

HOLISTIC MANAGEMENT CURRICULUM



COURSE 1 HOLISTIC MANAGEMENT FUNDAMENTALS*

This whole system approach to resource management gives you tools to improve profitability, regenerate soil, increase quality of life, and increase biodiversity by working with nature.

COURSE 2 HOLISTIC FINANCIAL PLANNING*

.By following this simple-to-use, cash-based planning process, you can increase your profit, whilst improving quality of life and land health and productivity.



COURSE 3 HOLISTIC PLANNED GRAZING*

By adopting good grazing practices, you can increase grass productivity, profits, stocking rates, and crop yields; improve livestock health; increase biodiversity; and even mitigate flood, drought, and climate change.

COURSE 4 HOLISTIC ECOLOGICAL MONITORING*

When you change your management, how do you know if you are moving in the right direction? Learning to monitor the land for the earliest signs of change enables you to quickly adapt your management.



COURSE 5 HOLISTIC LAND PLANNING*

This capstone course integrates the previous courses and enables you to create a long-term infrastructure development plan to generate enduring wealth from the land.

LOW STRESS LIVESTOCK HANDLING

Learn to see the world the way a cow does, so you can be safe and stress-free in handling them. Educator Miriam Parker was trained by the originators, Bud Williams and Temple Grandin, and was awarded an MBE for services in farming in 2006.



***ACCREDITED BY SAVORY INSTITUTE**

GOT A QUESTION? PLEASE CONTACT US:

INFO@3LM.NETWORK

TEL: +44 (0)7446 780081

[Save £300 when you book the entire Series A, B, C or D](#)

Online Training Series A

Course & Number	Dates	Time	Price
Holistic Management Fundamentals SKU280	8 September – 27 October 2021	Wednesdays 6:30 PM -- 9:30 PM, London	£450 No Vat
Holistic Planned Grazing SKU300	3 November – 22 December 2021	Wednesdays 6:30 PM -- 9:00 PM, London	£375 No Vat
Holistic Financial Planning SKU385	12 January – 2 March 2022	Wednesdays 6:30 PM -- 9:00 PM, London	£375 No Vat
Holistic Ecological Monitoring & Land Planning SKU395	9 March – 27 April 2022	Wednesdays 6:30 PM - 9:00 PM London	£375 No Vat

Online Training Series B

Course & Number	Dates	Time	Price
Holistic Management Fundamentals SKU275	4 September – 23 October 2021	Saturdays 9:30 AM -- 12:30 PM London	£450 No Vat
Holistic Financial Planning SKU295	30 October – 18 December 2021	Saturdays 9:30 AM -- 12:00 PM London	£375 No Vat
Holistic Planned Grazing SKU390	15 January – 5 March 2022	Saturdays 9:30 AM -- 12:00 PM London	£375 No Vat
Holistic Ecological Monitoring & Land Planning SKU395	9 March – 27 April 2022	Wednesdays 6:30 PM - 9:00 PM London	£375 No Vat

Online Training Series C

Course & Number	Dates	Time	Price
Holistic Management Fundamentals SKU290	29 October – 17 December 2021	Fridays 9:30 AM -- 12:30 PM London	£450 No Vat
Holistic Financial Planning SKU410	14 January – 4 March 2022	Fridays 9:30 AM -- 12:00 PM London	£375 No Vat
Holistic Planned Grazing SKU400	11 March – 29 April 2022	Fridays 9:30 AM -- 12:00 PM London	£375 No Vat
Holistic Ecological Monitoring & Land Planning SKU405	6 May – 24 June 2022	Fridays 9:30 AM -- 12:00 PM London	£375 No Vat

Online Training Series D

Course & Number	Dates	Time	Price
Holistic Management Fundamentals SKU305	4 November – 23 December 2021	Thursdays 6:30 PM -- 9:30 PM London	£450 No Vat
Holistic Financial Planning SKU410	14 January – 4 March 2022	Fridays 9:30 AM -- 12:00 PM London	£375 No Vat
Holistic Planned Grazing SKU400	11 March – 29 April 2022	Fridays 9:30 AM -- 12:00 PM London	£375 No Vat
Holistic Ecological Monitoring & Land Planning SKU405	6 May – 24 June 2022	Fridays 9:30 AM -- 12:00 PM London	£375 No Vat

