

“Natural Intelligence for your
organisation”

Inspirations to quick-start your
regenerative journey...



*in collaboration with **Leading by Nature & Zazu-inspires***

Context

to warm up

Who?



plEt Haerens Get verified
 Founder - Chief Soul & Strategy Officer at HAEDES
 Ghent, Flemish Region, Belgium · [Contact info](#)

HAEDES
www.centre4ni.com

Founder - Chief
 HAEDES · Self-emp
 Jan 2020 – Present
 Belgium - Portuga
 Engineering & cor
 estuaries, rivers &

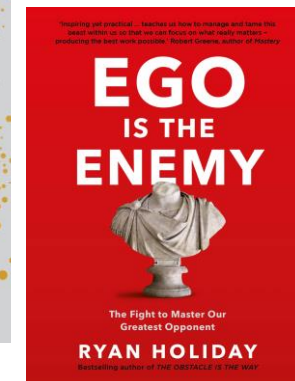
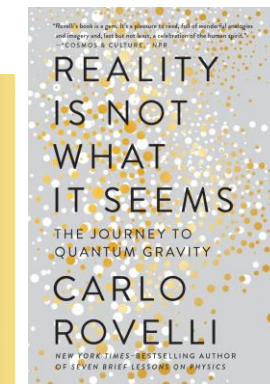
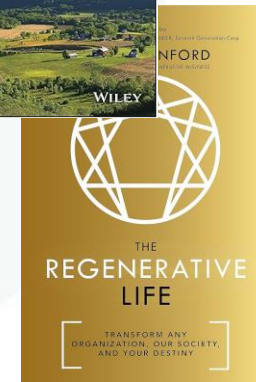
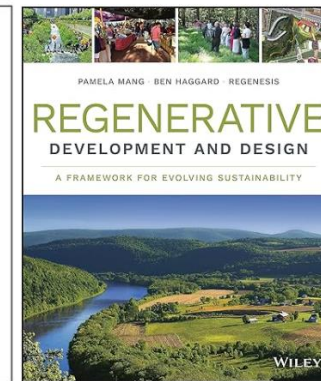
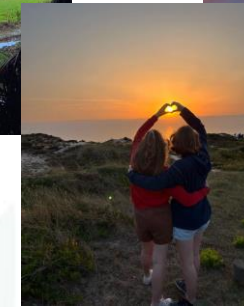
Vice President
 Belgian-Portugues
 Oct 2020 – Presen
 Brussels, Brussels f
 As vice president I
 development of cc

Founder
 Leading by Nature
 Jan 2024 – preser
 Belgium – Portug
 Enabling potentia

- IMDC**
12 yrs 1 mo
- Project manager Offshore wind farms**
Jun 2007 - Jun 2019 · 12 yrs 1 mo
- CEO at IMDC**
Jan 2017 - Jan 2019 · 2 yrs 1 mo
Antwerp Area, Belgium
- ISO auditor**
Dec 2007 - Dec 2018 · 11 yrs 1 mo
- Commercial Head of Department - Offshore, Dredging and Environment**
Sep 2014 - Jan 2017 · 2 yrs 5 mos
Antwerp Area, Belgium
- Project manager Coastal and Marine Infrastructure**
Jun 2007 - Dec 2016 · 9 yrs 7 mos
- Knowledge manager Coastal & Marine Infrastructures**
Jan 2010 - Jan 2013 · 3 yrs 1 mo



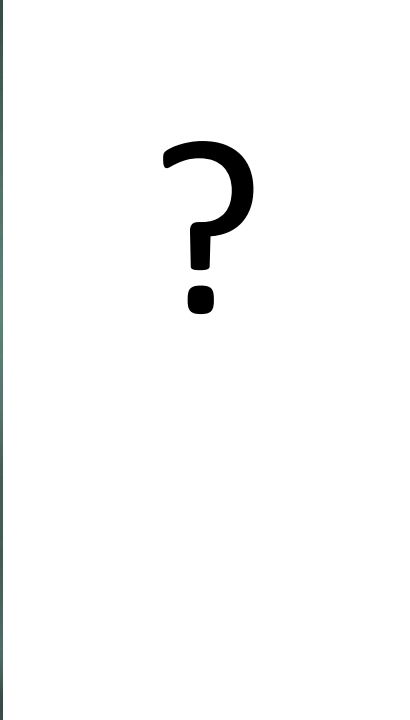
My teachers



My recent study work



Natural
Intelligence?





The solution?

“Lubricate or rub the chicken's legs with oil or vaseline or a "pesticide". Repeat this treatment every 4h until the infestation disappears.

Use tobacco straw in the laying nests or mix it with the ground cover. Regularly treat all parts of the coop with flea killing agent.“

This is how we maintain the chicken coop !





Deeply analyse the situation!

Think systemic !

Use Natural Intelligence !

Think regenerative !



We do not need a chicken coop!!



They need a tree!!

“The solution:

?????

My role:

- Putting their lives at the center.
- Tapping into their NI & potential.
- Creating a safe environment.
- Understand the whole and the nestedness.

The regenerative thinking:

Inner part: Whole. Potential. Essence.

