



A learning journey for leaders and organisations ready to explore what it means to give nature a voice, a governance role and a seat at the table.

[Course Outline](#)
29/4/26

Contents

INTRODUCTION..... 2

 What is Nature-inclusive Governance?..... 2

 How can The Grass Tree Fellowship Program support you and your work?..... 2

 Who should participate?..... 3

ABOUT THE COURSE 4

 Learning Outcomes 4

 Fellowship Format – how we’ll learn together..... 4

 Fellowship Content – what we’ll explore together..... 4

 Guest speakers 5

 Fellowship Program Hosts 6

COURSE OUTLINE 7

COSTS AND WAYS TO PARTICIPATE..... 10

BACKGROUND 10

 Why Nature-inclusive Governance? 10

 Why the Grasstree as our symbol? 11

CONTACT US 11

INTRODUCTION

Something unprecedented is quietly happening around the world. Nature is finding its way into boardrooms, planning tables and governance frameworks. Not only as a resource or a 'risk' to be recognised, but as a rights-holder, a stakeholder and a voice.

Join us for Australia's first program designed to support people engaging in, or curious about, the emerging field of Nature-inclusive Governance (NG). This includes people working to represent and/or speak on behalf of nature within organisations, agencies and communities.

We are hosting the first cohort from 23 June to 24 November 2026 and are inviting those who feel called to help shape this practice.

What is Nature-inclusive Governance?

Nature-inclusive governance invites us to rethink the assumptions that shape our decisions and our institutional structures, and place the health of the living world at the centre of organisational purpose, decision-making, responsibility and accountability. This represents a paradigm shift away from 'managing' the environment, toward understanding our deep interdependence and kinship with nature. This moves us beyond sustainability, where the mission was to minimise harm, but where the living world continues to diminish under our watch.

Many people are now reaching for something deeper and more regenerative, to connect with a fundamentally different relationship with the living systems we depend on. Nature-inclusive governance offers a pathway into that change: not as a framework to implement, but as a way of seeing that changes everything.

How can The Grass Tree Fellowship Program support you and your work?

The Fellowship is a 6 month long co-learning journey for those keen to explore Nature-inclusive governance in an Australian context.

Rather than a single workshop, the Fellowship Program is a shared, 6 month journey where Indigenous knowledge holders, organisational leaders, Nature proxies and regenerative practitioners can come together to co-create knowledge within a guided structure.

This multi-layered format is curated so you can learn from multiple knowledge systems and apply your learning outcomes to nature governance in your own organisation or project.

We recognise that different interpretations of Nature-inclusive governance will emerge, and we believe that holding this diversity in an inclusive way is vital. The Fellowship creates the space to learn from ancient wisdom, immersive experience, test new models, build trust and uncover what this work means here in Australia, so that governance can be transformed to strengthen the conditions for life to flourish.

The grass tree (*Xanthorrhoea*) is our symbol - an ancient, resilient plant that thrives in diverse ecosystems and regenerates in relationship with fire. It invites the kind of leadership and governance we need in these times: grounded, responsive, resilient and regenerative.

Who should participate?

The course is open to anyone who is interested in exploring how nature can be a voice in decision making. It will be of interest to anyone ready to explore what changes when the living world is allowed to shape how we lead, decide and guide our organisations.

In particular, the course may be of interest to people who are –

- Working for Boards, businesses, charities and community organisations who are exploring new governance approaches;
- Wishing to integrate nature into their organisation’s strategy, risk and culture;
- Nature proxies, regenerative practitioners and systems thinkers;
- People working within governments who are assuming increasing roles representing nature or nature perspectives;
- Anyone contributing to decisions that impact land, community or long-term wellbeing; and/or
- Anyone working with risk strategies that would like to deepen the lens.



ABOUT THE COURSE

Learning Outcomes

As a participant in the Fellowship, you will:

- Build your knowledge about the growing global movement to bring Nature into organisational and group decision-making;
- Explore your own understanding about, and relationship with, ‘nature’ and the living world;
- Be introduced to Indigenous Peoples’ worldview and governance approaches;
- Learn about the various ways organisations can bring Nature into decision-making in the Australian legal and governance system;
- Create your own blueprint or road map for bringing Nature into your business, organisation or project; and
- Network with diverse people with shared learning interests.