[Register for courses in the 3LM Shop.](#)

[Got a question? Email us at: \[info@3lm.network\]\(mailto:info@3lm.network\)](#)

In-Person Training

Course & Number	Where	Dates	Time	Price
Low Stress Livestock Handling SKU120	Linley Hall* Shropshire	Tuesday, 15 Oct 2021	9:30 AM - 5:00 PM	£330 Incl. VAT
Holistic Management Comprehensive SKU125	Linley Hall* Shropshire	6-14 Oct 2021	9:30 AM - 5:00 PM	£1440 No VAT
Holistic Management Comprehensive	FarmED Oxfordshire, England (Register with FarmED) <i>Four spaces remain in Sessions 2, 3, 4</i>	Session 1: 19-21 July 2021 Session 2: 22-24 Sept 2021 Session 3: 18-20 Oct 2021 Session 4: 22-24 Nov 2021	9:30 AM - 5:00 PM	£2340 Incl. VAT

*Due to Covid-19, we don't charge registration fees until we are certain to hold the event.
Register soon, however, because in-person training is popular.

[Register for courses in the 3LM Shop.](#)

[Got a question? Email us at: info@3lm.network](mailto:info@3lm.network)

Holistic Management Curriculum

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Overview of Holistic Management

What is Holistic Management?

- A systems-thinking approach to regenerate the world's soils and minimise the damaging effects of climate change on humans and the natural world.
- A comprehensive management framework, which enables you to work with nature to create the economic, social and ecological outcomes you desire.
- A way of solving problems, making decisions and plans that considers the whole.

Benefits

Practitioners generate enduring wealth measured by sustained profitability, enhanced performance of land and livestock, healthy social relationships, and regenerated soil and ecosystems.

Economic benefits:

- Increase land productivity and growing season.
- Improve nutritional value of plants.
- Improve plant, animal, and human health.
- Eliminate costly inputs.
- Increase profit and thrive.

Social benefits:

- Improve quality of life.
- Improve relationships.
- Have a big story to tell.
- Restore a sense of pride.

Ecological benefits:

- Regenerate soil and recover biodiversity.
- Minimise soil erosion and leaching of minerals.
- Mitigate drought, flood, climate change.

Where can Holistic Management be applied?

- Farms, both arable and livestock.
- Gardens, forests, oceans.
- Businesses.
- Conservation and wildlife trusts, parks, NGO's.
- Cities, regions, countries.
- Families, communities.

Course 1: Holistic Management Fundamentals Syllabus¹

In-person: three-day course

Online: eight weeks of three-hour sessions

The Foundations of Holistic Management

Four Key Insights

- A holistic perspective is essential in management – Nature functions in wholes and patterns
- The brittleness scale and how it affects the land's response to the influences upon it
- The predator-prey connection to land health
- Time rather than numbers governs overgrazing (and overtrampling)

Holistic Management Overview

- Core components of holistic decision-making
- Planning and monitoring procedures
- The Holistic Management framework

The Ecosystem Processes and the Tools to Manage Them

Ecosystem Processes – understanding the language of the land:

- Water cycle
- Mineral cycle
- Community dynamics
- Energy flow

Tools for managing ecosystem processes:

- Money and labor
- Human creativity
- Technology
- Fire
- Rest
- Living organisms: Animal Impact, Grazing
- Guidelines for using the management tools

Holistic Decision-Making

- Defining the Whole Under Management: clarifying what you are managing

¹ This syllabus is accredited by Savory Institute.

- Creating a Holistic Context: the context for your management
- Ensuring the decisions you make and the actions you take are in context
- The context checks – using the seven checking questions
- The feedback loop: monitoring proactively
- Holistic Management Practice – diagnosis of treatment of root cause

Outcomes

The course provides the opportunity for participants to learn the basics underlying Holistic Management and to develop a holistic context to guide their decisions and actions. Even though all decision makers may not be present at the course, participants will practice making decisions in line with the holistic context they develop and feel confident they can share the experience successfully when they get home.

Why are the Fundamentals Important?

An understanding of the key insights that led to the development of Holistic Management, the ecosystem processes (and the tools to manage them) that serve as the foundation, and the decision-making process that in turn guides management, is critical to masterful implementation of Holistic Management.