Outer part: Nested. Nodal. Field

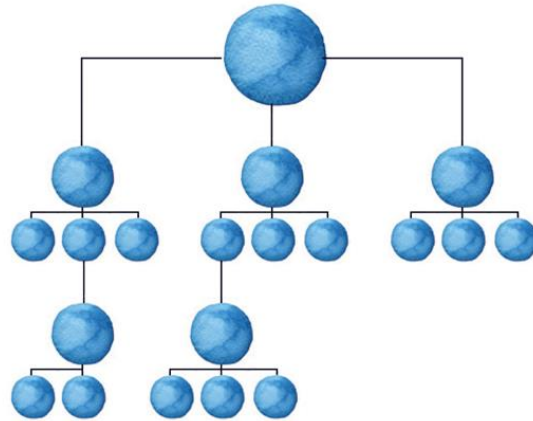


The Regenerative
Organisation?

YESTERDAY'S LOGIC

REDUCTIVE MACHINE LOGIC

MECHANISTIC
LINEAR
CAUSE-AND-EFFECT
EGO/LEFT-HEMISPHERE/
MASCULINE/OUTER FOCUS



WHY?

We are doing what we do...

LOGIC OF LIFE

LIVING SYSTEMS LOGIC

INTERCONNECTED



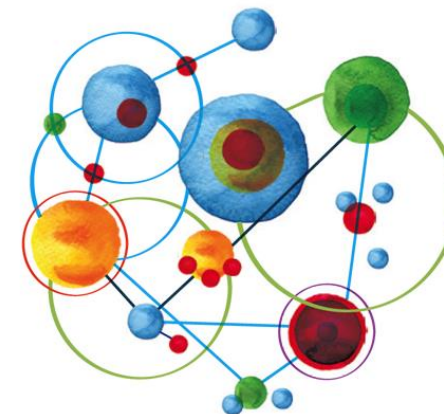
1. SYSTEMS THINKING
LEFT-RIGHT HEMISPHERE INTEGRATION
RELATIONAL AWARENESS & OPEN MIND



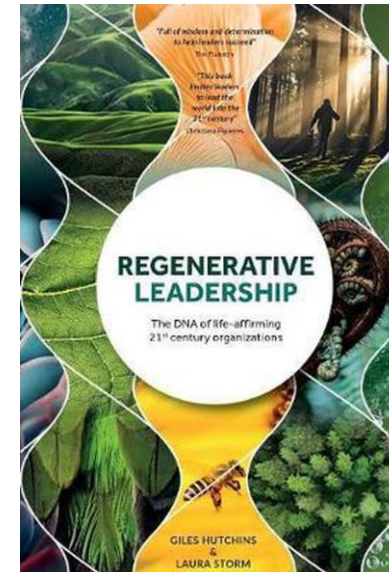
2. SYSTEMIC AWARENESS
INNER-OUTER MASCULINE-FEMININE
EMBODIED PARTICIPATORY AWARENESS
OPEN HEART



3. ECOSYSTEMIC AWARENESS
HUMAN-NATURE
LIVING SYSTEMS FIELD
OPEN WILL



METAMORPHOSIS



A scenic sunset over a body of water with a stone path leading into the distance. The sky is filled with dramatic, dark clouds, and the sun is low on the horizon, casting a golden glow. The water is calm, reflecting the light. In the foreground, a stone path made of large, rounded stones leads from the bottom center towards the horizon. The path is flanked by green seaweed and rocks. The overall mood is serene and contemplative.

The Regenerative Organisation?

Essentials:

- **Regenerative & anti-fragile !**
- **Harnessing all our qualities !**
- **Activating super-Natural powers !**
- **Re-connecting !**

REGENERATIVE?

'Restored to a better state'

Oxford English Dictionary

'Regenerative development is an approach that enhances the ability of living beings to co-evolve so that the planet continues to express its potential for diversity, complexity and creativity' – Pamela Mang

'Shifting from doing good to serving as an instrument for the evolution of being' - Carol Sanford

Forewords by
TOHYA MOSLEY, NPR and JEFFREY HOLLENDER, Seventh Generation Corp
CAROL SANFORD
Bestselling author of *THE REGENERATIVE BUSINESS*



THE
**REGENERATIVE
LIFE**

TRANSFORM ANY
ORGANIZATION, OUR SOCIETY,
AND YOUR DESTINY

ANTIFRAGILE?

*"No exact match found for "antifragile" in English Oxford Dictionary
"There are no results for your search" - Wikipedia*

"Those who are anti-fragile love chaos and benefit from it, like the many-headed monster Hydra from Greek mythology: every time one of her heads was chopped off, two grew in return."

"Antifragile is anything that changes and survives with time: evolution, ideas, political systems, cultural or economic success, emerging cities, recipes, rumours, riots, legal systems, bacterial resistance, the human species..."

"The resilient resists shocks but stays the same and gets stressed from the shocks. The antifragile gets better from the shocks and adapts..."

Nassim Nicholas Taleb

ANTIFRAGILE

THINGS THAT GAIN FROM DISORDER

New York Times BESTSELLER

AUTHOR OF *The Black Swan*

"Startling . . . richly crammed with insights, stories, fine phrases and intriguing asides . . . I will have to read it again. And again."