Fellowship Format – how we’ll learn together

The Fellowship has been designed to provide a mix of learning modes, including:

- guest speakers and experts (online learning sessions);
- opportunities for all participants and hosts to meet and discuss key issues (online integration sessions);
- an On Country weekend gathering on Arakwal land in Northern NSW (Byron Shire). This in-person immersive experience is led by Indigenous custodians and local regenerative business owners. You will leave with a deepened relationship with the living world, a shifted perspective, and a felt sense of what it truly means to be interconnected with nature; and
- opportunities to create and share your own ‘blueprint’ for the work you wish to pursue.

Fellowship Content – what we’ll explore together

Across six months, the Fellowship Program will offer guided inquiry into several emerging models of Nature-inclusive governance that are being used internationally, and will also explore how the unique political, legal and cultural context of Australia might shape ‘nature’s voice’ on this continent.

We will learn from global case studies, Indigenous perspectives on relational governance, and practical tools for bringing Nature’s voice into decision making spaces. This experience will be experimental and grounded in co-creation.

We will explore four main legal frameworks being used overseas: Nature as Purpose, as Advisor, as Shareholder and as Director. We will also explore the journey to nature governance through Nature as Experience, Nature as Partnership and Nature as Kin.

In addition to international guest speakers, the Fellowship has invited Indigenous speakers to provide an introduction to the philosophy, worldview and 'First Laws' of Australia's First Peoples, and explore how vitally important respectful, culturally appropriate and place based approaches are, to co-creating 'nature's voice' in Australia.

When Nature is recognised as a legitimate voice in the room, organisations are invited into a deeper relationship with place, time and responsibility. It symbolises a move from maintaining the status quo to regenerating the conditions that allow life to thrive.

This practice aims to connect decision makers with the place-based living systems they depend on, expanding their field of vision from short-term performance to long-term ecological wellbeing. In doing so, Nature-inclusive governance can become not just a governance innovation, but a catalyst for profound organisational and cultural transformation.

Guest speakers

The course will be facilitated by Jannine Barron, and co-hosted with Dr Michelle Maloney, and will include the following guest speakers:

- **Char Love** - Global Ambassador, Natura; Mother Nature and Future Generations Director, House of Hackney; Co-Founder of B Lab UK, Heliotropy and Volans. Executive-in-Residence at Saïd Business School, University of Oxford.
- **Dr Mary Graham** - Adjunct Associate Professor, University of Queensland and Kombumerri person of the Yugambah Language Speaking People.
- **Delta Kay** - Bundjalung woman of the Arakwal people, cultural educator and custodian of Country.
- **John Seed** - Rainforest activist and co-founder of the Rainforest Information Centre, and a leading voice in Deep Ecology.
- **Dominique Hes** - Regenerative practitioner and Voice for Nature advocate with Regen Melbourne, supporting the integration of living systems thinking into city and community leadership.
- **Michael Howes** - Founder of Australia's Manuka, a family-run beekeeping enterprise with a global market by caring for bees, country, and community. His business demonstrates that ecological kinship and commercial success coexist.
- **Additional speakers will be announced during May 2026**

Fellowship Program Hosts

The Grasstree Fellowship has been created by [Jannine Barron](#), in partnership with [Dr Michelle Maloney](#), and is co-hosted by [Ecocentrix](#) and the [Australian Earth Laws Alliance \(AELA\)](#).

JANNINE BARRON

Jannine Barron is a regenerative business mentor, educator and historian working at the intersection of nature inclusive governance, leadership and business across Australia and the UK. Through nature immersive experiences and mentoring, she helps leaders make better decisions, lead sustainably and grow from the inside out, building the inner capacity for a future-fit organisation.

Over three decades, Jannine has founded and led four businesses grounded in organic and regenerative principles, giving her the business acumen to understand the real pressures leaders face. She has been involved in nature governance since the first organisation in the UK appointed Nature to its board, and as a steward of Voices of Nature UK, she brings lived experience of the earliest models, the lessons learned, and the emerging frameworks, speaking and writing regularly on nature inclusive governance and regenerative leadership. The creator of Nature's Boardroom and the Grass Tree Fellowship, Jannine guides leaders and organisations to move from 'management' to kinship and become a genuine voice for nature in how they live, lead and do business. A Kincentric Leadership Fellow and Dandelion Fellow, Jannine's experience has helped shape this work for the Australian context, guided by local ecologies, cultures and Indigenous wisdom.

MICHELLE MALONEY

Dr Michelle Maloney (BA/LLB (Hons), PhD) is an Australian Earth lawyer and advocate for Earth-centred governance. She is the Co-Founder and National Convenor of the Australian Earth Laws Alliance (AELA) and Co-Founder and Director of Future Dreaming, an Indigenous and non-Indigenous organisation focused on sharing ecological knowledge across cultures.