Course Preparation:

To get the most from this course, it is recommended that you do the following.

1. Review, [*Holistic Management, Third Edition*](#):
 - Part 1: Introduction
 - Part 2: Four Key Insights
 - Part 3: The Holistic Context
 - Part 4: The Ecosystem that Sustains Us All
 - Part 5: The Tools We Use to Manage Our Ecosystem
 - Part 6: Holistic Decision Making
 - Part 7: Guidelines for Using the Management Tools (Chapters 33 and 34)
2. Review the supporting Savory Institute Ebooks (provided after you register):
 - Ebook one – The Foundations of Holistic Management
 - Ebook two – The Ecosystem Processes
 - Ebook three – Tools to Manage Ecosystem Processes
 - Ebook four – Defining the Whole and Creating a Holistic Context
 - Ebook five – Ensuring Decisions Are in Context

Course 2: Holistic Financial Planning Syllabus²

In-person: two or three-day course

Online: eight weeks of two-and-a-half-hour sessions

Pre-requisite: Holistic Management Fundamentals

The Fundamentals of Holistic Financial Planning

- Holistic decision-making and how it relates to Holistic Financial Planning
- Your holistic context: Aligning your financial decisions
- What is wealth? What are the sources of wealth?
- Profitability
- Using the context checks related to finances
 - Financial weak link: Generating wealth
 - Energy/money source and use: Investing soundly
 - Marginal reaction: Getting the biggest bang for your buck
 - Gross Profit Analysis: Bringing in the most money for the least additional cost
 - Management Tips and Good Ideas
 - Simple appreciation: How to handle emergencies
 - Context checking matrix: Tracking your decisions
- Brainstorming/brainwriting: Generating new ideas
- Net managerial income: Rewarding managerial effectiveness
- Planning Forms
 - Standard Worksheet
 - Biological Year of the Herd, and Crop Planning
 - Livestock Production Worksheet
 - Annual Income and Expense Plan
 - Control Sheet

Creating Your Holistic Financial Plan

- Introduction
- Planning the planning
- Creating ownership
- Overview and general scheduling
- Preliminary planning

² This syllabus is accredited by Savory Institute.

- How to address logjams
- How to address adverse factors
- How to identify and address financial weak links
- How to figure gross profits
- Putting the plan on paper
- How to balance a plan and check for cash flow
- How to operate, monitor, and control a holistic financial plan to ensure profit

Outcomes

The course provides the opportunity for participants to work on a financial plan, either one provided by the educator, or one that is created by participants using their own figures. In the latter case, some work will be needed after the course to complete the plan but participants will leave the course with a good understanding of what remains to be done and how to do it.

Why is Holistic Financial Planning important?

By integrating this simple-to-use, cash-based planning process into your current accounting or budgeting systems, you will be able to increase your profit and improve your quality of life and your land's health and productivity. Even if you aren't engaged in agriculture there will be much that applies to your situation, no matter what your business or occupation.

Course Preparation

To get the most from this course, it is recommended that you do the following.

1. Review, [*Holistic Management, Third Edition*](#):
 - Chapter 39 - Holistic Financial Planning: Generating Lasting Wealth
2. Review the supporting Savory Institute Ebooks (provided after you register):
 - Ebook six: *The Fundamentals of Holistic Financial Planning*
 - Ebook seven: *Creating Your Holistic Financial Plan*
3. Bring with you to training:
 - Your Whole Under Management and Holistic Context in written form.
 - Income and Expense statement for the most recent year (if relevant).

Course 3: Holistic Planned Grazing Syllabus³

In-person: two or three-day course

Online: eight weeks of two-and-a-half-hour sessions

Pre-requisite: Holistic Management Fundamentals

The Fundamentals of Holistic Planned Grazing

- Holistic decision making and how it relates to Holistic Planned Grazing
- Why plan your grazing?
- Measuring forage utilization – in animal days
- Grazing, overgrazing, and growth rates
- Grazing periods and recovery periods
- Time, density, and paddock numbers
- Forage and drought reserves
- Determining correct stocking rates
- The critical non-growing, or slow-growing season
- Managing a drought
- Watering large herds
- Creating herd effect
- Single vs. multiple herds
- Wild grazers and browsers
- Matching animal cycles to land cycles
- Pests, parasites, and other challenge
- Reading the land (walking or using slides) to review the brittleness scale, ecosystem processes, and tools and their probable effects