—Matt Ridley, *THE WALL STREET JOURNAL*

ALL OUR QUALITIES?

LEFT-HEMISPHERE QUALITIES

you vs me

linear

causal

focuses in on the parts

structure and order

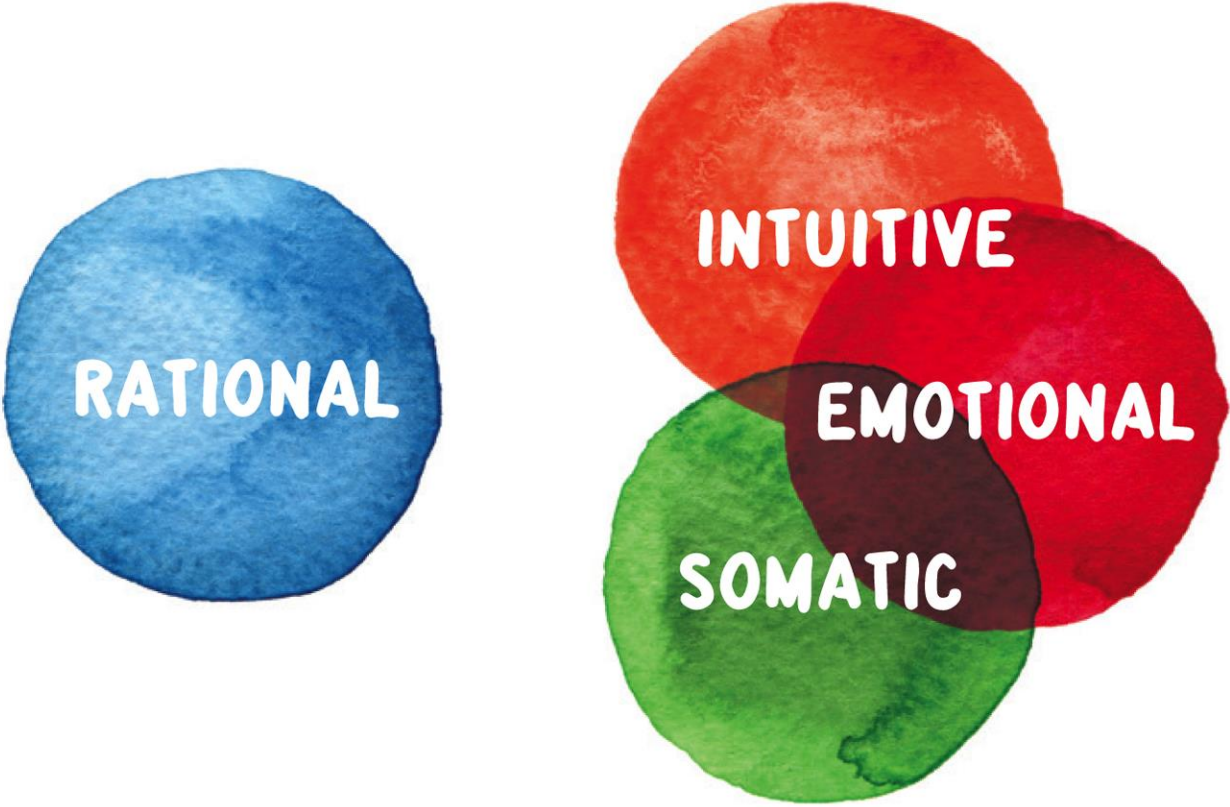
polarization

TODAY

FUTURE = combination & integration off both hemispheres



OUR SUPER NATURE?



TODAY

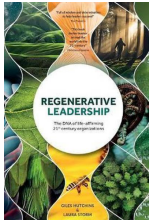
CROSSING


RECONNECTING?

DISCONNECTION/SEPARATION



Today





Regenerative leadership?

from mechanistic to systemic leadership

LEADERSHIP?

'Leadership is both a research area and as a practice, it encompasses the ability of an individual, group, or organization to influence, or guide other individuals, teams, or entire organizations.' Wikipedia

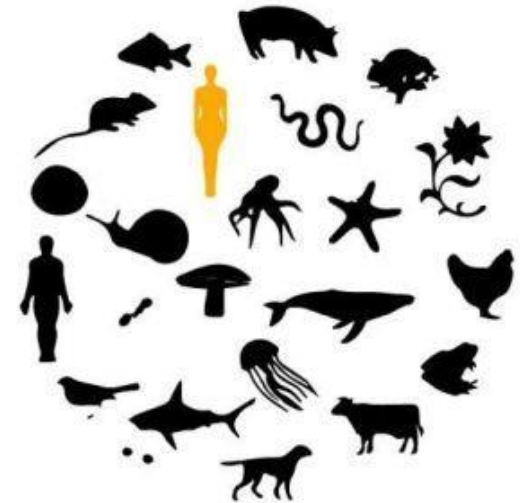
A new operating system for leaders



Ego System

"It's About Me"

Top Down Control, Command, Independent Silos, Territoriality, Power Struggles, Self-Interest, Withholding Information, Blaming



Eco System

"It's About Us"

Influence, Conversation, Aligned Agility, Partnership, Mutual Empowerment, Mutual Support, Joint Knowledge, Mutual Accountability

LEADERSHIP?