For more than 30 years, Michelle's research, writing, community projects and collaborative work has demonstrated how we can build governance systems, societies and economies that support and regenerate, rather than destroy, our living world. Her systems change projects and education initiatives connect law, economics, history, science, ethics, education, decolonisation and cross-cultural knowledge. She advises communities, businesses and governments about innovative ecocentric, bioregional and nature based governance strategies, and she is an Adjunct Fellow at UTS and Griffith University. Michelle is a UN Harmony with Nature Expert and a member of the Advisory Council of the Global Alliance for the Rights of Nature.

COURSE OUTLINE

Our layered approach of teaching, conversation and nature immersion offers a rhythm of reflection and direct encounter that supports a more relational way to think, decide and lead.

**** All online sessions are held 6-8pm AEST – please check the correct time in your timezone ****

Module	Topics
Module 1 Tuesday 23 June Online	<p>Learning Session: Welcome and Orientation - Stepping Into the Fellowship Speakers: Jannine Barron, Michelle Maloney & Mary Graham</p> <p>What is Nature? Together we explore the paradigms that have shaped our perception of the living world, and meet the community that will accompany you throughout the Fellowship. You will leave with a clearer sense of your own worldviews, your purpose within the program, and ready to help shape what comes next.</p>
Module 2 Tuesday 7 July Online	<p>Learning session: Legal Ground - Governance, Rights of Nature and Nature’s Voice in Law Speakers: Jannine Barron, Michelle Maloney, Dominique Hes</p> <p>We explore emerging models of Nature-inclusive Governance being practised internationally and ask what they reveal about what is possible. We then bring that lens home examining what is legally possible in Australia's unique political, legal and cultural context, and how that might shape what nature's voice looks and feels like on this continent.</p>
Preparation Session Tuesday 14 July Online	<p>Preparing for Nature’s Boardroom: Nature as Experience, Country and Connection Speakers: Jannine Barron and Delta Kay</p> <p>This session prepares us for the weekend ahead; the experience and the practicalities. Delta Kay, custodian of Arakwal Country, joins us on Zoom to help us arrive well: how to be present on Country, what to bring, and how to open ourselves to what the land has to offer. Meeting places, logistics and all practical questions will be answered.</p> <p><i>Please note: Participants in the Immersion Weekend will be required to make their own arrangements to be in the Byron Shire, which will be explained upon enrolment.</i></p>

<p>Module 3</p> <p>25-26 July</p> <p>In person</p>	<p>Immersion Weekend</p> <p>Weekend hosts – Jannine Barron and Delta Kay</p> <p>This weekend we enter ‘Nature's Boardroom’, an experiential nature immersion with three guides: (1) Delta Kay, local Arakwal custodian, will share her living relationship with Country;</p> <p>(2) Jannine Barron introduces us to Shinrin-Yoku, the Japanese practice of Forest Bathing and (3) Michael Howes, CEO of Australia's Manuka, will walk us through the Grass Tree forests that inspired this fellowship and will share how ecological kinship and flourishing business are not in contradiction. You will return with a deepened relationship, knowledge and clarity of what it means to lead with nature in your own organisation.</p>
<p>Module 4</p> <p>Tuesday</p> <p>11 August</p> <p>Online</p>	<p>Learning Session: Your Ecological Self - Letting Nature Speak Through You</p> <p>Speakers: Jannine Barron, John Seed and Michelle Maloney</p> <p>In this session we cross the threshold from ‘managing nature’ to listening and exploring what it means to belong to the living world. We will explore Thomas Berry’s vision for Earth jurisprudence and discuss the emerging Rights of Nature and Legal Personhood for Nature movement. We will be joined by Deep Ecology pioneer John Seed, to explore the theory and practice of reconnecting ourselves to our ecological identity.</p>
<p><i>Tuesday</i></p> <p><i>25 August</i></p> <p><i>Online</i></p>	<p><i>Integration session</i></p> <p>Facilitated by Jannine Barron</p> <p>A facilitated group conversation where we pause, reflect, and share what we are experiencing so far in the fellowship. Bring your questions and what is alive for you in your organisation. We go deeper together, not through new content, but through honest dialogue, peer insight, and collective sense-making.</p>
<p>Module 5</p> <p>Tuesday</p> <p>8 Sept</p>	<p>Learning Session: Nature’s Voice - Organisations Leading the Way Globally</p> <p>Speakers: Jannine Barron, Char Love (House of Hackney), more speakers to be announced</p> <p>This session moves from vision into practice by exploring the concrete tools, habits, and cultural rituals that bring nature's voice into the everyday life of your organisation. From decision-making frameworks and procurement, to seasonal rhythms and meeting openers, we look at how ecological awareness becomes embedded rather than occasional. Guest speakers from Australia and the UK share what this looks like from the inside- the small shifts and systemic changes that move an</p>