Creating, Implementing, and Monitoring Your Grazing Plan

- When to plan: open-ended and closed-ended plans
- Pre-planning considerations
 - How stocking rate relates to a holistic grazing plan
 - How to address livestock, land, conservation, and social needs
- Create your growing season plan using the aide memoire and planning chart
- Create your non-growing season plan using the aide memoire and planning chart
- How to implement, monitor, and control a holistic grazing plan

³ This syllabus is accredited by Savory Institute.

Outcomes

The course provides the opportunity for participants to work on a growing or a non-growing season plan, using a scenario provided by the educator or details from their own property. In the latter case, some work will be needed after the course to complete the plan, but participants will leave the course with a good understanding of what remains to be done and how to do it. The focus in this course is on learning the *process* because once that is understood, any situation, no matter how complex, becomes relatively easy to plan.

Why is Holistic Planned Grazing important?

It caters for all the many variables that are commonly left out of grazing planning, such as: erratic weather, different types or classes of livestock, grazing through croplands, orchards or vineyards, wildlife needs, family needs (such as holidays or special events), and much more.

Although people think they can plan all of this in their heads, with assistance from a calendar or notebook, it is simply not possible to achieve the best plan in such a way.

Following the aide memoire step-by-step whilst noting each decision on the grazing chart renders even the most complicated situation simple and produces the best possible plan. This allows you to manage livestock grazing so that animals stay healthy and productive whilst increasing the biological capital that will sustain your business or livelihood for generations to come.

Course Preparation

To get the most from this course, it is recommended that you do the following.

1. Review, [*Holistic Management, Third Edition*](#):
 - Chapter 41 – Holistic Planned Grazing: Getting Animals to the Right Place, at the Right Time, with the Right Behavior
2. Review the supporting Savory Institute Ebooks (provided after you register):
 - Ebook eight: *The Fundamentals of Holistic Planned Grazing*
 - Ebook nine: *Creating Your Holistic Grazing Plan*
 - Ebook nine attachments:
 - *Growing Season Aide Memoire*
 - *Nongrowing Season Aide Memoire*
3. If working on your own growing and/or non-growing season grazing plan, bring with you:
 - Your Whole Under Management and Holistic Context in written form.
 - Map of farm or land with paddock names or numbers and sizes noted, and fences and watering points for livestock indicated.
 - Your 'Biological Year of the Herd', and 'Livestock Production Worksheets' from Holistic Financial Planning.

Course 4: Holistic Ecological Monitoring Syllabus⁴

In-person: one or two-day course

Online: half of an eight week session

Pre-requisite: Holistic Management Fundamentals

The Fundamentals of Holistic Ecological Monitoring

- Where Holistic Ecological Monitoring fits in Holistic Management
- Early warning monitoring of new practices
- The importance of monitoring annually to identify trends
- Time of year to monitor
- General observations
- Key land health indicators: The four ecosystem processes
- Soil capping: its development and effects
- Reading plant forms
- Identifying species: it's not just a name game
- Grazing patterns and what they can tell you
- Living organisms: community dynamics revisited (*see pages 26-28, Ebook #12*)

Monitoring Your Land

How to implement the monitoring procedures:

- Daily Monitoring – done when you check and move livestock
- Basic Monitoring – done annually
- Comprehensive Monitoring – done annually

Outcomes

The course will provide the opportunity for participants to understand the fundamental concepts underlying Holistic Ecological Monitoring, and gain experience in the field observing signs of change. Participants will learn how to complete both the basic and comprehensive monitoring procedures and be proficient in using them to monitor their own land for progress towards their Future Resource Base in their Holistic Context when they return home. Additionally, participants learn how to monitor and track plant growing conditions and livestock health and performance during daily monitoring.

Why is Holistic Ecological Monitoring Important?

The basic procedure enables you to gather enough information to keep your management on track. The comprehensive procedure provides more “quantitative” data and enables you to track specific measures over time. Even though the focus in both procedures is on a longer time frame, control, which

⁴ This syllabus is accredited by Savory Institute.

must be immediate if monitoring shows you are veering off track, remains the most vital part of the monitoring feedback loop and is essential for keeping your management proactive.