Regenerative leaders understands:

- **Wholeness** – a role to play within a larger system
- **Potential** – look to what it can become
- **Developmental** – contribute to allow beings to fully manifest their potential
- **Nestedness** – recognizing that every whole is embedded on other wholes, that impact on one level has impact on other levels, that ...
- **Nodal** – ability to reveal essence-sourced dynamics
- **Fields** – ability to discern and shape the source of the qualitative state of something, create energy fields


Regenerative leaders have to unlearn & learn practices like:

- Dismantling certainty (even “scientifically proven”)
- Paradigm insight
- Living system framework thinking
- Self-determined accountability & development



LEADING BY NATURE
FOR YOUR SENSING ORGANISATION



An aerial photograph of a long, sandy beach stretching into the distance. The beach is bordered by dunes covered in sparse, dry vegetation. Several cars are parked along the beach. In the foreground, a kite surfer is visible on the sand. The sky is blue with scattered white clouds.

And what are we doing at HAEDDES?

Pioneering. Stumbling around.

Building trust.

Open heart, open mind & open will.

Ask over & over: How would Nature do it?

Perfection is always outdated because reality evolves quickly.

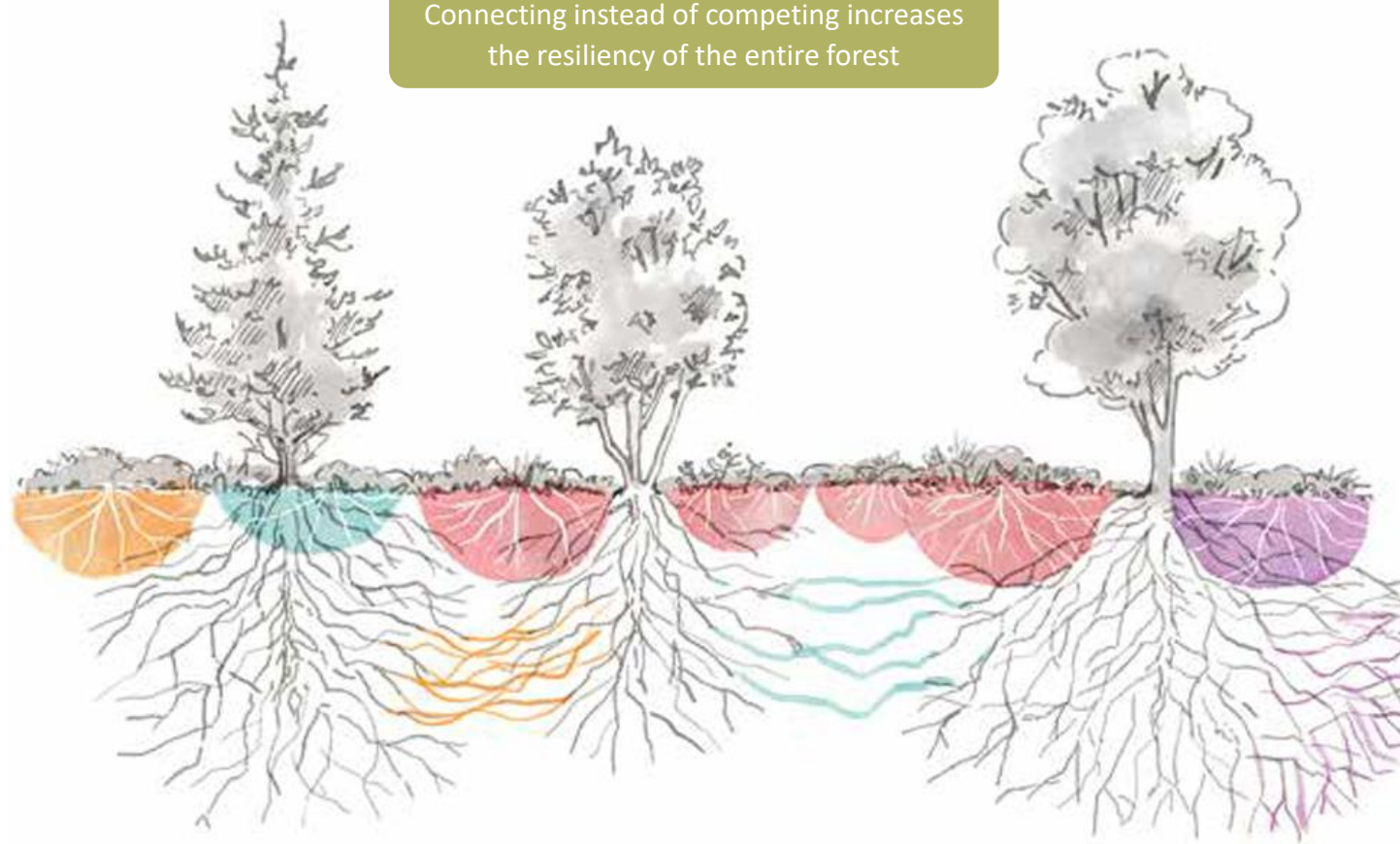
THE FOREST – OUR INSPIRATION

HOW?

We are doing what we do...

