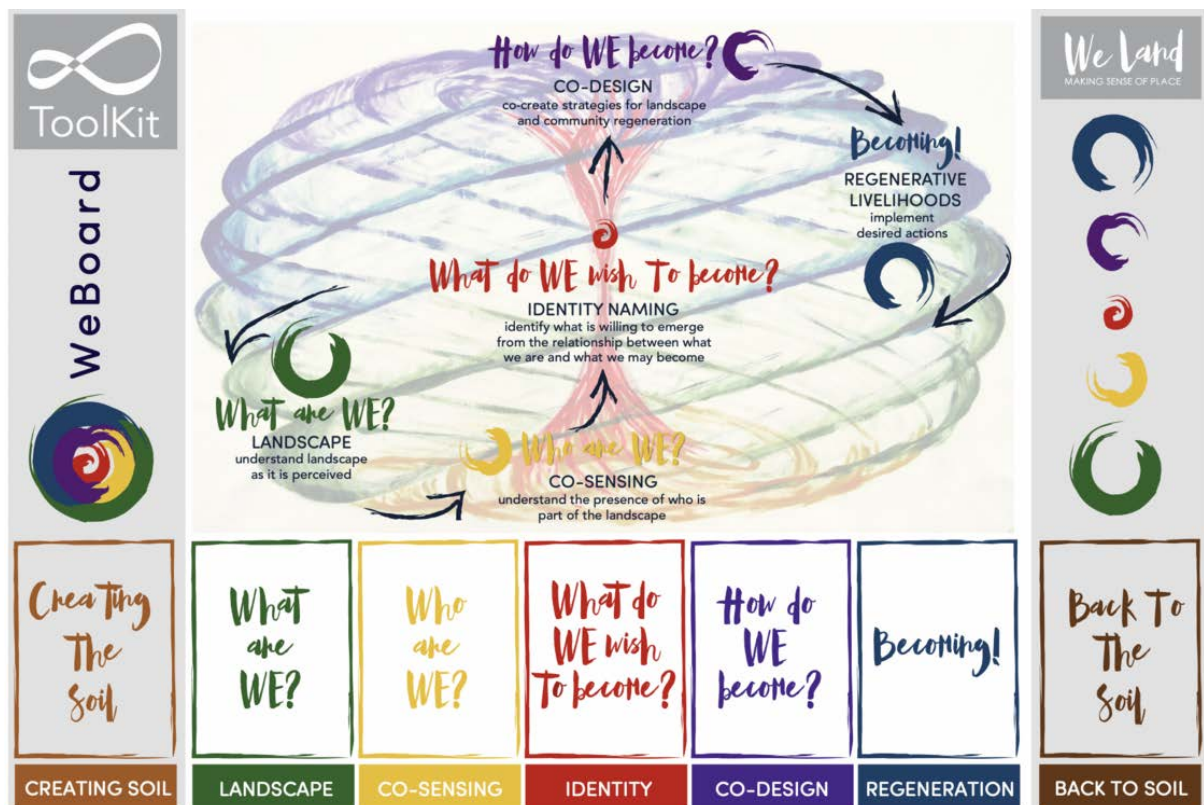
SYNERGISTIC PARTNERSHIPS from single initiative to joint power

- What are the particular strengths and outstanding potential of our territory?
- Which partners does our initiative have? Who are we looking for to expand our capacity to fulfil shared purposes?
- How can we map change makers in our place or region?
- In which networks at which scale are we engaged?
- What can we do to ignite and cultivate ongoing collaboration across initiatives?
- What is our genuine role and expertise, and in what should we better count on with other partners?
- How to develop aligned strategies, shared resources and coordinated action in multi-actor partnerships?

START PLAYING WITH HAVING THE WEBOARD

The process starts with opening the game board, where you will be able to visualise and follow the different phases of the vortex you will be invited to go through. Have the WeBoard with you along the process, either present in the room printed in a big format (A1 is the recommended size for this) or digital if the process is set up mainly with the support of

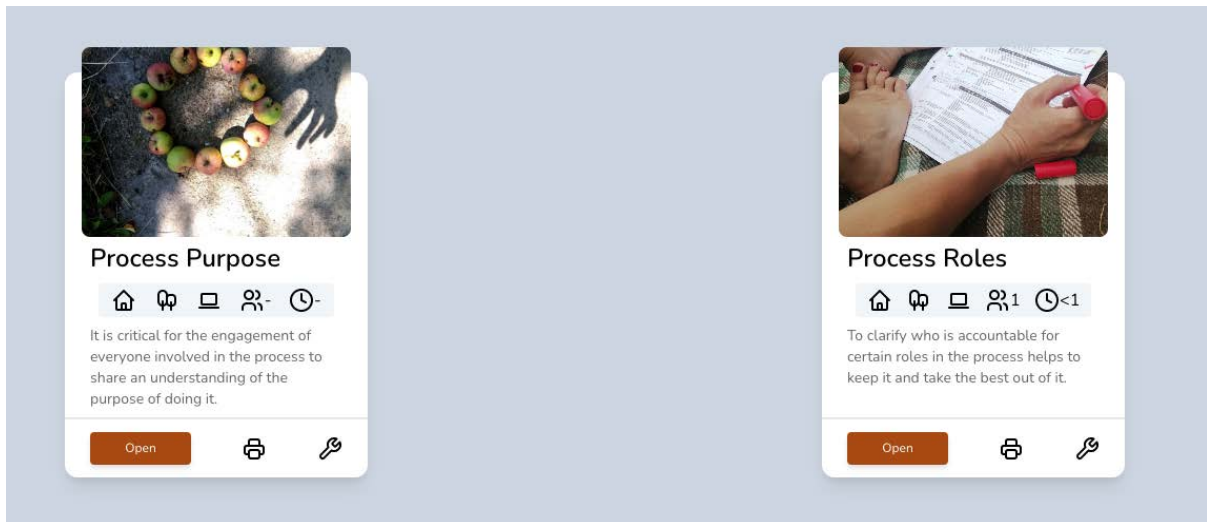
digital tools. Use it to compile the practices you will be engaging with in each phase and to review the process at any point.



[DOWNLOAD WEBBOARD](#)

CREATING THE SOIL

Before entering the vortex, make sure you create a fertile ground by taking a moment to reflect and make explicit to everyone engaged in the process, the purpose of the learning journey and how you will navigate the process. Do both of the following exercises to define the why and how will the process happen.



THE SOIL IS FERTILE NOW!

Enter the vortex and go on playing in the WeBoard.

*Creating the soil is a preparatory phase in each of the modules. Even if you already did the two exercises proposed, the invitation is to do them again or review and work with the harvest of previous ones when making sense and never overtake them, as these practices refer and are essential to a new learning journey.

Find other Creating the Soil WePractice cards in the Community Catalysts Toolkit to support your design process.

LANDSCAPE INTEGRITY PHASE

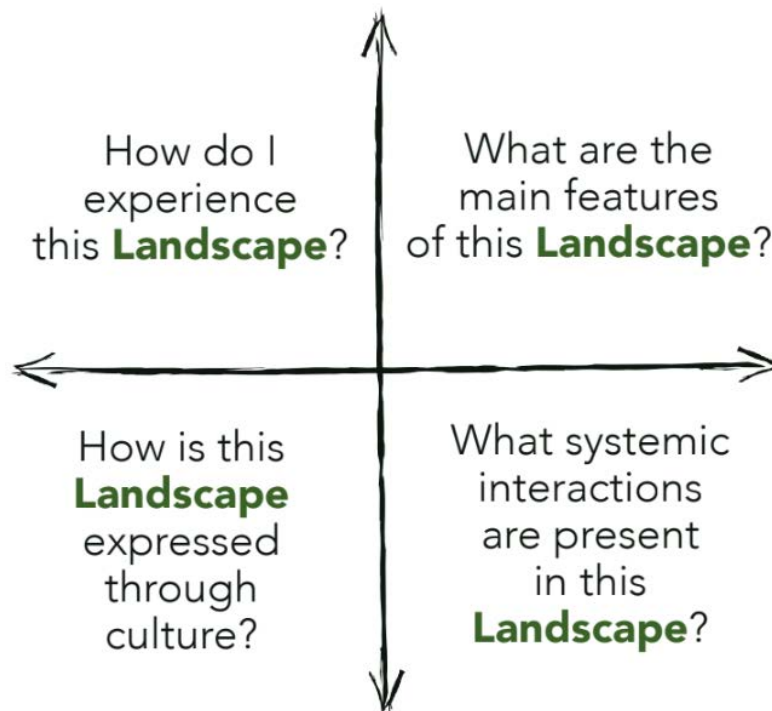
What are WE?

LANDSCAPE INTEGRITY

Understand landscape
as it is perceived

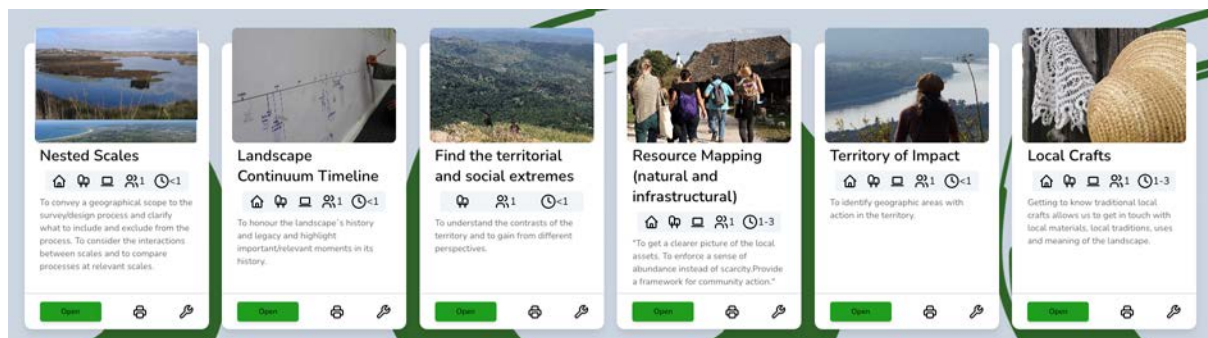
Welcome to the Landscape Integrity phase. We start the design process by asking What are We? and inquiring about the landscape as it is perceived. We observe our environment and territory we inhabit and ourselves in it; we feel its presence and hear its voice; we notice its characteristics and systems that compose it. We inquire about its needs and find inspiration and guidance with it. This phase happens naturally in a slow movement where people come from different places and start connecting with a shared territory.

