

COURSE OUTLINE

PROGRAMME TITLE	Regenerative Agriculture for Oil Palm: Reducing Cost While Restoring Soil Health
OVERVIEW (Brief introduction Of the topic)	Regenerative Agriculture for Oil Palm: Reducing Cost While Restoring Soil Health is an executive awareness programme designed to help plantation decision-makers understand the growing challenges of rising fertilizer costs, increasing dependence on imported agricultural inputs, and declining fertilizer efficiency caused by soil degradation. The course introduces the concept that sustainable productivity depends not only on supplying nutrients to the oil palm, but also on maintaining healthy, biologically active soils that improve nutrient utilisation and long-term plantation resilience. Participants will gain an understanding of the Complete Fertilizer concept, which extends beyond conventional NPK nutrition by highlighting the importance of soil-supporting components such as organic matter, stable carbon (biochar), beneficial soil biology, and natural biostimulants. The programme also explores practical strategies for improving fertilizer sustainability through regenerative agriculture principles and, where appropriate, the utilization of locally available resources and oil palm biomass. Using industry case studies and practical business examples, the course demonstrates how plantation companies can progressively improve fertilizer efficiency, reduce long-term production costs, strengthen ESG performance, and build more resilient plantation operations without compromising productivity.
LEARNING OUTCOME	Upon completion of this course, participants will be able to: - Explain the key factors contributing to rising fertilizer costs, declining fertilizer efficiency, and the sustainability challenges facing the oil palm industry. - Describe the relationship between soil health, fertilizer performance, and sustainable oil palm productivity. - Explain the principles of the Complete Fertilizer Framework and how it supports fertilizer efficiency, soil health, and long-term plantation productivity. - Evaluate regenerative fertilizer management strategies that can improve fertilizer efficiency, strengthen long-term plantation sustainability, and reduce dependence on imported agricultural inputs.

DURATION (days)	0.5 day (4 hours)
TARGET PARTICIPANTS (position/level)	• Managing Director • Chief Executive Officer (CEO) • Chief Operating Officer (COO) • Plantation Director • General Manager (Plantation) • Regional Plantation Manager • Estate Manager • Mill Manager • Agronomy Manager / Plantation Agronomist • Sustainability Manager / ESG Manager
COURSE CONTENT (with submodules)	MODULE 1: The Changing Economics of Fertilizer in the Oil Palm Industry Sub-Module 1.1 – Current Challenges Facing the Oil Palm Industry Sub-Module 1.2 – Why Fertilizer Prices Continue to Rise Sub-Module 1.3 – The Need for a More Sustainable Fertilizer Strategy Sub-Module 1.4 –The Cost of Doing Nothing MODULE 2: Understanding Soil Health and Fertilizer Efficiency Sub-Module 2.1 – Why More Fertilizer Does Not Always Mean Higher Yield Sub-Module 2.2 – Soil Health: The Foundation of Fertilizer Efficiency Sub-Module 2.3 – Healthy Soil, Healthy Palm MODULE 3: The Complete Fertilizer Framework Sub-Module 3.1 – Beyond NPK – What Makes a Complete Fertilizer? Sub-Module 3.2 – The Five Elements of a Complete Fertilizer Sub-Module 3.3 – Complete Fertilizer Evaluation Exercise (Applied Practical) MODULE 4: Transitioning Towards Regenerative Fertilizer Management Sub-Module 4.1 – Choosing the Right Regenerative Fertilizer Strategy Sub-Module 4.2 – Plantation Regenerative Strategy Case Exercise (Applied Practical) Sub-Module 4.3 – Developing a Regenerative Fertilizer Roadmap (Applied Practical)
LEARNING METHODOLOGIES	Learning Methodologies 1. Interactive Lecture & Presentation 2. Case Study Analysis 3. Group Discussion & Experience Sharing 4. Complete Fertilizer Evaluation Exercise (Applied Practical)

	5. Plantation Regenerative Strategy Case Exercise (Applied Practical) 6. Regenerative Fertilizer Roadmap Development (Applied Practical) 7. Question & Answer (Q&A) 8. Reflection / Action Planning Practical / Applied Learning Component Participants will apply the Complete Fertilizer Framework to evaluate fertilizer management scenarios and complete a plantation-based regenerative fertilizer case exercise. Participants will identify baseline information, select appropriate regenerative interventions, define measurable KPIs and develop a high-level Regenerative Fertilizer Roadmap for implementation and monitoring.
--	--