

# Holistic Management Curriculum

[Overview of Holistic Management](#)

[Holistic Management Primer – Get Answers to Frequently Asked Questions](#)

## CORE CURRICULUM

[Course 1](#) – Holistic Management Fundamentals

[Course 2](#) – Holistic Financial Planning

[Course 3](#) – Holistic Planned Grazing

[Course 4 \(Part I\)](#) – Holistic Ecological Monitoring

[Course 4 \(Part II\)](#) – Holistic Land Planning

## OTHER COURSES

[Course 0](#) – Grass Productivity Workshop

[Course 5](#) – Ecological Outcome Verification (EOV) Baseline

[Course 6](#) – Ecological Outcome Verification (EOV) Interim Year

[Benefits of 3LM Training](#)

[Contact Us](#)

## Overview of Holistic Management

### What is Holistic Management?

- A systems-thinking approach to regenerate the world's soils.
- 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.
- Get answers to common questions in our [Holistic Management Primer](#).

### Benefits

Practitioners generate enduring wealth measured by sustained profitability, enhanced performance of land and livestock, healthy social relationships, and regenerated 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 Syllabus<sup>1</sup>**

**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
- Creating a Holistic Context: the context for your management

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<sup>1</sup> This syllabus is accredited by Savory Institute.

- 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 Syllabus<sup>2</sup>**

**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
  - o Financial weak link: Generating wealth
  - o Energy/money source and use: Investing soundly
  - o Marginal reaction: Getting the biggest bang for your buck
  - o Gross Profit Analysis: Bringing in the most money for the least additional cost
  - o Management Tips and Good Ideas
  - o Simple appreciation: How to handle emergencies
  - o Context checking matrix: Tracking your decisions
- Brainstorming/brainwriting: Generating new ideas
- Net managerial income: Rewarding managerial effectiveness
- Planning Forms
  - o Standard Worksheet
  - o Biological Year of the Herd, and Crop Planning
  - o Livestock Production Worksheet
  - o Annual Income and Expense Plan
  - o Control Sheet

### **Creating Your Holistic Financial Plan**

- Introduction
- Planning the planning
- Creating ownership
- Overview and general scheduling
- Preliminary planning
- How to address logjams

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- 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 Syllabus<sup>3</sup>**

**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

### **Outcomes**

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<sup>3</sup> This syllabus is accredited by Savory Institute.

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 (Part I): Holistic Ecological Monitoring Syllabus<sup>4</sup>**

**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 must be immediate if monitoring shows you are veering off track, remains

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<sup>4</sup> This syllabus is accredited by Savory Institute.

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 4 (Part II): Holistic Land Planning Syllabus<sup>5</sup>

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):
  - Ebook ten: *The Fundamentals of Holistic Land Planning*
  - Ebook eleven: *Creating Your Holistic Land Plan*

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<sup>5</sup> This syllabus is accredited by Savory Institute.

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.

## Course 0 – Grass Productivity Workshop

On Your Farm – You Choose When

### Purpose

To help farmers quickly understand how their grassland is functioning, identify the key constraints on productivity, and make immediate improvements using Holistic Management principles — without overwhelm or risk.

### Who it's for

- Farmers curious about regenerative or holistic approaches.
- Farmers sensing that “something isn’t quite right” with grass growth, utilisation, or costs.
- Those who want a practical starting point before committing to a longer course.

### What happens

This is an **on-farm, highly practical workshop** using the participant’s own fields as the classroom.

Participants learn how to:

- Read grass and soil as indicators of ecosystem function.
- Identify limiting factors in grass growth and utilisation.
- Understand the role of timing, recovery, and animal impact.
- Connect grass productivity to animal performance and farm economics.

The workshop introduces core Holistic Management concepts — particularly **ecosystem processes, observation, and decision-making** — without requiring prior training.

### Outcomes

Participants leave with:

- A clearer understanding of what is actually happening in their fields.
- Practical insights they can apply immediately.
- Increased confidence in reading land and grass growth.
- A grounded sense of whether Holistic Management is the right next step.

## Course Preparation

There are no prerequisites for this course.

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

- Prepare farm maps so that each participant has a copy available on the day.
- Prepare an indoor space suitable for discussion and breaks.
- Be prepared to spend most of the day outdoors, regardless of weather conditions.

## Role in the Curriculum

Course 0 is an **entry point**, not a prerequisite.

It builds confidence, curiosity, and early wins — often acting as a natural gateway to [Course 1](#) — **Fundamentals of Holistic Management**.

## Course 5 – Ecological Outcome Verification (EOV) Baseline

### On Your Farm – You Choose When

#### Purpose

To establish a clear, credible ecological baseline that shows the current state of land health — providing a reference point for learning, management decisions, and future improvement.

#### Who it's for

- Farmers already applying (or preparing to apply) Holistic Management, or going down any track of regeneration.
- Farmers seeking objective evidence of ecological conditions.
- Advisors, programmes, or schemes requiring verified outcomes.

#### What happens

An **EOV-certified monitor** visits the farm to carry out a structured field assessment using the Ecological Outcome Verification framework.

The assessment measures indicators across:

- The present state of health of ecosystem function: water cycle, mineral cycle, energy flow, community dynamics (biodiversity).
- Land condition on a field-by-field and total farm basis.

This is **not an inspection** and not a compliance exercise. It is a learning-focused process designed to help farmers *see their land clearly*.

#### Outcomes

Participants receive:

- A thoroughly documented ecological baseline report.
- A mentoring process to identify key insights:
  - What's working well?
  - What's not working well?
  - What are the underlying root causes of issues?
  - What are potential next steps to improve ecosystem process function?
- Increased ecological literacy and confidence in observation.
- A reliable reference point for future monitoring.