Enter into the Landscape Integrity phase by having an individual or collective moment of connection with the landscape you are part of. Whether you are in nature or in a city, natural resources and more-than-human creatures are around you. Do it in a way that suits the existing culture of the group. Having a little walk in silence through the landscape is one idea for it.



What exercises can support the understanding of this Landscape?

Choose 3 or 4 out of the following 6 WePractice green cards



LANDSCAPE INTEGRITY

SYNTHESIS AND CELEBRATION

When you complete the exercises of this phase, take a moment to share, harvest main insights and celebrate the process so far. Here are some tips on how to do that and a question that helps synthesise the experience of this phase.

- Make the work visible (visual)
 - *use **green** (colour code)
- present the work & share insights
- record / archive / have info available
- have we answered the initial questions? how?...
- do we have a deeper/broader understanding of this **Landscape**?

What is The ESSENCE
of This Landscape?

Exit this phase by celebrating in and with the landscape: jump in the water, have a pick-nick outside or do something else that fits your moment.

CO-SENSING PHASE

Who are WE?

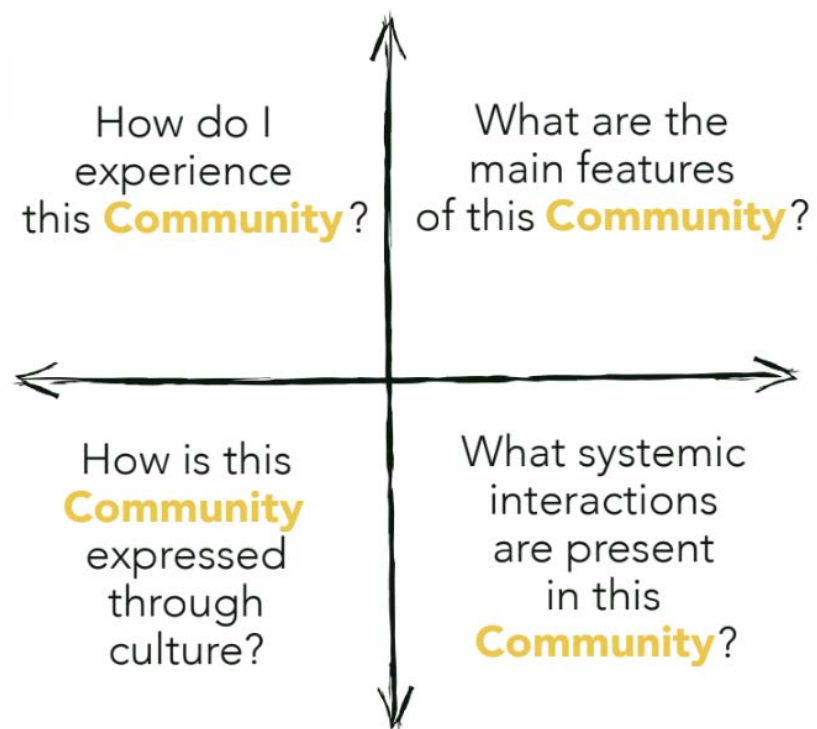
CO-SENSING

Understand the presence
of who is part of the landscape

Welcome to the Co-sensing phase. We continue the design process by asking Who are We? and inquiring about the presence of who is part of the landscape. We turn our gaze at

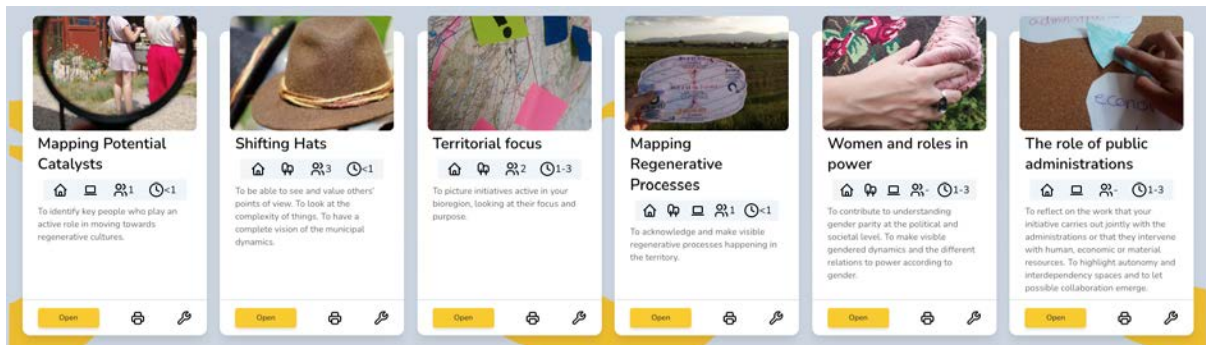
ourselves, initiative, people, stakeholders and institutions that belong to the landscape to better understand the community we are and our characteristics and systems present within us. In this phase, movement starts to gain velocity while interactions are more and more acknowledged and present in the design process.

Enter into the Co-Sensing phase by acknowledging the presence of everyone in the group. Take a moment to connect with the people around you. Do it by greeting everyone in the group, sending a thought of gratitude to the different people that are part of the initiative you are working on or doing something else that suits your existing culture.



What exercises can support the understanding of this Community?

Choose 3 or 4 out of the following 6 WePractice yellow cards:



CO-SENSING

SYNTHESIS AND CELEBRATION

When you complete the exercises of this phase, take a moment to share, harvest main insights and celebrate. Here are some tips on how to do that and a question that helps synthesise the experience of this phase.

- Make the work visible (visual)
*use **yellow** (colour code)
- present the work & share insights
- record / archive / have info available
- have we answered the initial questions? how?...
- do we have a deeper/broader understanding of this **Community**?

What is The ESSENCE
of This Community?

Exit this phase by celebrating with the people of your community, or with those with whom you are sharing this learning journey: take a group picture, sing a song, dance together or do something else that fits closing this phase.

FEEDING THE SOIL

Stop, breathe and celebrate! The 'Landscape Integrity' and 'Co-Sensing' phases are the moments when you look at the landscape with the community you are part of. Before jumping into identity naming, co-designing and implementation, the invitation of the curriculum is for another brown moment, adding compost to the soil and going deeper in the inquiry you have been exploring so far.

- Form a study group, acknowledging each other as peers in this learning journey;
- Look back at the definition of Transformative Economies, share any insights around the concepts and how such calls for transformation are coming to life in the world and in your initiative;
- If appropriate, create a generative question that is enriching your transformative process and share it around it.

In this conversation there is no right or wrong, and at this point there are no decisions to be made or strategies to be created. There is an intention to open our minds to deeper, more complex and interconnected perceptions of the transformation process you are in. Share and listen actively from and to that space. Take any necessary notes and let this moment nourish you.

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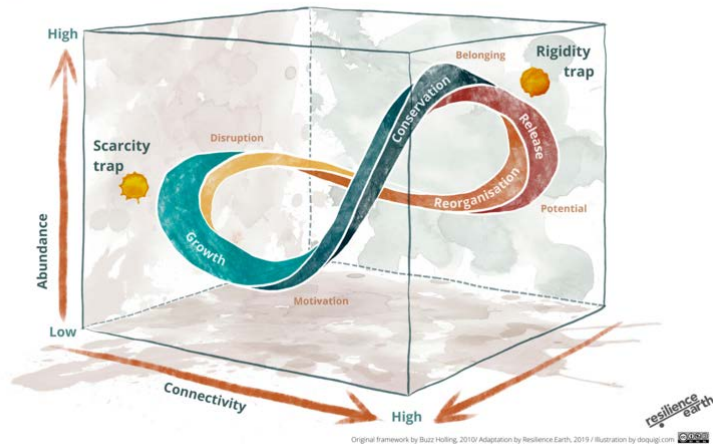
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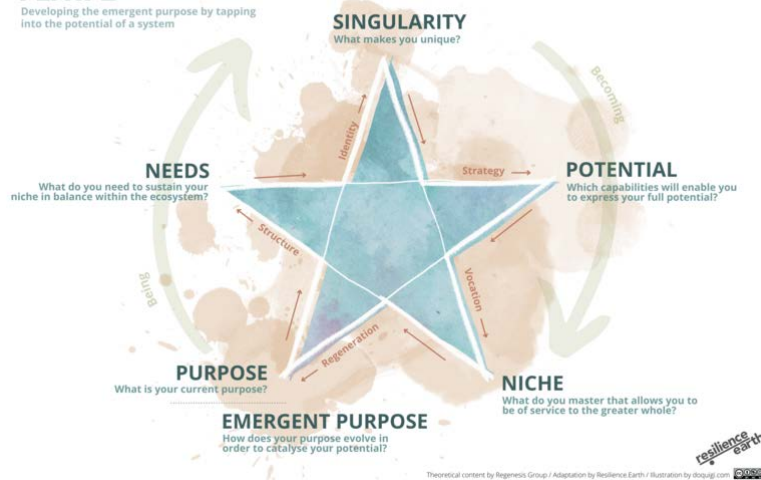
RESILIENCE CYCLE