	organisation from minimising harm to actively regenerating the living world.
<i>Tuesday</i> <i>22</i> <i>September</i> <i>Online</i>	<i>Integration session</i> Facilitated by Jannine Barron A facilitated group conversation where we pause and reflect. Bring your questions and what is alive for you in your organisation. We go deeper together with honest dialogue, peer insight, and collective sense-making.
Module 6 Tuesday 6 October Online	Learning Session: Your Blueprint - Designing Nature into your Organisation Facilitated by Jannine Barron A hands-on working session where you begin designing your own roadmap for embedding nature into your organisation. Drawing on everything explored throughout the Fellowship, you will identify the levers, practices, and governance changes most alive and actionable for your specific context, so that you can leave the Fellowship with a tangible first draft of your Nature-inclusive governance approach.
<i>Tuesday</i> <i>20 Oct</i> <i>Online</i>	<i>Integration session</i> Facilitated by Jannine Barron A space to share how your blueprint is taking shape, test your thinking with peers, and refine your ideas through collective feedback. Bring your draft, your doubts, and your discoveries.
Module 7 Tuesday 3 Nov Online	Learning Session: Harvest - From Learning to Living, Integrating your nature voice Facilitated by Jannine Barron Together we will harvest the collective learning of the fellowship, celebrate what has grown, and explore our innovative ways forward.
<i>Tuesday</i> <i>17 Nov</i> <i>Online</i>	<i>Integration session</i> Facilitated by Jannine Barron
Module 8 Tuesday 24 Nov Online	Living & Learning: Showcasing Our Work & Closing Circle Facilitated by Jannine Barron and Michelle Maloney Each participant is invited to bring a practical nature-inclusive governance proposal or pilot, however embryonic, to share with the group. Then a final reflection and farewell.

COSTS AND WAYS TO PARTICIPATE

The Grasstree Fellowship Program offers a sliding scale for participation in the 6 month program. The participation costs are as follows:

- Corporate rate - AU\$2,800
- Small business/not-for-profit – AU\$1,800
- Supported/subsidized – AU\$800

Please note the additional costs for Module 3, Immersion Weekend in the Byron Shire Saturday 25 to Sunday 26 July 2026

For the Immersion Weekend 25-26 July, participants will be required to make their own travel and accommodation arrangements to the Byron Shire, NSW. All details will be provided upon enrolment.

For those unable to attend the Immersion Weekend, alternative online activities will be offered, as part of the course (at no extra cost).

HOW TO APPLY TO JOIN THE PROGRAM

To register your interest in being part of the Fellowship Program, please [complete the Expression of Interest Form](#) which can be found on the Grass Tree Program webpage [here](#).

If you are interested in the supported rate, please indicate this when you complete the Expression of Interest Form.

You will be contacted within 14 days of submitting your EOI.

If you have any questions, please email: contact@ecocentrix.au

BACKGROUND

Why Nature-inclusive Governance?

A new global movement is emerging: bringing the voice of Nature into organisational decision-making. As this field grows, we need spaces to explore what this means in practice, how it contributes to strategy and culture, and how we design governance that includes more-than-human perspectives with integrity.

This work began in the UK in 2022, when *Faith in Nature* became the first company in the world to appoint Nature to its board. Their decision catalysed a new way of engaging with organisational governance and inspired a growing number of organisations to explore how Nature might hold a formal voice in decision-making. Since then, several other companies and charities have begun testing models where Nature is recognised as Purpose, Adviser, Shareholder or Director. These early experiments have created a foundation of practice, insight and cautionary learning.

Why the Grasstree as our symbol?

Grass Trees are recognised across Australia as a symbol of deep time and ecological continuity. It is vitally important culturally, spiritually and materially in many First Nations cultures. Ecologists describe it as a “deep time species” because individual plants can live for centuries, with many living up to 600 years. These iconic plants are slow-growing and thrive through ancient fire cycles. Their enduring presence through drought, fire and regeneration makes them a living reminder of the long story of this land. As a symbol for governance, the grass tree anchors us in patience, continuity and responsibility to past and future generations.

The grass tree, *Xanthorrhoea*, is a powerful symbol for Nature on the Board because it embodies the qualities organisations most need in a world of complexity and change.

CONTACT US

For all inquiries, please email: contact@ecocentrix.au