



Work Culture Regeneration

An invite to revitalise your ecosystem

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OCEANIA REGENERATIVE NETWORK

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What is Work Culture Regeneration?

To us **'Regeneration' or 'Regen'** means to *“leave everything better than how we found it.”* and our focus is on regenerating humans in working environments that like a garden, need a little **TLC**.

Because **company culture is like a garden**: it's the soil that can be the source of both flourishing growth and unending frustration.

We are a team-building company. But not just any team-building company. We provide a new lens for corporate culture regeneration. Our services go far beyond the typical events and workshops because we believe that to create a cohesive, high-performing workforce, you must start with their relationships with one another.

We help you get your hands in the dirt. Metaphorically and literally.

And while we understand there are KPIs to hit and Board Members to delight, just like regeneration of soil, the right nutrients keep a healthy balance, inspire resilience and empower people to thrive.

Put simply, **with Work Culture Regeneration your people will strengthen their roots and grow with abundance, which means your entire ecosystem will flourish.**

How do we do it?

We do all the heavy lifting for you and the formula is simple.

A Collaborative Regenerative Experience + A Beautiful Organic Farm = Workplace Connectivity AKA Culture Regeneration

Our events are a series of facilitated experiences for teams, usually half to full days. And just so you know, we would call this **our first date ;)**

Work Culture Regen comes in many shapes and sizes, but the focus is always on three key outcomes;

- 1. Assessing the garden bed - weeds can be nutritious too ;)**
- 2. Tailoring the Regenerative Experience**
- 3. Regenerating your people for a stronger root system and ongoing successes**

The assessment process begins before our first day together. This enables us to tailor the specifics to your team's circumstances. We then begin the journey.

And so you know, if we find ourselves hitting it off, our strategy is to build out a plan and timings to create an ongoing program specifically to strengthen your people's connection to each other. We call this flourishing!.

Why is this a valuable exercise?

We often forget this, but to be ***in a company*** is to be ***in the company of others***. So while every organisation is different, every team throughout history has come together to achieve a single goal or execute the same vision, which means supporting each other and growing in the same direction, often using one another for guidance or additional resources.

This is what led us to use the garden metaphor - with the right soil (culture) the root systems speak to each other and can signal when they need assistance, know what assistance is available in the system, as well as grow into magnificent fruit-bearing trees.

When we do this, anything becomes possible.



We're techies, not farmers.

How will this apply to us?

We've run regenerative sessions for people all over the world, from a myriad of backgrounds and it turns out, what you do for a job actually makes no difference. What most of us crave is **to be seen, heard** and **appreciated** for our **unique contribution**.

In fact, our program has been specifically designed to remove hierarchy from the process entirely, so your boss will be gardening next to the interns and so on.

This is not just about addressing the roles we play at work, it's about **getting to know the whole person** and what drives us to lean in, and just as importantly, understanding the things that create a healthy ecosystem.

When we feel safe and cared for, we tend to care about others and that's why it doesn't matter whether you drive a truck or drive a company's financial results, the soil culture you live within matters.

Our job is to help figure out when and where things need some "soil" amendments, so we can all move forward together.

Ok, sounds interesting. How does it work?

Regeneration has occurred the same way since the dawn of time, but recently we have lost our way in trying to force growth when **we simply need to unlock the potential in the system.**

That's why we'll work with you upfront to understand exactly what the company objectives are and what will likely be required of people within the team moving forward.

For the first date, we take you onto a magnificent organic farm to reconnect to yourself by activating your mind, body and soil - experiencing regeneration first-hand...

Here's one of our favourite full-day experiences:

Arrive together on a spectacular farm with the sun beaming down.

- **9AM Revitalisation:** We call it 'Farmer's Flow' - stretching, breathing and loosening up with our Peak Performance Coach ahead of meeting with your farmer.
- **10AM Reconnection:** To the land & regenerative farming practices - including learning about how to plant, harvest and compost. We will graze on the fruits of the property as we go to keep you nourished. Remember, all of our practices are set up so you can take a piece of them home with you.
- **MIDDAY Restoration:** A locally sourced meal, delicious organic tea and coffee.
- **130PM Resonance** - Seeing You At Source, our flagship conversation that's been experienced by hundreds of people around the world, where new colleagues become fast friends and old colleagues go deeper than they ever thought possible, facilitated by our Syntropic

Coaches. We've heard over and over again "A truly life-changing experience."

- **3PM Reimagine:** - Come together with the Imagineering Method made famous by Disney, switching smoothly and sequentially between the endless imagination of a blue sky dreamer and the interesting findings of a tough critic. Like all of this, tailored to your current situation and necessity for healing the soil or new creation.
- **430PM Reemerge:** In preparation for saying goodbye we leave you with a revitalising drink to cheers the day and a gift to carry the regeneration of yourself and your wider circle with you.

Because regeneration is all about the ripple effect, this is the beginning of a journey and something truly unique to inspire your people as you continue to grow.



This sounds like exactly what we need. How much does it cost?

Work Culture Regeneration and our first date costs are below. We prefer to work with full days but can be flexible. We also prefer to work with smaller groups. Six is the sweet spot for the day but can work with your team of up to nine for the below offers.

If you would like a quote for larger groups please see the contact below.

Experience	Pricing
Live facilitated Half-Day* Live facilitated Full Day* *Includes pre-planning time and liaison with our project manager	\$7k ex gst \$9k ex gst Payment terms: 50% to calendar the event, 30% 10 days prior, remaining 20% payable Net 10 after the event, provided the event fulfilled expectations.



One of our partners, fifth-generation farmer Colonel David Freeman (right).

Teaching (left) about the importance of soil regeneration by one of his infamous 'brought

back from the dead' avocado trees. Former army Colonel Freeman says' If we all learnt how to compost we could regenerate the entire planet. And it's easy, I'll show you."

OK! Cool. Let's have a chat to confirm the details.

Perfect. Please send an email to me at benny.wallington@oceaniregen.net and let's set up a call so we can learn more about each other and confirm next steps.

Benny, Bob & Steve
Oceania Regenerative Network
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