Exploring the cycle of adaptive change in systems



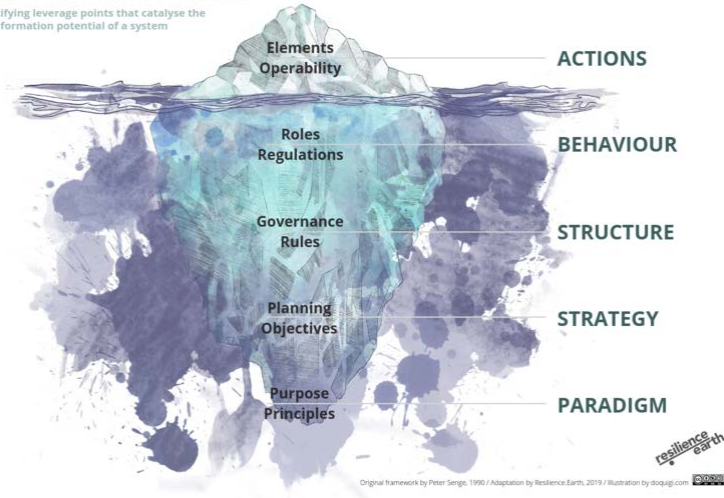
PENTAD

Developing the emergent purpose by tapping into the potential of a system



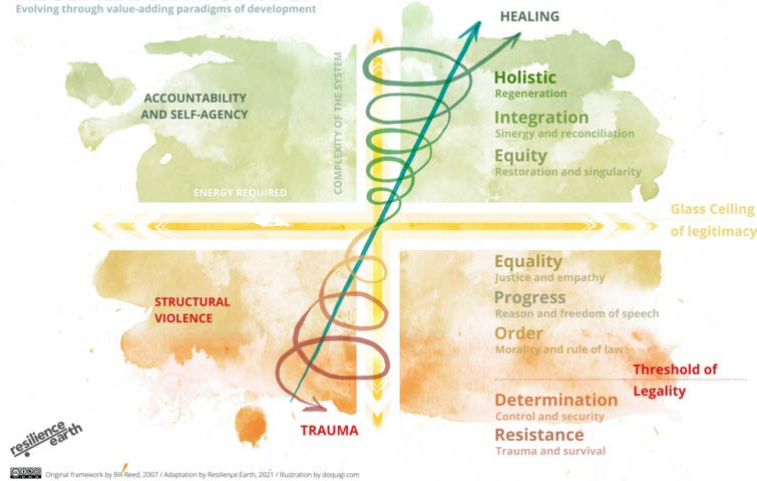
THE ICEBERG MODEL

Identifying leverage points that catalyse the transformation potential of a system



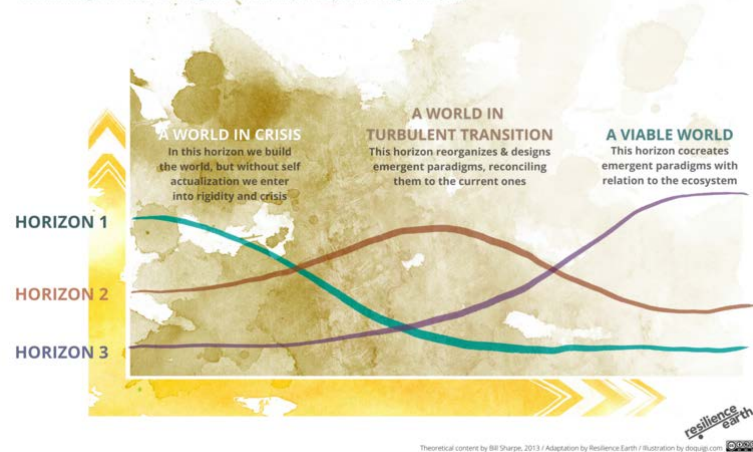
REGENERATIVE SPIRAL

Evolving through value-adding paradigms of development



THREE HORIZONS

Understanding our collective intelligence for visionary and equitable designs and plans



VUCA FRAMEWORK

Understanding our context from a systemic perspective

	RELATING TO	CREATING	ADDRESSED BY
VOLATILE	Rate of change	Disruption	Theories of change PURPOSE
UNCERTAIN	Unpredictable outcomes	Information overload	Leverage points STRATEGY
COMPLEXITY	Multiple key decision factors	Obstacles in decision making	Descentralisation STRUCTURE
AMBIGUOUS	Lack of clarity about meaning	Dispersion	Pattern analysis SYSTEMS THINKING

Framework by Resilience Earth, 2019 / Inspired by Warren Bennis and Burt Nanus, 1987 / Illustration by doug.com

resilience
earth

Now come back to the WeBoard, continuing the vortex movement into the next phase!

IDENTITY NAMING

What do WE wish To become?

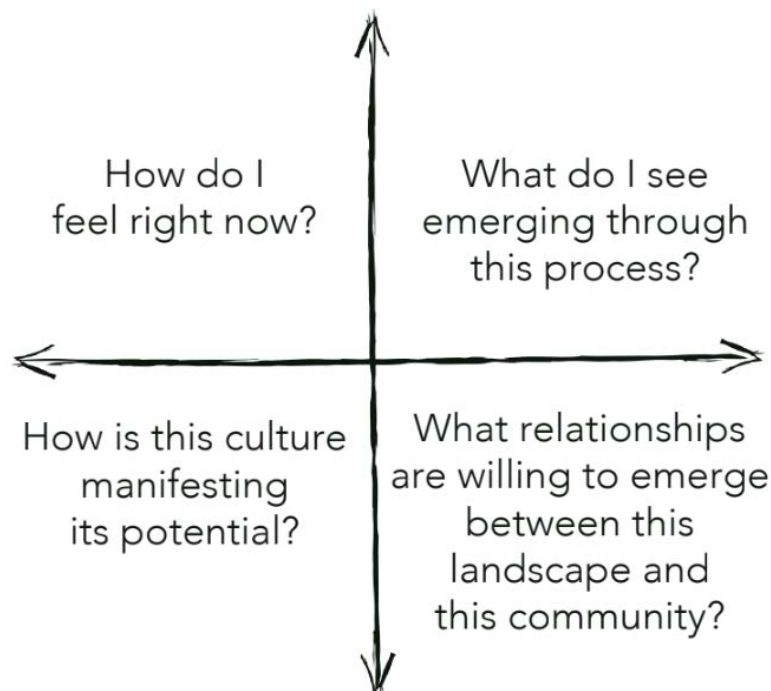
IDENTITY NAMING

Identify what is willing to emerge from the relationship between what we are and what we may become

Welcome to the Identity Naming phase. What do We wish to become? This is the moment when we identify what is willing to emerge from the relationship between what we are and what we may become. We put together the assessments done in the 'Landscape Integrity' and in the 'Co-sensing' phase to understand the new emerging identity. The gaze is shifting to the potential of the initiative within its landscape. This phase has a fast quality inherent to it. As the particles of the torus move closer and faster around the centre of the movement, a

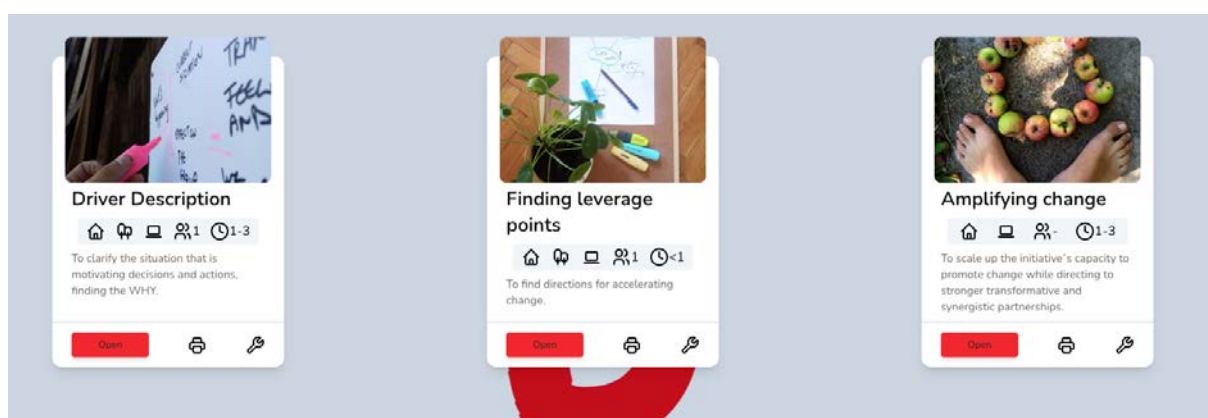
certain verticality and sense of suspension is created, for us to get to know what is particularly emerging at this moment to guide the expansion in the process forward.

Enter this phase by connecting with yourself and the process so far. Choose a comfortable space and have a mindful moment.



What exercises can support sensing and naming what is willing to emerge?

Choose 1 or 2 out of the following 3 WePractice red cards:



IDENTIFY NAMING

SYNTHESIS AND CELEBRATION

When you complete the exercises of this phase, take a moment to share, harvest main insights and celebrate this moment in the process. Here are some tips on how to do that and a question that helps synthesise the experience of this phase.

Exit the 'Identity naming' phase by celebrating the present moment. Breath in and out together, make a toast, have a snack, or something that helps you celebrate the present moment

- Make the work visible (visual)
*use **red** (colour code)
- present the work & share insights
- record / archive / have info available
- have we answered the initial questions? how?...
- do we have a deeper/broader sense of the **Identity** of this Place?



What is The Identity
of This Place?

