

# **A Leadership Credo in the New Workplace Reality**

The Creation and Construction of a Shared  
Reality Conception in the Workplace.  
Visions and Premises.

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The creation and construction of a shared reality conception (mutual understanding and consent among people in the workplace) is dependent on the structure of the relationship between the human beings in the organization.

To enable a common reality conception where people are reciprocal connected at work, people must relate to each other as equals and peers on the same level in their organization and not as superiors and subordinates above and below each other.

The organization must set the standard of mutuality and equal dignity as the core principle and premise in human relationships, in which people can conceive and regard each other as individual human beings on equal footing. Everyone must be worthy the granting of equivalent human rights of personal freedom (independence), mutual trust (responsibility) and their individual authority to perform as competent human beings at work.

A shared and common conception of the Workplace Reality is the basis of cooperation, solidarity, collaboration, communication and dialog between people in the workplace, where they are viewing and conceiving the same and corresponding reality based on a equivalent standing point.

Mutual and bilateral understanding is to share and exchange each others individual conceptions based on a equal platform in the creation of collaborative solutions in the organization. One-sided and unilateral understanding is however, to keep one's own personal understanding intact without the will and ability to understand, respect, accept and value the reality conceptions and experiences of others human being in the organization.

To understand (one's self) and to be understood (by others) is the key factor in the creation of self-consciousness and is the major condition in the creation of consciousness and awareness about the other persons in the organization. Mutual understanding (shared reality-conception) is the driving force behind the developing process of the individual consciousness and the prime source behind the collective consciousness in the organization.

Mutual understanding and shared reality conception demands that the individual persons in the workplace are performing and acting as sovereign and autonomous human beings in the organization.