



IDEAS, COMMITMENTS AND PROPOSALS FROM A NEW STYLE OF RELATIONSHIPS (NER) FOR THE FUTURE OF OUR ORGANIZATIONS AND OUR SOCIETY.

WE WANT TO SHARE OUR WAY OF BEING AND DOING.

The organizations and persons that share the following ideas come from very different geographic origins (12 states, 11 Countries in the world) and work in several activity sectors and in organization of all sizes and types (ranging from multinational companies, institutions, cooperative societies and limited societies to NGOs)

In all this diversity, there is a link that join us together: the conviction that organizations (corporate and any type of them) have the possibility, if they want to, to put the persons at the core of their worries and interests, and act driven by generosity and trust, supporting freedom and responsibility, with the aim, beyond the economic one, of personal and communal evolution.

We have been putting into practice these ideas for decades and that is why we want to share some experiences and proposals that can nourish the social debate that we are suggesting, given the extraordinary situation that we are living.

Our societies, organizations and our way of life have suffered an unimaginable shock due to the COVID-19 pandemia. We think that things will not come back to the previous point, named as “normality”. The impact of the shock has been so global in the nucleus of our modern societies, that we think that it will be simply impossible to go on as if nothing had happened.

But we do not know what the new normality will be like because it is just to be written.

We, in the name of our organizations and personally, are active agents, not only in the discussion but also in the practical construction of the coming future, with the following commitments:

- We will not leave a single person to fall behind in this crisis. We do not know all we are going to do, but we are committed to do it with transparency, information, responsibility and thinking about the persons, specially about the most vulnerable ones in our organizations and society.
- We will do it, as we have done until now, putting the persons at the core, focused on the client and the economic efficiency to achieve a sustainable development in all economic, social and environmental areas.
- We are going to work in a collective way, building nets, links, brigdes and paths in such a way that instead of “everyone for themselves”, we are going to support “save ourselves together”
- We are going to deep further in the self-management of our organizations, so that freedom, co-responsibility and joint decisions can be our distinguishing marks.

We also want to contribute to social discussion, so that the necessary redesign of our way of life will be in harmony with our values, and that is why we suggest the following proposals:

- We have seen that we can radically change our way of life overnight. We want to take profit of this experience to firmly face the climate emergency and redesign our societies aiming at the harmony with our environment.
- We have checked that in situations of necessity, we can just face it in a collective way (publicly and socially) and therefore, given the lessons learned, we are going to foster with determination the pursuit of the common welfare, instead of the individual one.
- We feel that we have suffered the mistakes of a globalization, designed just for economic lucre, and that is why we are committed to evolve towards a local globalization, with the persons at the core.
- We do not want to make the same mistakes about increasing social inequalities; we are engaged to provide the necessary means so that nobody falls behind.
- We are also involved in collaborating to ensure that IA technologies and big data (that have proved to be helping tools) will not become a new business and a system for social control.

These are our ideas, commitments and proposals to be a responsible and active agent in the construction of our future.

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