CO-DESIGN PHASE

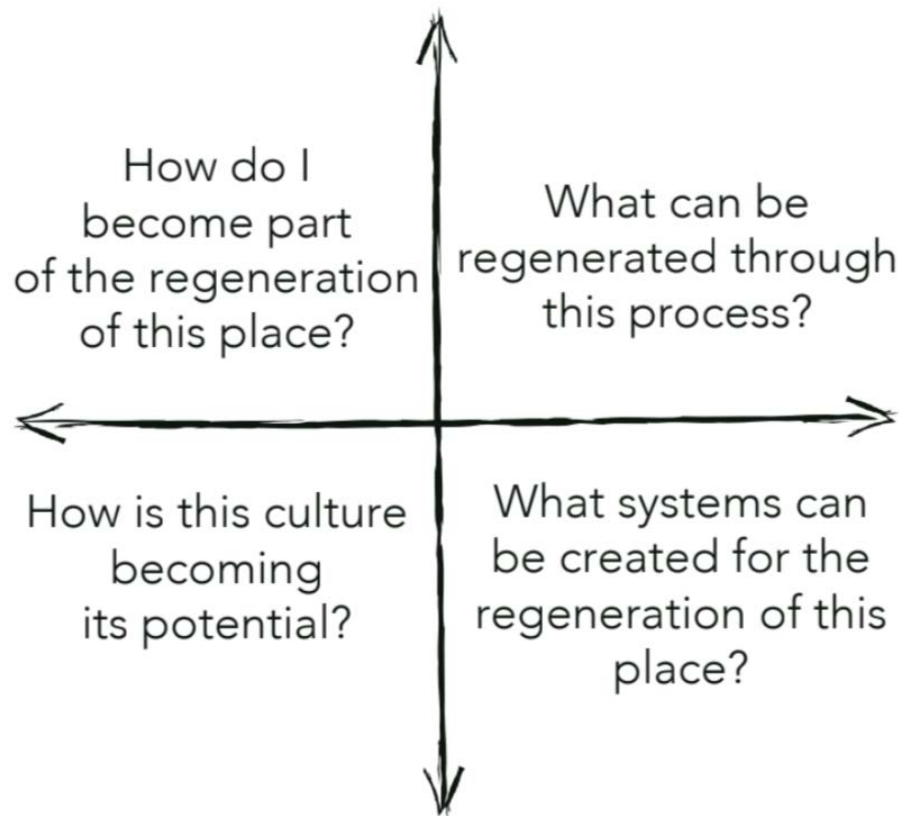
How do WE become?

CO-DESIGN

Co-create strategies
for landscape and community
regeneration

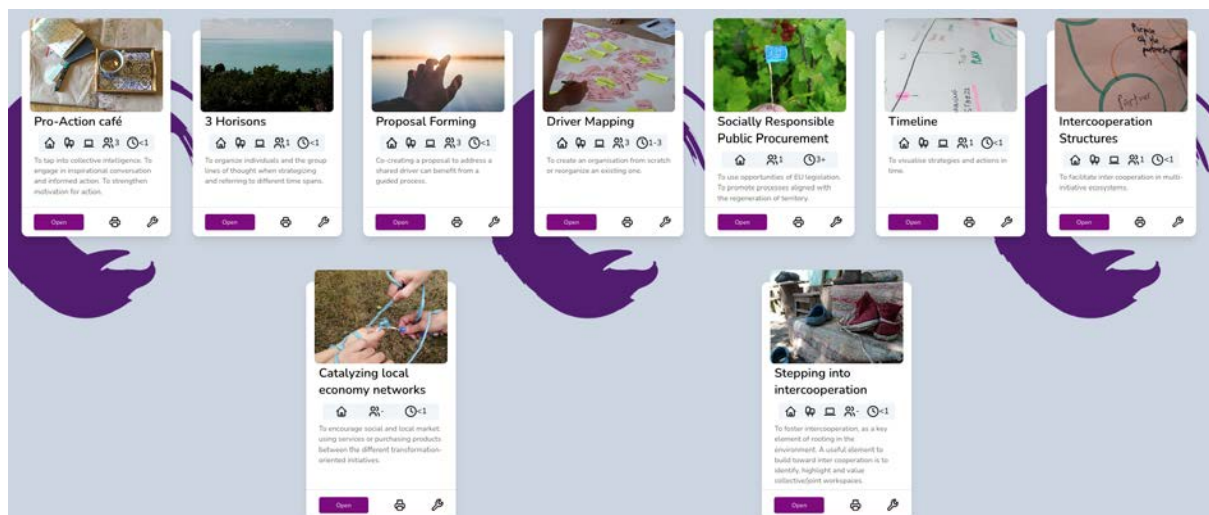
Welcome to the Co-Design phase. How do We become? is the guiding question here. Be ready to co-create strategies for transformative economies. Let unfold the full capacity of your initiative into long, medium and/or short-term strategies and action plans. In this phase, the movement is of expressing outward what is coming out of this process and willing to manifest in and with the initiative.

Enter this phase by calling the whole group energy to come together. Start with an energizer to charge batteries for this creative phase.



What exercises can support the co-creation of regenerative strategies?

Choose 4 or 5 out of the following 9 WePractice purple cards:



CO-DESIGN

SYNTHESIS AND CELEBRATION

When you complete the exercises of this phase, take a moment to share, harvest main insights and celebrate the results of the process so far. Here are some tips on how to do that and a question that helps synthesise the experience of this phase.

- Make the work visible (visual)
 - *use **purple** (colour code)
- present the work & share insights
- record / archive / have info available
- have we answered the initial questions? how?...
- do we have a deeper/broader understanding on **How to Become** Regenerative?



What is The main Strategy
for The Regeneration
of This Place?

To exit this phase, celebrate a common strategy. Improvise a song, make a movement together or do something that feeds your celebration culture.

REGENERATIVE LIVELIHOOD PHASE

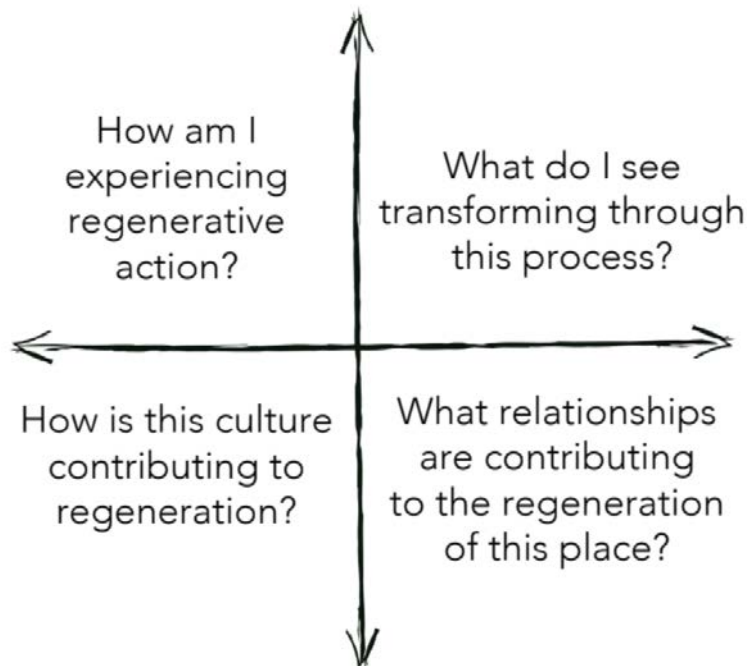
Becoming!

REGENERATIVE LIVELIHOODS

Implement desired actions

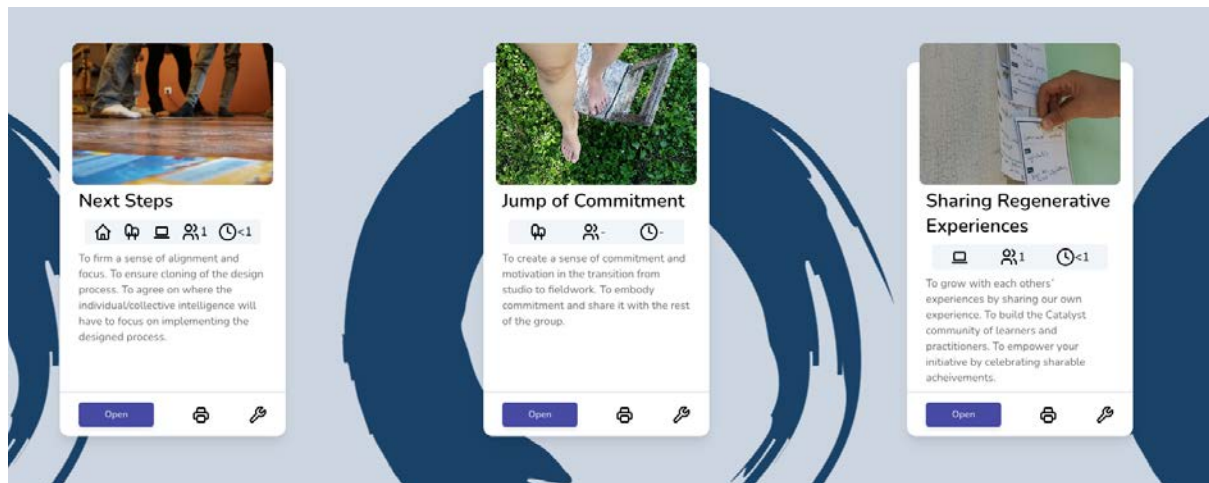
Welcome to the Regenerative Livelihood phase. When we arrive here, we are ready to implement our desired actions. The transformations we have called for have now found their positioning. Here the actions are ready to be performed, coming from a collaborative design and learning process. We are becoming! The movement turns slower again, back to the landscape that is open for the activation of desired actions.

Enter this phase by calling the group to an exercise that brings a sense of cooperation.



What practices can be shared to support this and other places' regeneration?

Consider all three practices in the following WePractice blue cards



REGENERATIVE LIVELIHOODS

SYNTHESIS AND CELEBRATION

When arriving at the end of this phase in the WeLand process, acknowledge there is a part to be shared in this moment and one that stays with us when the embodiment of what is becoming happens. Take the last moment to share, harvest main insights about the exercises you just did and bring the synthesis question with you to your future steps.

Also, take this as a new opening moment to a list of 'Regenerative Livelihood' WePractice cards that show examples of what comes or might come up with a collaborative process like this.

Exit this phase by celebrating the regenerative livelihood of the learning experience and the place that holds it. Appreciate what's happening, share your feelings and/or do a celebration, including everyone involved.

- Make the work visible (visual)
 - *use **blue** (colour code)
- present the work & share insights
- record / archive / have info available
- have we answered the initial questions? how?
- do we have a deeper/broader **Regeneration** of this Place?