Course Preparation

To get the most from this course, it is recommended that you do the following.

1. Review, [*Holistic Management, Third Edition*](#):
 - Chapter 44 – Monitoring and Controlling Your Plans to Keep Management Proactive
2. Review the supporting Savory Institute Ebooks (provided after you register):
 - Ebook twelve: The Fundamentals of Holistic Ecological Monitoring
 - Ebook thirteen: Monitoring Your Land
3. Prepare/Bring:
 - Your Whole Under Management and Holistic Context in written form.

Course 5: Holistic Land Planning Syllabus⁵

In-person: one or two-day course

Online: half of an eight week session

Pre-requisite: Holistic Management Fundamentals

The Fundamentals of Holistic Land Planning

- What is a holistic land plan?
- Holistic decision making related to Holistic Land Planning
- How Holistic Land Planning integrates with Holistic Financial Planning
- Gather important information
- Prepare maps and overlays
- Decide on grazing unit and herd sizes

Creating Your Holistic Land Plan

- How to create a Holistic Land Plan
- How to implement the plan
- Layouts and hardware

Outcomes

In this course participants will learn the Holistic Land Planning process by working through an example provided by the educator, or by developing their own holistic land plan. In the latter case, some work will be needed after the course to complete the plan but participants will leave the course with a good understanding of what remains to be done and how to do it.

Why is Holistic Land Planning Important?

It enables us to consider new fencing layouts that minimize the number of water points required and that give us much greater flexibility in our grazing planning and more options for improving animal performance. We can anticipate the facilities we need to have in place as animal numbers and herd sizes increase, and thus avoid costly redesigns in the future.

Course Preparation

To get the most from your time at this course, it is recommended that you:

1. Review, [*Holistic Management, Third Edition*](#):
 - Chapter 40 – Holistic Land Planning: Designing the Ideal Layout of Facilities for a Grazing Operation
2. Review the supporting Savory Institute Ebooks (provided after you register):

⁵ This syllabus is accredited by Savory Institute.

- Ebook ten: *The Fundamentals of Holistic Land Planning*
 - Ebook eleven: *Creating Your Holistic Land Plan*
3. If working on your own holistic land plan, prepare and bring with you:
- Your Whole Under Management and Holistic Context in written form.
 - A map of the land with information about water points, fencing, hedgerows, trees, buildings and other infrastructure.

Benefits of 3LM Training

3LM NETWORK. Whether you take 3LM training online or in-person, you gain lifelong membership in a global network of people who are regenerating Earth. We are part of Regrarians Ltd.'s global, private online platform to connect, ask questions, and exchange information.

CONFIDENCE. Build your confidence to practice holistic management on your farm in the manner that suits you best – by taking it one step at a time, or by diving in all at once.

TRUST. Learn from trusted and respected Savory Institute Accredited Educators who are expert at supporting human change. Read our reviews on [Trustpilot](#).

PRACTICAL. Apply your learning immediately by preparing plans for your situation, and get your questions answered.

ASSURANCE. Our programme design assures you can make the necessary changes by supporting your transition over time. There are no short cuts or quick fixes. Allow yourself the time required to make the transition.

ACCREDITATION PATHWAY. Our curriculum is designed to meet the training requirements for the Savory Institute Accredited Professional pathway.

UP-TO-DATE. Because 3LM is an accredited member of the Savory Network, we bring you the latest thinking, materials and programmes from the originators of Holistic Management, the [Savory Institute](#).

Who are these programmes designed for?

Whether you are a farmer, grower, conservationist, agronomist, educator, government employee, or informed consumer, Holistic Management gives you the management tools to work with nature.

This whole farm / whole conservation area / whole community approach to holistic resource management provides you with key principles and practices that will help you manage land to improve its health and create a sustainable future for generations to come. You will be well on your way to becoming a Savory Institute Accredited Professional.

For more details, please contact us:

Email: info@3lm.network

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[Book a Free Consultation](#)

[Sign-up for the 3LM Newsletter](#) and receive Savory Institute Ebook 1: *The Foundations of Holistic Management*.