THE FOREST – OUR INSPIRATION

Connecting instead of competing increases the resiliency of the entire forest



Sharing of nutrients

Alert system for threats

THE FOREST – OUR INSPIRATION

Connecting instead of competing increases the resiliency of the entire forest

Regenerative partnerships are about

- Sharing knowledge
- Sharing opportunities
- Helping each other grow instead of keeping each other small



Sharing of nutrients

Alert system for threats

Seasons of a regenerative company



Autumn
Time to reflect & evaluate



Summer
Time to bloom and enjoy to the full



Winter
Time to go inward and sharpen our awareness.
Why do we do what we do?
do?



Spring
Flowers and leaves start to grow, time to wake up. Set up new things.

CLIENTS provide us with challenges and input data (H₂O and CO₂), which we transform via the projects into food for our roots (soul) and soil (people).

Our **PROJECTS** are the fruit and leaves of the tree. the company's soul. Through photosynthesis our projects create food for our entire company all the way down to our soul, and the people.

The **BUSINESS LINES & 4 MARKETS** can be either high shooting branches with fruits that are difficult to pluck but reaching a lot of sunlight, or they can be wide hanging with easy to pluck fruits but less sunlight.

The company's **ORGANISATION** or tree trunk makes sure we get enough sunlight to let branches develop, our different business lines.

PARTNERS, inform us about what is going on in the network, give food in times of scarcity, etc.

The company's **PEOPLE & MANAGEMENT** are the soil in which our company tree grows. The soil feeds the tree and provides a healthy environment for the entire tree.

Roots form the basis of the tree. They stabilize and provide water and nutrients, as do the **COMPANY'S SOUL** provides a stable foundation and a constant flow of energy throughout the company and to the other trees in the forest.