*What Regenerative Livelihoods
are now Part of This Place?*

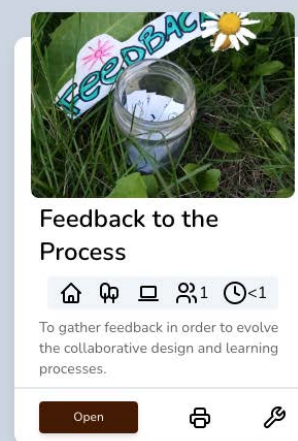
BACK TO THE SOIL



After a full vortex experience, going through the WeLand phases, now is the moment to go back to the soil and see which seeds are starting to germinate and which ones are ready to

be planted. Remember: what brought you into this learning journey? What questions led you along this dimension of transformation? And feel into: what did unfold during the process and what stays in you for the new cycles to come?

Take a moment to look back at the process in your WeBoard and visit the different phases and practices you went through making sense of your place, community and initiative. Now the invitation is to reflect on what happened, on what worked well, what we have learned and what we would like to do better next time engage in a process like this. For that you will have the last two WePractice cards dedicated to evaluation.



Module D



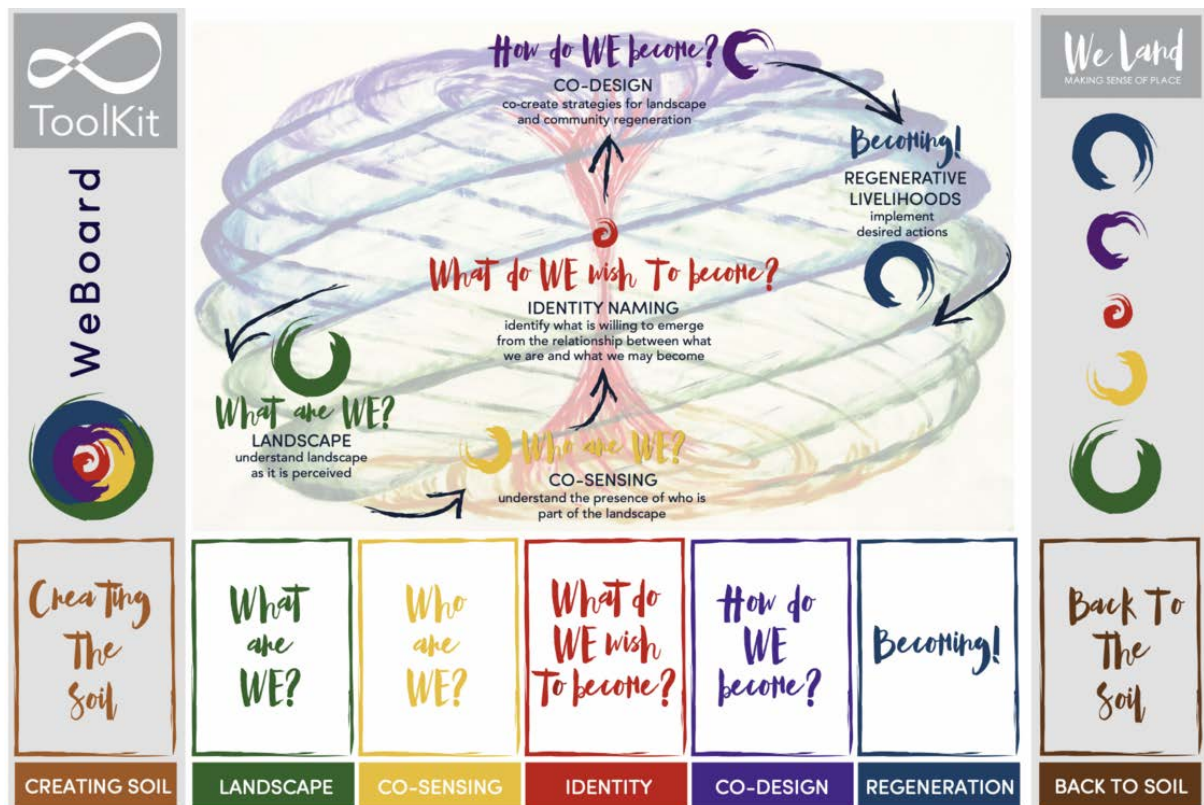
ECOSOCIAL ACTION from direct action to building capacity

- Which footprints (ecological, biodiversity, social) do our activities have?
- How to figure out which actions are worth the effort?
- How can our activities become more transformative?
- How to make our supply chains more resilient?
- How can the source of energies and resources used in our actions be as regenerative as possible?
- How can our use of energies and resources be regenerative?
- How can individual and collective action be consistent with a caring purpose?
- How can we introduce resilient solutions within our context?

START PLAYING WITH HAVING THE WEBBOARD

The process starts with opening the game board, where you will be able to visualise and follow the different phases of the vortex you will be invited to go through. Have the WeBoard with you along the process, either present in the room printed in a big format (A1 is the recommended size for this) or digital if the process is set up mainly with the support of digital tools. Use it to compile the practices you will be engaging with in each phase and to review the process at any point.

Enjoy the journey!



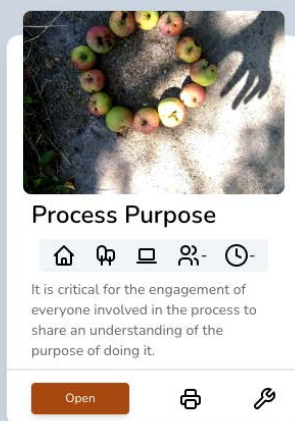
[DOWNLOAD WEBOARD](#)

CREATING THE SOIL

Before entering the vortex, make sure you create a fertile ground by taking a moment to reflect and make explicit to everyone engaged in the process, the purpose of the learning journey and how you will navigate the process. Do both of the following exercises to define the why and how will the process happen.

[WE PRACTICE CARDS](#)

<https://app.communitycatalysts.eu/toolkit>



THE SOIL IS FERTILE NOW!

Enter the vortex and go on with the playing, following the 5 phases in the WeBoard.

Creating the soil is a preparatory phase in each of the modules. Even if you already did the two exercises proposed, the invitation is to do them again or review and work with the harvest of previous ones when making sense and never overtake them, as these practices refer and are essential to a new learning journey.

Find other Creating the Soil WePractice cards in the Community Catalysts Toolkit to support your design process.

LANDSCAPE INTEGRITY PHASE

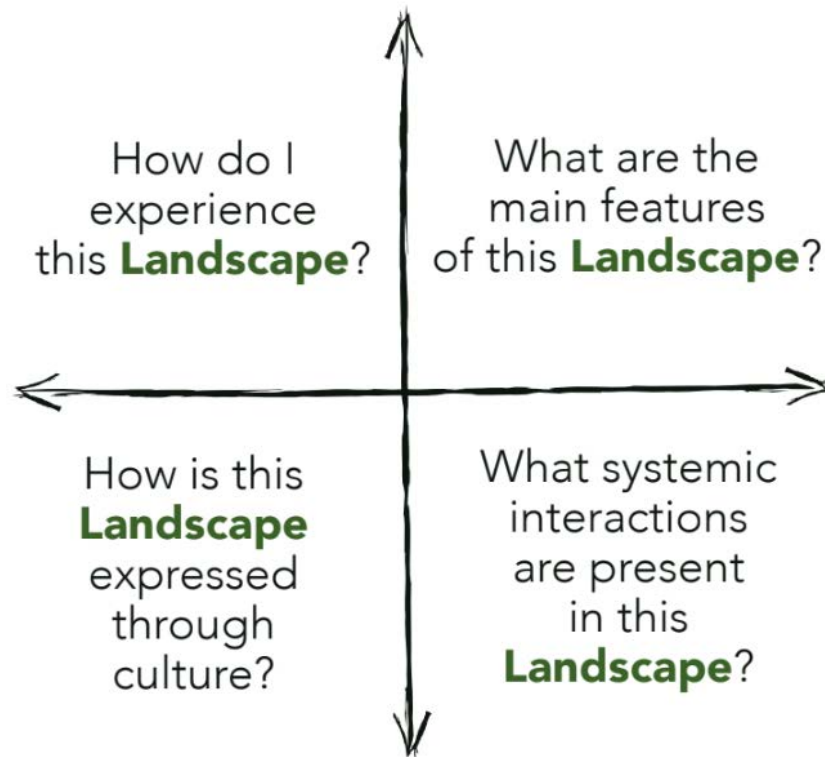
What are WE?

LANDSCAPE INTEGRITY

Understand landscape
as it is perceived

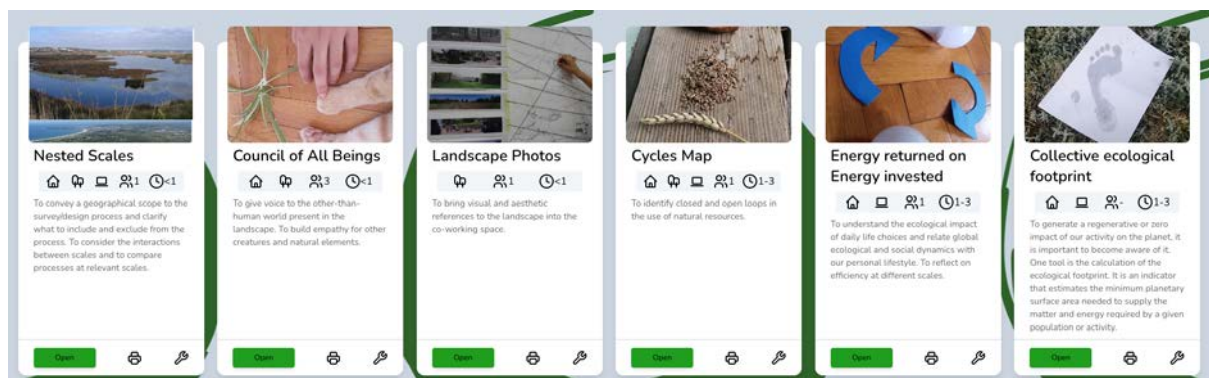
Welcome to the Landscape Integrity phase. We start the design process by asking What are We? and inquiring about the landscape as it is perceived. We observe our environment and territory we inhabit and ourselves in it; we feel its presence and hear its voice; we notice its characteristics and systems that compose it. We inquire about its needs and find inspiration and guidance with it. This phase happens naturally in a slow movement where people come from different places and start connecting with a shared territory.

