Shared Decision System Design (SDSD): Leaders of Leaders Orchestrating Collective Innovation to Advance the Common Good

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ABSTRACT

The role of business is increasingly being questioned in our globalized economy by those left behind under current economic arrangements. It is in this context that businesses have a critical role to play in building an integral, human-centered economy that recognizes the uniqueness of each person and facilitates their contribution to the common good. Not only should businesses be focused on increasing shareholder value, but they are also strategically positioned to address exclusion through the development of participatory processes that promote higher levels of engagement within the organization, thereby increasing collective innovation and growth.

This paper first suggests a vision for promoting "civil friendship" that integrates freedom, equality, and fraternity in such a way as to moderate individualistic and collectivistic ideologies. Next, it argues that businesses can play a pivotal role in building the Civilization of Love by integrating foundational principles of Catholic Social Teaching, such as the pillars of Subsidiarity, Participation, and Solidarity. To this end, this paper last suggests a framework called Shared Decision System Design (SDSD) as a mechanism to incorporate participatory systems in the life of the business. SDSD recognizes the unique contributions of each person as indispensable to maximize value creation at all levels in the organization. SDSD helps reach sustainable agreements and deepens relationships as it elevates engagement and buy-in from all stakeholders in the business at each appropriate level. In turn, these new levels of integration in the private sphere potentially helps citizens develop the capacity to become protagonists in the public square. Thus, increasing the level of participation not only contributes to personal and business development, but can also advance the common good.