OUR CLIENTS

OUR PROJECTS

OUR BUSINESS LINES

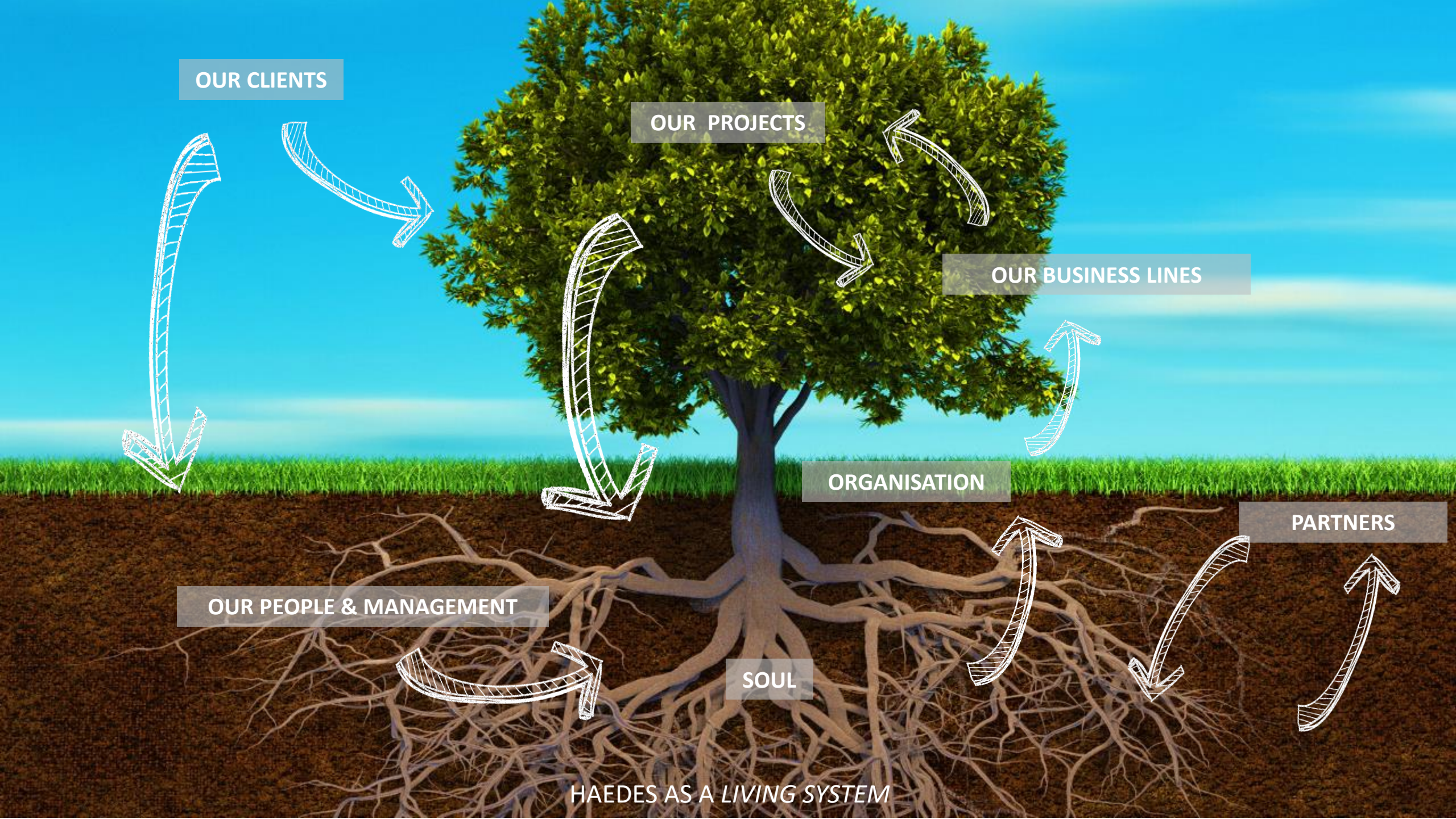
ORGANISATION

PARTNERS

OUR PEOPLE & MANAGEMENT

SOUL

HAEDES AS A LIVING SYSTEM

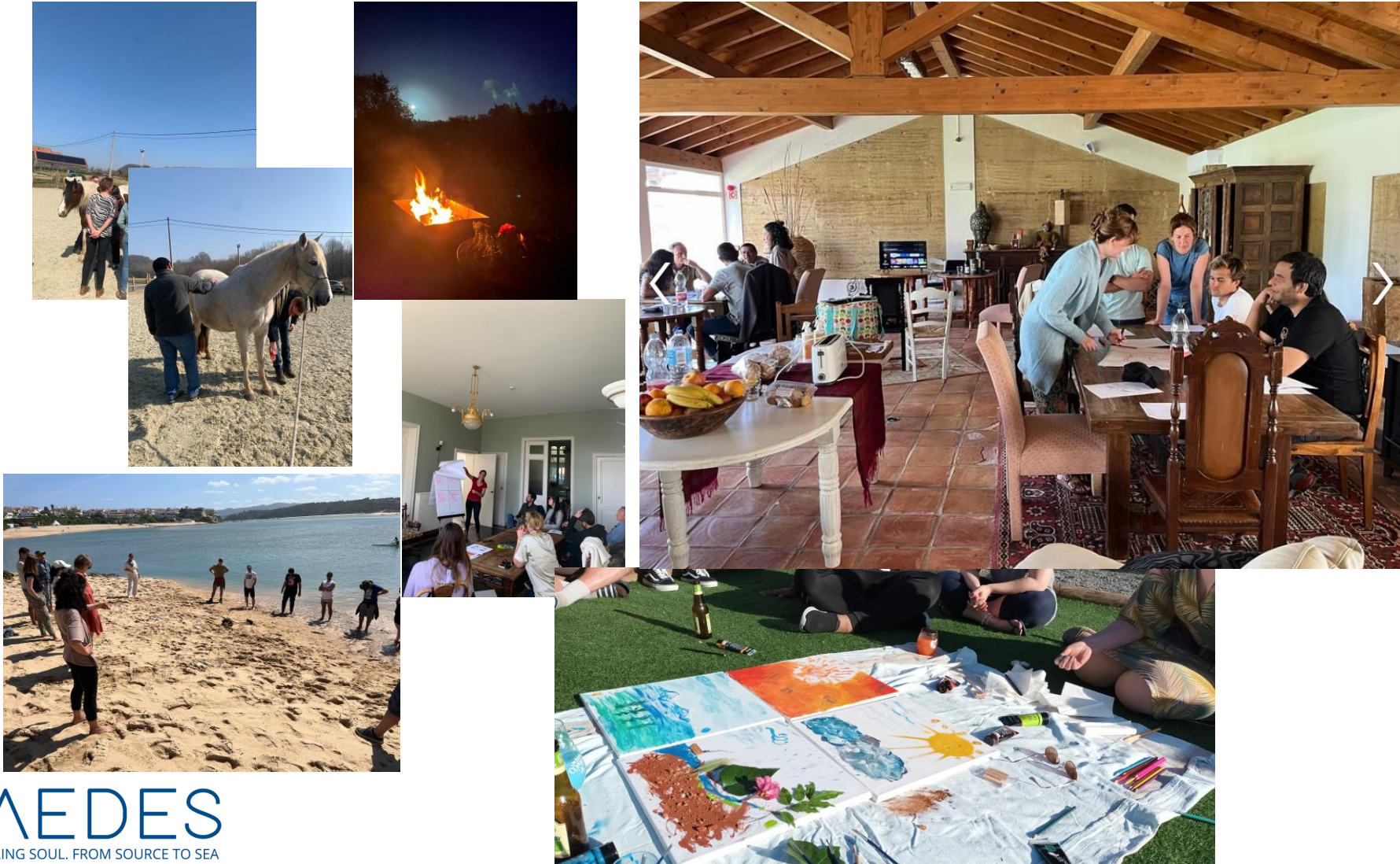


Embodying Natural Intelligence

HOW?

We are doing what we do...

PRACTICING THROUGH OUR SOUL EVENTS



HAEDES
2,805 followers
9mo • 🌐

We did it again.

At **HAEDES** we value autonomy and freedom. This means we operate independently, unrestricted, with the courage to contemplate, think and act in alignment with our skills, dreams, soul & intuition.

For all of us, taking action and creating impact is important.

