

Co-responsibility in management as an approach to leading businesses towards the Common Good.

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Abstract

At the heart of every business leader must lie an inherent desire of greater wellbeing and development, and the need to fulfill those in communion, because no one can attribute by himself the redemptory capacity of the global and complex reality. They have a call to be creators and a call to co-responsibility, armonizing and articulating the efforts of other ones (their employees), in a dynamic of togetherness, of shared responsibility, not only imperatives, which are generally guided by ideologies, theories or current arguments. The main goal is to elicit a real participation, one where "all care for all" and one where we understand that our future is dependent on the wellbeing of all the members of a greater community, therefore society.

The calling for the business leader in this change of epoch is given in a complex and often ambiguous context, where there are rarely chances to take time to reflect about the skills to guide or the frameworks to act upon circumstances. Continuous discernment and reflection of complex realities must help us change the way we lead and understand our vocation. Today, the business leader must learn to hear the people surrounding him, promote a dialogue and encounter capable of eliciting bilateral commitment, not just in one-way sense. He or she must be able to encourage co-responsible behaviors and a call to accomplish a historic mission transcending further personal interests, selfishness and reduced or fragmented visions (Corral, 2018).

The service of the business leader must be put to practice, advent, live and learn to walk in the co-responsible dualities (business-society, business-government, business-family-business-university, business-leader, business-worker, each and all). The Catholic Social Tradition must be in itself an exercise of co-responsibility of reality. Not just historic reality, but transcendent as well. That which gathers, elicits, reconciles and animates us.

Empowerment, often a thrilled concept in management theory nowadays, is only authentic when it generates an awakening for the greater good. Only in a frame of truly human relations (encounter, reception, a calling to freedom, stablishing common ends and sense of unity) will we be able to build a community of people (conscious, free, responsible, creative).