Enter into the Landscape Integrity phase by having an individual or collective moment of connection with the landscape you are part of. Whether you are in nature or in a city, natural resources and more-than-human creatures are around you. Do it in a way that suits the existing culture of the group. Having a little walk in silence through the landscape is one idea for it.



What exercises can support the understanding of this Landscape?

Choose 3 or 4 out of the following 6 WePractice green cards!



LANDSCAPE INTEGRITY

SYNTHESIS AND CELEBRATION

When you complete the exercises of this phase, take a moment to share, harvest main insights and celebrate the process so far. Here are some tips on how to do that and a question that helps synthesise the experience of this phase.

- Make the work visible (visual)
 - *use **green** (colour code)
- present the work & share insights
- record / archive / have info available
- have we answered the initial questions? how?...
- do we have a deeper/broader understanding of this **Landscape**?



What is The ESSENCE
of This Landscape?

Exit this phase by celebrating in and with the landscape: jump in the water, have a pick-nick outside or do something else that fits your moment.

CO-SENSING PHASE

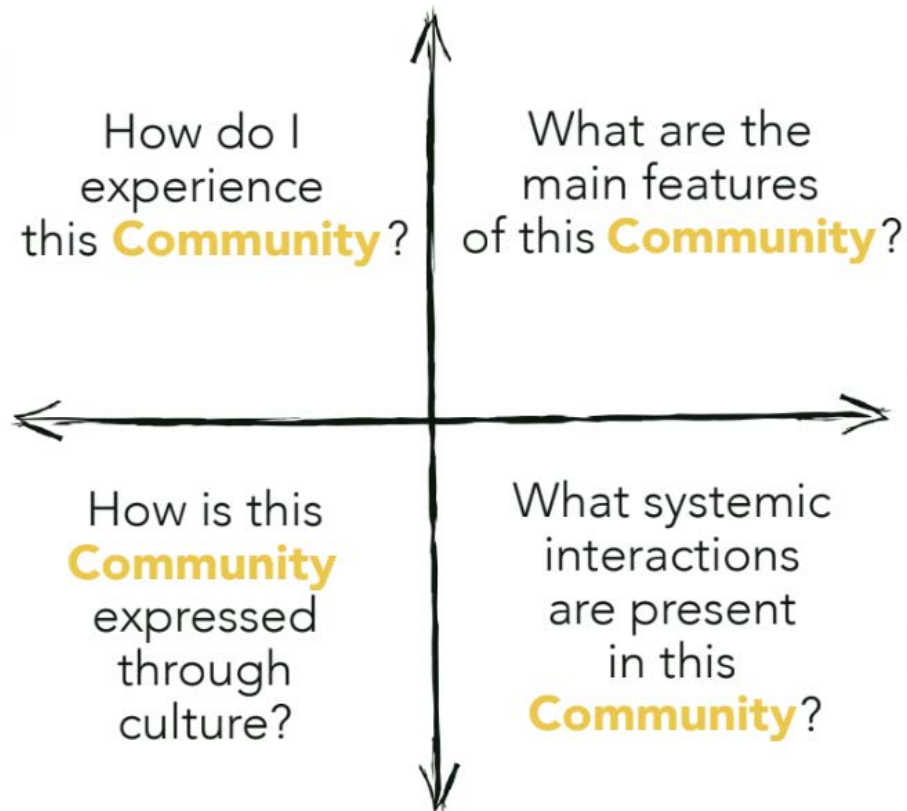
Who are WE?

CO-SENSING

Understand the presence
of who is part of the landscape




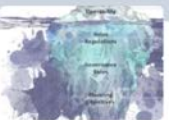


Welcome to the Co-sensing phase. We continue the design process by asking Who are We? and inquiring about the presence of who is part of the landscape. We turn our gaze at ourselves, initiative, people, stakeholders and institutions that belong to the landscape to better understand the community we are and our characteristics and systems present within us. In this phase, movement starts to gain velocity while interactions are more and more acknowledged and present in the design process.

Enter into the Co-Sensing phase by acknowledging the presence of everyone in the group. Take a moment to connect with the people around you. Do it by greeting everyone in the group, sending a thought of gratitude to the different people that are part of the initiative you are working on or doing something else that suits your existing culture.



What exercises can support the understanding of this Community?

Choose 3 or 4 out of the following 6 WePractice yellow cards:

 <p>Resource Mapping (human, institutional and communal)</p> <p>🏠 👤 📄 📅 1-3</p> <p>To identify social infrastructure that supports community interactions, from leisure to marketing, to education, to meetings, networking or collaboration. To reinforce a sense of abundance instead of scarcity. To provide goals and a framework for action.</p> <p>Open</p>	 <p>Mapping 8 forms of capital</p> <p>🏠 👤 📄 📅 1</p> <p>To acknowledge the different value types of capital have in the economy of the initiative.</p> <p>Open</p>	 <p>Social Footprint</p> <p>🏠 👤 📄 📅 1-3</p> <p>To highlight the importance of the Social impact of our actions and initiative. To complement the ecological footprint with attention to the human resources behind production processes.</p> <p>Open</p>	 <p>Iceberg of Leverage Points</p> <p>🏠 👤 📄 📅 1-3</p> <p>To analyse the context of an organisation, region or specific issue.</p> <p>Open</p>	 <p>Seasoning the calendar (social)</p> <p>🏠 👤 📄 📅 1</p> <p>To acknowledge the cyclic nature of seasonal social events & celebrations.</p> <p>Open</p>	 <p>Spider web</p> <p>🏠 👤 📄 📅 1</p> <p>To identify patterns. To highlight the schemes we unconsciously put in place. To identify patterns, raise our awareness of them and build on the possibility of choosing if we want to perpetuate them or try to embrace change.</p> <p>Open</p>
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CO-SENSING

SYNTHESIS AND CELEBRATION

When you complete the exercises of this phase, take a moment to share, harvest main insights and celebrate. Here are some tips on how to do that and a question that helps synthesise the experience of this phase.

- Make the work visible (visual)
 - *use **yellow** (colour code)
- present the work & share insights
- record / archive / have info available
- have we answered the initial questions? how?...
- do we have a deeper/broader understanding of this **Community**?



What is The ESSENCE
of This Community?

Exit this phase by celebrating with the people of your community, or with those with whom you are sharing this learning journey: take a group picture, sing a song, dance together or do something else that fits closing this phase.

FEEDING THE SOIL

Stop, breathe and celebrate! The 'Landscape Integrity' and 'Co-Sensing' phases are the moments when you look at the landscape with the community you are part of. Before jumping into identity naming, co-designing and implementation, the invitation of the

curriculum is for another brown moment, adding compost to the soil and going deeper in the inquiry you have been exploring so far.

- Form a study group, acknowledging each other as peers in this learning journey;
- Look back at the definition of Transformative Economies, share any insights around the concepts and how such calls for transformation are coming to life in the world and in your initiative;
- If appropriate, create a generative question that is enriching your transformative process and share it around it.

In this conversation there is no right or wrong, and at this point there are no decisions to be made or strategies to be created. There is an intention to open our minds to deeper, more complex and interconnected perceptions of the transformation process you are in. Share and listen actively from and to that space. Take any necessary notes and let this moment nourish you.

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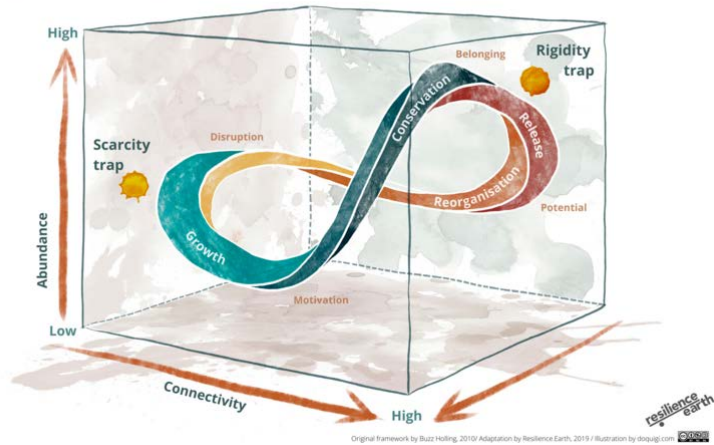
[Community Catalyst guidelines: Regenerative Development](#)

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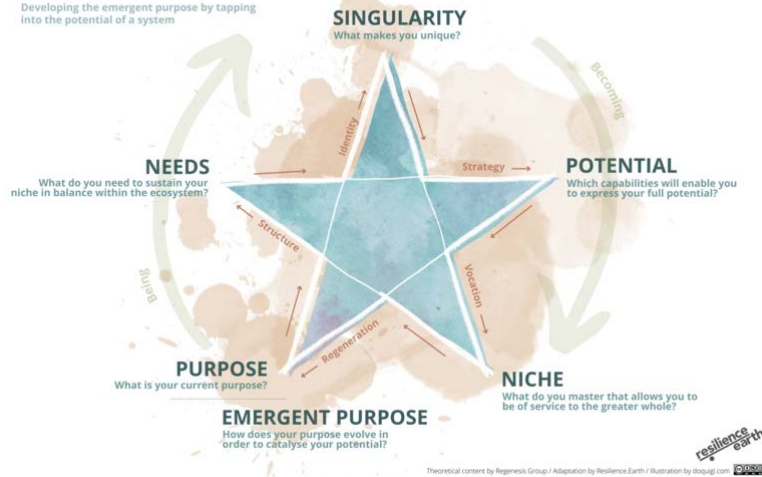
RESILIENCE CYCLE