Last week we came together during our 2nd Soul Event, to practice Regenerative Thinking and discover what Leading by Nature can offer ourselves and the projects we are involved in. We explored other lenses of looking to how we work, how we think, I ...see more

👍❤️ 41 4 comments · 4 reposts

👍 Like 💬 Comment 🔄 Repost

HAEDES Comment as HAEDES... 😊 📷

Most relevant ▾

PRACTICING - THROUGH RETREATS



p1Et Haerens • You
Founder - Chief Soul & Strategy Officer at HAEDES
1yr • Edited •

It is so easy to get distracted or consumed by superficial improvements. It is so easy to become a better engineer, a better technician, a better sustainable person, a better parent, to develop technical innovation,... But does this really matter?

What matters is to discover and tap into our true Nature or true character that makes that we can enable our distinctive uniqueness embedded in the whole and embrace the full potential of the Natural systems...

We can't keep learning if we overlook [#naturalintelligence](#) (NI). Thank you [Paul Sercu](#), [Jill Peeters](#) and [Leen Gorissen](#) to let us experience the strength of regenerative thinking, provide us with frameworks to support and apply this thinking and above all to encourage us to trust the process...

The journey to practice [#regenerativeleadership](#) continues in an ever changing dynamic world...

[#regenerativeeconomy](#) [#experimenting](#) [#learningbydoing](#) [#trustnature](#)



A new perspective on sustainability.
Beyond treatment of symptoms.
Beyond the illusion of powerlessness.
Back to the essence.



p1Et Haerens • You
Founder - Chief Soul & Strategy Officer at HAEDES
2yr •

It is great to see an update of the Regenerative Leadership Journey. Let you inspire to aid the emergence of a new thriving paradigm built on regenerative principles. It was for me an amazing journey to participate in the previous editions. The learnings enriched my thinking and doing. The connection with the other participants enriched my life. Today, I continue practicing what I learned. Sometimes I fail, sometimes I succeed. Thank you [Laura Storm](#) to continue with the metamorphosis. Thank you [Leen Gorissen](#) to join as journey guide.

[#regenerativeleadership](#) [#naturebasedsolutions](#) [#logicoflife](#) [#thankyou](#)



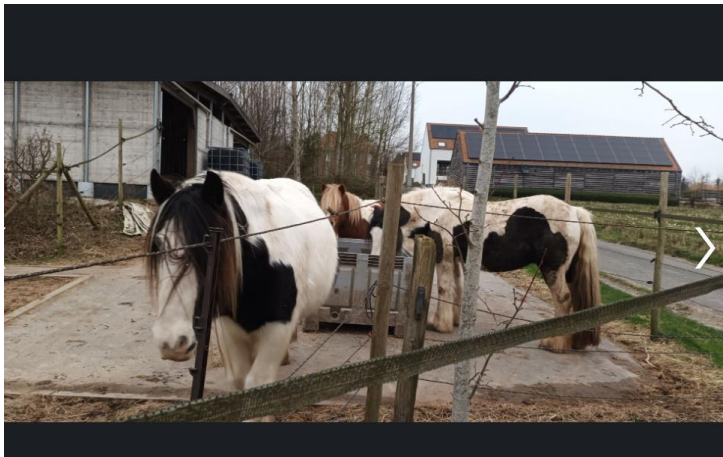
Laura Storm • 1st
Regenerative Business & Leadership, Regenerators.co, Regenerator...
2yr •

Gosh I've waited so long for this day. Actually years but it has taken me the better of this year to make this ready for you.

...see more



PRACTICING THROUGH DAY-BY-DAY ACTIONS



Mostafa Nazarali • 1st
Principal Engineer at HAEDES
4h • Edited • 🗨️

Sometimes, it's helpful to take a short break and reflect on the path we have traveled, our current position, and the direction we're heading. Are we satisfied with our actions and the journey itself? These questions motivated me to plan a horse-assisted coaching session with [Marion Liberloo](#) in the first weeks of 2024.

Horses can respond immediately to our behaviors and give feedback on our actions, like a living mirror! It is fascinating how they help to bring the deeper truths forward into our conscious awareness without any judgement. In a subtle manner, they can help in identifying and eliminating barriers that are holding us back, fostering confidence to implement ar ...see more

👍 Renaat De Sutter and 16 others 2 comments

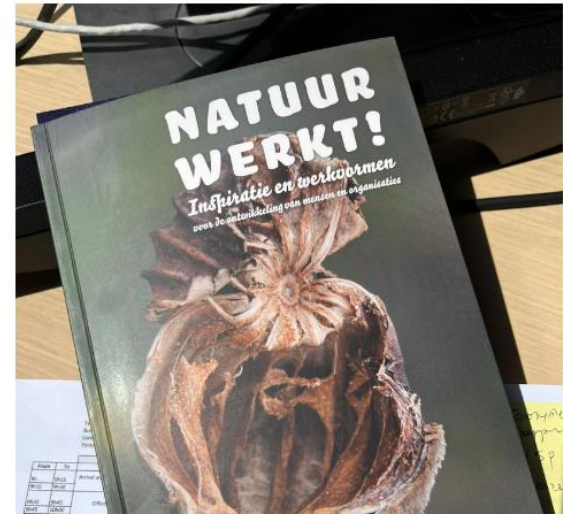
👍 Like 💬 Comment 🔄 Repost ➦ Send

plEt Haerens • You
Founder - Chief Soul & Strategy Officer at HAEDES
8mo • Edited • 🗨️

When you are inspired by Nature to build your own way of doing, it is challenging and an ongoing dynamic process. That's OK. It is about slowing down, looking deep into Nature and see the patterns, use them, test them and apply them in your organisation. It is wisdom compiled during the last 3.8 billion years. Why ignoring it?

