

DECALOGUE OF BEST PRACTICES

in humanistic leadership



INSTITUTE FOR ETHICS
IN COMMUNICATION
AND ORGANIZATIONS



Real Colegio Complutense



INTERNATIONAL
HUMANISTIC
MANAGEMENT
ASSOCIATION

Developed in the Humanistic Management Co-creation Lab IECO-RCC at Harvard 2022 in order to provide with a set of actionable commitments organizations that share the mission of developing humanistic management, in line with the **IHMA Manifesto for the Future.**

HONORING PEOPLE DIGNITY

#1

HONORING IMMEASURABLE HUMAN DIGNITY AND PROMOTING THE FLOURISHING/HAPPINESS OF ALL PEOPLE.

#2

ENSURING THE MOST DIGNIFIED WORKING CONDITIONS, SO THAT ALL PEOPLE ARE AND FEEL TREATED AS THEY WOULD LIKE TO BE TREATED, INCLUDING KNOWING HOW TO ASK, LISTEN, AND RESPOND TO EACH PERSON.

#3

PROMOTING PSYCHOLOGICAL SAFETY, ENCOURAGING INITIATIVE, ACCOUNTABILITY AND RECOGNITION, HONORING THE VULNERABILITY OF ALL PEOPLE.

WITH THE PURPOSE OF HUMAN FLOURISHING

#4

HAVING A NOBLE ORGANIZATIONAL PURPOSE THAT CONTRIBUTES TO THE HIGHEST PERFORMANCE OF THE ORGANIZATION AND TO THE FULL HUMAN DEVELOPMENT OF ALL, RESPECTING OUR COMMON HOME, THE PLANET.

#5

ENSURING THAT THE NOBLE ORGANIZATIONAL PURPOSE IS KNOWN, SHARED AND LIVED BY EVERYONE IN THE ORGANIZATION.

#6

FOSTERING AN ALIGNMENT AND BALANCE BETWEEN PERSONAL AND ORGANIZATIONAL PURPOSE THAT CONTRIBUTES TO THE COMMON GOOD AND THE WELLBEING OF ALL LIFE ON A LIVING PLANET.

#10

CREATING A CULTURE OF CARE, INSPIRED BY THE LOGIC OF LOVE, WHICH LEADS TO THE SEARCH FOR THE TRUE GOOD OF ALL PEOPLE INVOLVED WITH THE ORGANIZATION.

THROUGH MEANINGFUL WORK

#7

ENCOURAGING EXCELLENT WORK, ORDERED, INTENSE AND CONSTANT, WITH ATTENTION TO DETAILS, HIGH LEVELS OF PERFORMANCE AND A SENSE OF CALLING AND SERVICE.

#8

ENGAGING IN GOOD PRACTICES AND BEHAVIORS THAT BUILD TRUST AND FOSTER PROFESSIONAL, EMOTIONAL AND MORAL COMMITMENT TO THE ORGANIZATION.

#9

DEVELOPING TOOLS AND INDICATORS THAT MEASURE ORGANIZATIONAL RESULTS AND BUSINESS PROFIT, AS WELL AS PERSONAL GROWTH IN ATTITUDES, SKILLS AND HUMAN QUALITIES.

IN SUMMARY