Exploring the cycle of adaptive change in systems



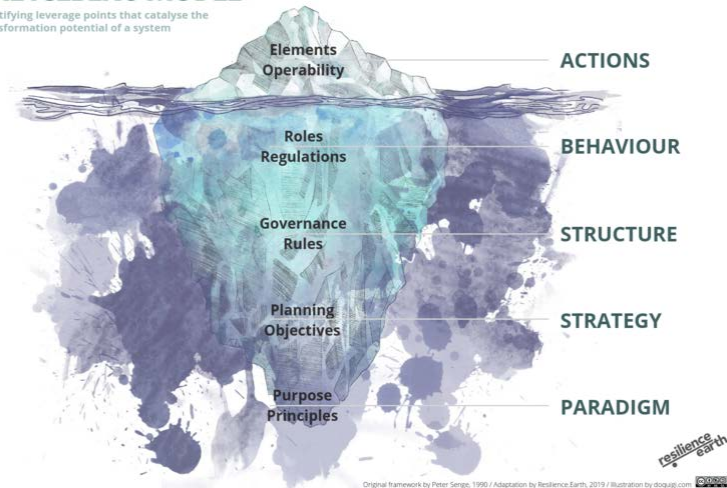
PENTAD

Developing the emergent purpose by tapping into the potential of a system



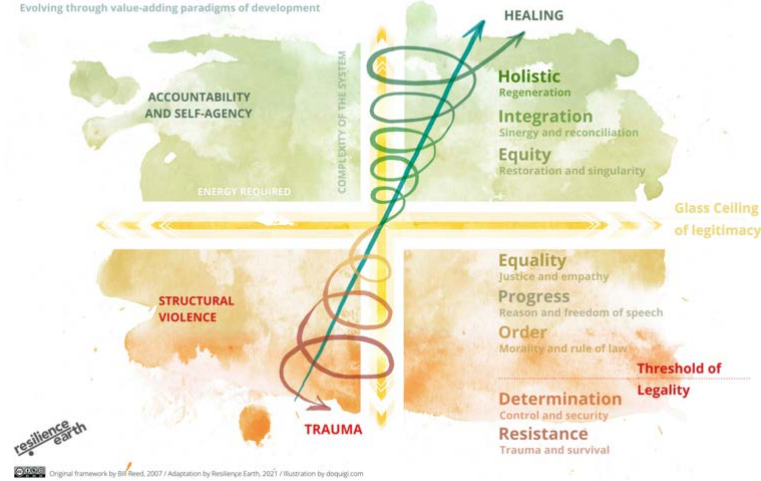
THE ICEBERG MODEL

Identifying leverage points that catalyse the transformation potential of a system



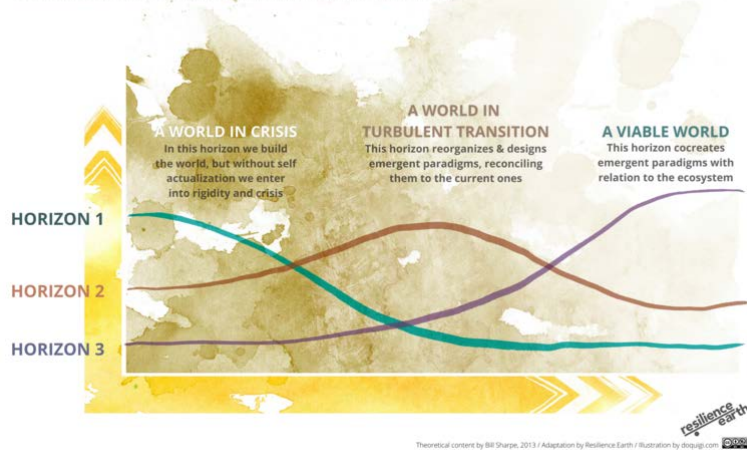
REGENERATIVE SPIRAL

Evolving through value-adding paradigms of development



THREE HORIZONS

Understanding our collective intelligence for visionary and equitable designs and plans



VUCA FRAMEWORK

Understanding our context from a systemic perspective

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COMPLEXITY	Multiple key decision factors	Obstacles in decision making	Descentralisation STRUCTURE
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Framework by Resilience Earth, 2019 / Inspired by Warren Bennis and Burt Nanus, 1987 / Illustration by doquji.com

Now come back to the WeBoard, continuing the vortex movement into the next phase!

IDENTITY NAMING

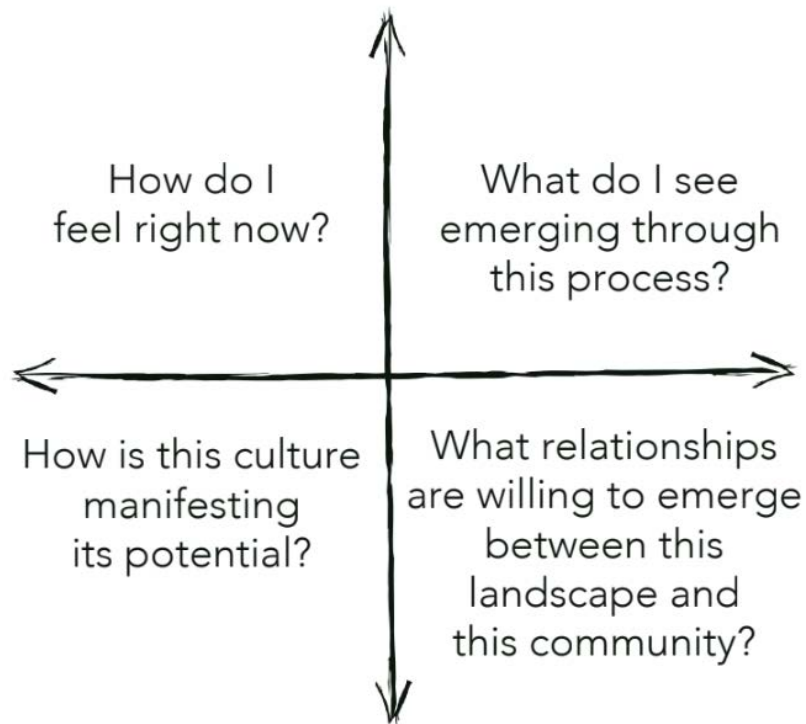
What do WE wish To become?

IDENTITY NAMING

Identify what is willing to emerge
from the relationship between
what we are and what we may become

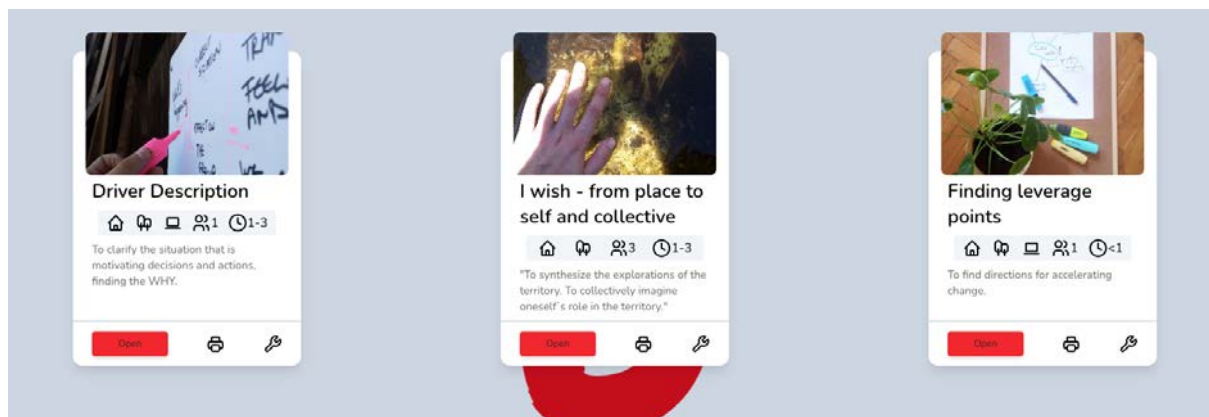
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Enter this phase by connecting with yourself and the process so far. Choose a comfortable space and have a mindful moment.



What exercises can support sensing and naming what is willing to emerge?

Choose 1 or 2 out of the following 3 WePractice red cards:



IDENTIFY NAMING

SYNTHESIS AND CELEBRATION

When you complete the exercises of this phase, take a moment to share, harvest main insights and celebrate this moment in the process. Here are some tips on how to do that and a question that helps synthesise the experience of this phase.

Exit the 'Identity naming' phase by celebrating the present moment. Breath in and out together, make a toast, have a snack, or something that helps you celebrate the present moment

- Make the work visible (visual)
 - *use **red** (colour code)
- present the work & share insights
- record / archive / have info available
- have we answered the initial questions? how?...
- do we have a deeper/broader sense of the **Identity** of this Place?



What is The Identity
of This Place?

CO-DESIGN PHASE

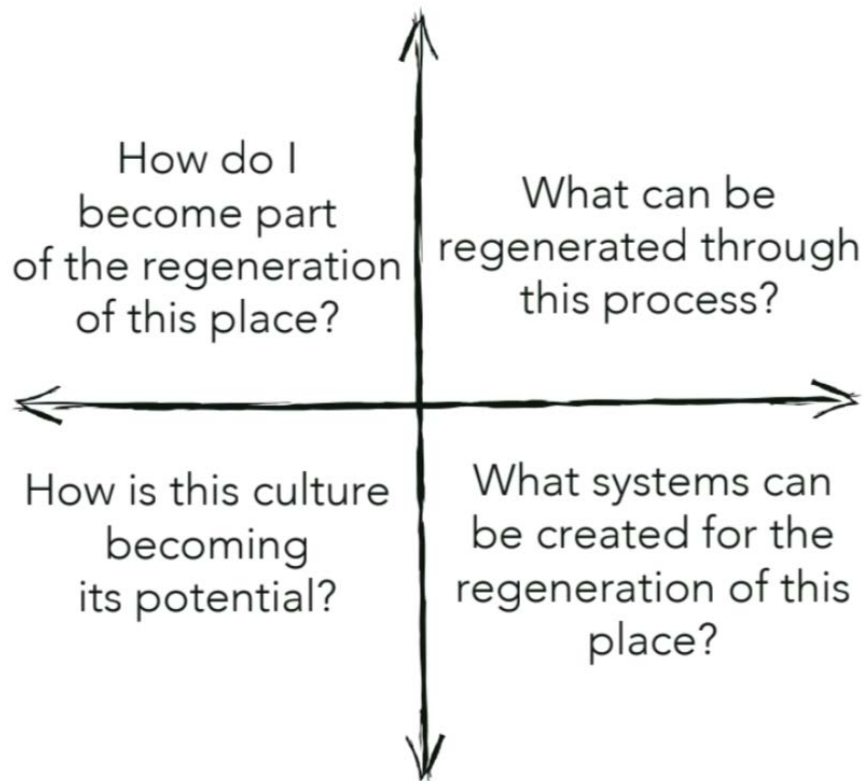
How do WE become?