Creating new methods requires, guts and turning inspiration into practice. I want to express my gratitude to [Judith Zadoks](#) and [Tini van de Wetering](#) for sharing their valuable insights and motivating me to continue inspiring organisations to become living systems, just like Nature. Biomimicry, Regenerative Leadership, Leading by Nature, are no buzzwords, but inspiring principles easy to turn into action...

HAEDES as living lab.
[#leadingbynature](#) [#regenerativeleadership](#) [#biomimicry](#) [#livinglab](#)



PHIL

WHAT?

What PHIL does...

PHIL ...

PHIL supports the overall strategy of HAEDES and brings the following elements together:

- Our culture (values & non-written rules & **our story**) ;
- Our full potential (regenerative leadership and self-development) ;
- Our ecosystem (the tree, the pillars and our organogram) ;
- Our (cyclic) business processes ;
- Whatever we forget and is part of it ;

PHIL is our colleague spreading the story, telling how we develop towards a regenerative company and remind us to ask the question: How would nature do it?

WHAT?
What PHIL does...

THE STORY OF A REGENERATIVE COMPANY...

Five verbs helped us to translate the Engineering Soul into a set of guideline on what we do to become a regenerative company.

Our story?

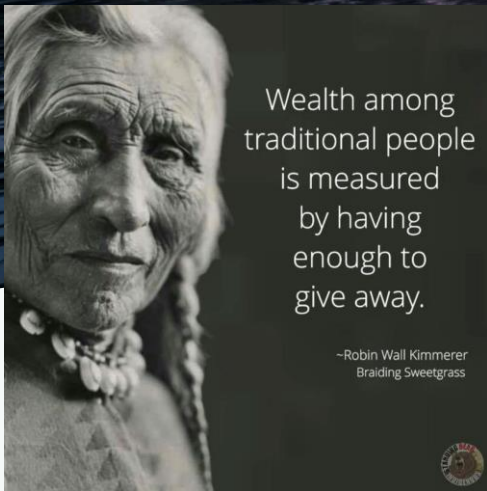
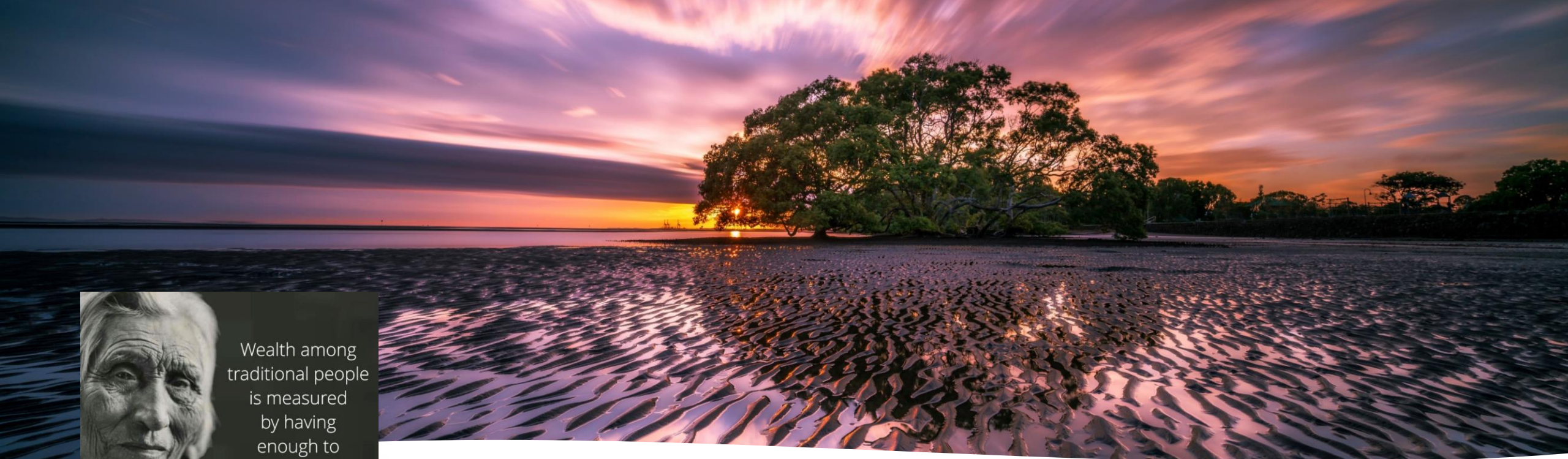
What we want to tell...

Five verbs to illustrate how we function: to **listen**, to **look**, to **experiment**, to **do** & to **give**





“The intuitive mind is a sacred gift, the rational mind its faithful servant. We have created a society that honours the servant and has forgotten the gift...” – Albert Einstein (1879 – 1955)



Thank you!

HAEDES
Engineering. Soul.
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www.haedes.eu
www.leadingbynature.be
www.zazu-inspires.com



LEADING BY NATURE
FOR YOUR SENSING ORGANISATION



Zazu Inspires