## Course Preparation

There are no prerequisites for this course.

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

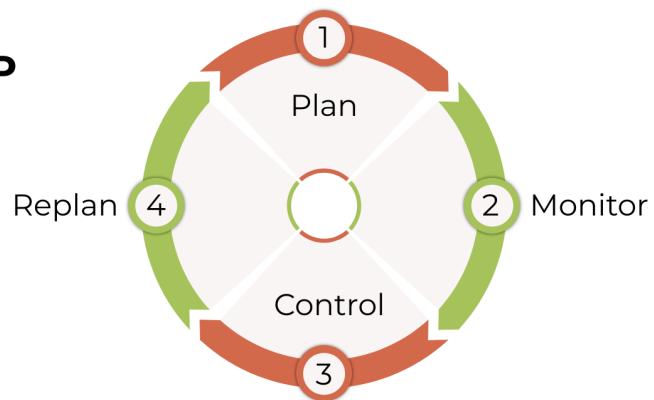
- Prior to the visit, send the following information to 3LM:
  - Farm maps.
  - Field names and field sizes.
- Be prepared to spend most of the day outdoors, regardless of weather conditions.

## Role in the Curriculum

Course 5 completes the **feedback loop** at the heart of Holistic Management, anchoring learning in **reality and evidence**. It:

- Supports better decision-making.
- Enables meaningful comparison over time.
- Lays the foundation for [Course 6: EOV Interim / Annual Monitoring](#).
- Connects farm-level management with wider verification, markets, and policy frameworks.

## THE FEEDBACK LOOP





## Course 6 – Ecological Outcome Verification (EOV) Interim Year

On Your Farm – You Choose When

### Purpose

To track ecological change over time, strengthen management decisions, and support continuous learning by revisiting land conditions after the baseline has been established.

### Who it's for

- Farmers who have completed an **EOV Baseline (Course 5)** or **do not require a full baseline**.
- Farmers actively applying Holistic Management principles.
- Farms participating in verification, learning networks, or outcome-based schemes.

### What happens

An **EOV-trained monitor** returns to the farm for a structured follow-up assessment using the same Ecological Outcome Verification framework applied at baseline.

The interim assessment:

- Re-measures the same ecological indicators
- Observes changes in ecosystem function: water cycle, mineral cycle, energy flow, community dynamics (biodiversity).
- Identifies emerging trends on a field-by-field and total farm basis — positive, neutral, or negative.

This is a **learning-focused process**, not a pass/fail exercise. Its value lies in revealing how management decisions are playing out on the land.

### Outcomes

Participants gain:

- A clear comparison with the baseline assessment
- Early evidence of ecological direction of travel
- Insight into which decisions are working — and which may need adjustment
- Increased confidence in adaptive, responsive management

## Course Preparation

There are no prerequisites for this course.

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

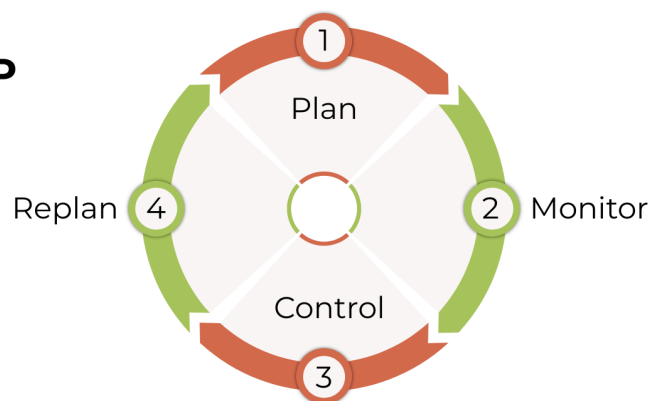
- Prior to the visit, send the following information to 3LM:
  - Farm maps.
  - Field names and field sizes.
- Be prepared to spend most of the day outdoors, regardless of weather conditions.

## Role in the Curriculum

Course 6 completes the **feedback loop** at the heart of Holistic Management. It:

- Reinforces the Plan → Monitor → Control → Replan cycle.
- Supports timely course correction before problems compound.
- Builds credible, longitudinal ecological evidence.
- Strengthens readiness for ongoing annual monitoring or participation in verified schemes.

## THE FEEDBACK LOOP



## 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](#).

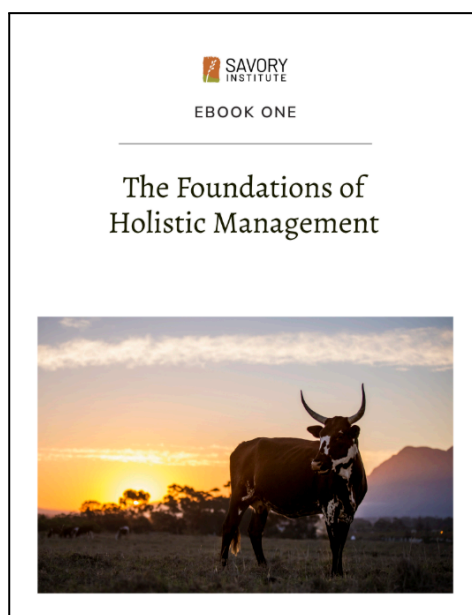
### Who are these programmes designed for?

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:**

	<b>UK</b>	<b>Ireland</b>
Contact Us	<a href="#">Contact Us</a>	<a href="#">Contact Us</a>
Telephone	+44 1134 675164	+353 157 87059
Website	<a href="#">3LM.network</a>	<a href="#">3LM.ie</a>
Book a Free Consultation	<a href="#">Book a Free Consultation</a>	<a href="#">Book a Free Consultation</a>
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*Savory Institute Ebook 1: The Foundations of Holistic Management*