CO-DESIGN

Co-create strategies
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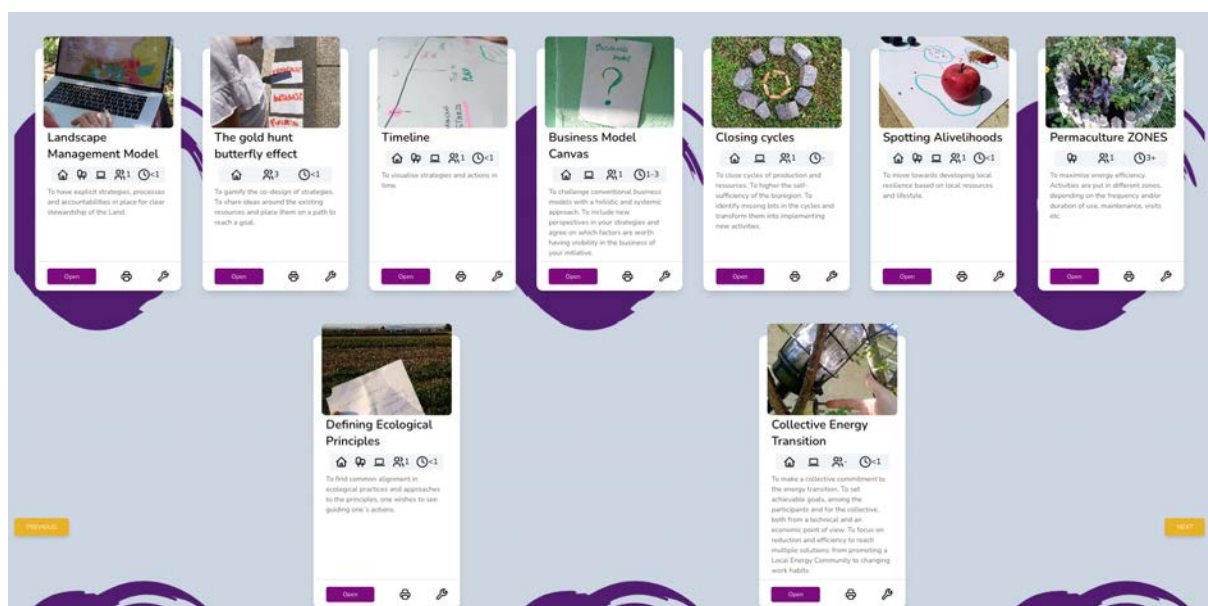
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Enter this phase by calling the whole group energy to come together. Start with an energizer to charge batteries for this creative phase.



What exercises can support the co-creation of regenerative strategies?

Choose 4 or 5 out of the following 9 WePractice purple cards:



CO-DESIGN

SYNTHESIS AND CELEBRATION

When you complete the exercises of this phase, take a moment to share, harvest main insights and celebrate the results of the process so far. Here are some tips on how to do that and a question that helps synthesise the experience of this phase.

- Make the work visible (visual)
 - *use **purple** (colour code)
- present the work & share insights
- record / archive / have info available
- have we answered the initial questions? how?...
- do we have a deeper/broader understanding on **How to Become** Regenerative?



What is The Main Strategy
for The Regeneration
of This Place?

To exit this phase, celebrate a common strategy. Improvise a song, make a movement together or do something that feeds your celebration culture.

REGENERATIVE LIVELIHOOD PHASE

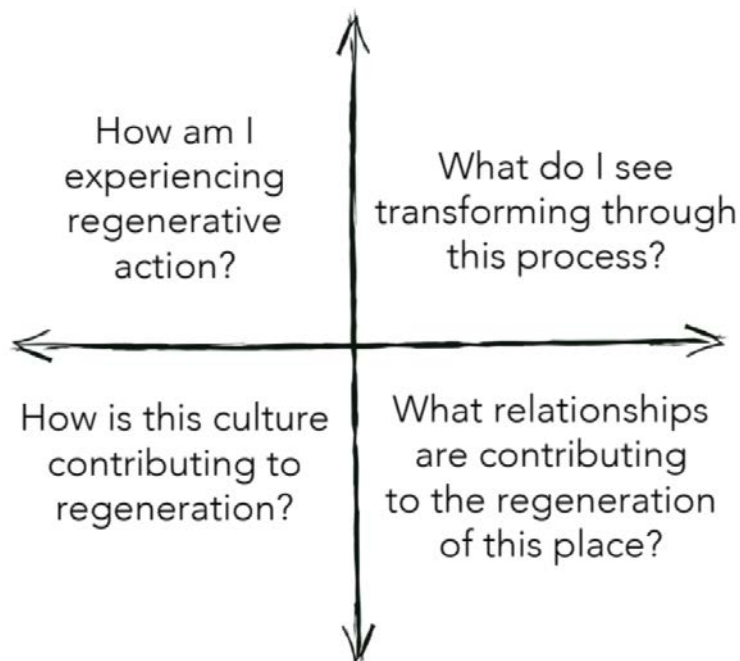
Becoming!

REGENERATIVE LIVELIHOODS

Implement desired actions

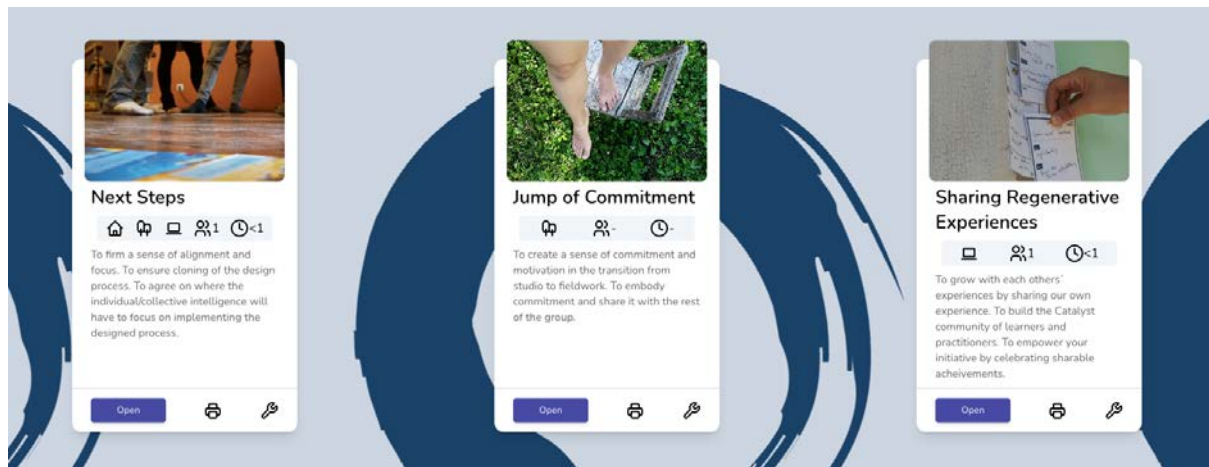
Welcome to the Regenerative Livelihood phase. When we arrive here, we are ready to implement our desired actions. The transformations we have called for have now found their positioning. Here the actions are ready to be performed, coming from a collaborative design and learning process. We are becoming! The movement turns slower again, back to the landscape that is open for the activation of desired actions.

Enter this phase by calling the group to an exercise that brings a sense of cooperation.



What practices can be shared to support this and other places' regeneration?

Consider all three practices in the following WePractice blue cards



REGENERATIVE LIVELIHOODS

SYNTHESIS AND CELEBRATION

When arriving at the end of this phase in the WeLand process, acknowledge there is a part to be shared in this moment and one that stays with us when the embodiment of what is becoming happens. Take the last moment to share, harvest main insights about the exercises you just did and bring the synthesis question with you to your future steps.

Also, take this as a new opening moment to a list of 'Regenerative Livelihood' WePractice cards that show examples of what comes or might come up with a collaborative process like this.

Exit this phase by celebrating the regenerative livelihood of the learning experience and the place that holds it. Appreciate what's happening, share your feelings and/or do a celebration, including everyone involved.

- Make the work visible (visual)
 - *use **blue** (colour code)
- present the work & share insights
- record / archive / have info available
- have we answered the initial questions? how?
- do we have a deeper/broader **Regeneration** of this Place?

What Regenerative Livelihoods
are now Part of This Place?

BACK TO THE SOIL



After a full vortex experience, going through the WeLand phases, now is the moment to go back to the soil and see which seeds are starting to germinate and which ones are ready to be planted. Remember: what brought you into this learning journey? What questions led you along this dimension of transformation? And feel into: what did unfold during the process and what stays in you for the new cycles to come?

Take a moment to look back at the process in your WeBoard and visit the different phases and practices you went through making sense of your place, community and initiative. Now the invitation is to reflect on what happened, on what worked well, what we have learned and what we would like to do better next time engage in a process like this. For that you will have the last two WePractice cards dedicated to evaluation.



Evaluation Wheel

🏠 🗂 📄 👥² ⌚<1

To evaluate and visualise how the process went for the group.

Open



Feedback to the Process

🏠 🗂 📄 👥¹ ⌚<1

To gather feedback in order to evolve the collaborative design and learning processes.

Open

