Building Trust in the Transformative Era: A Philosophy for Tomorrow's World

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Abstract

The current philosophy aims to shed light on the significance of building trust in the transformative era. The philosophy provides three change-related guidelines for restoring trust within organizations and in society in today's Transformative Era. This philosophy can assist businesspeople and entrepreneurs in reconsidering better declining-in-trust-associated challenges.

Keywords

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Guidelines for Restoring Trust

The contrasting data confirms that today is both the best of times and the worst of times. Despite signs of economic growth, public confidence seems to be at a premium as an unprecedented decline in trust reveals that there are major concerns about the state of the economy and the integrity of those who lead. Incorporating a moral decision-making model that builds trust, developing a transformative philosophy, and incorporating insights about trustworthiness are three change-related guidelines for restoring trust within organizations and in society in today's Transformative Era.

Transformative Ethics

The standard of Transformative Ethics demands a moral integrity that resonates with the multitude of ethical "voices" and perspectives that people from different backgrounds possess. A transformative ethical perspective integrates the insights of twelve other ethical viewpoints and clarifies the moral standards and processes used to weigh consequences, defines the moral problem to be addressed, clarifies the standards used in evaluating alternatives, seeks virtuous solutions that honor obligations owed to stakeholders, and proposes a moral solution that encompasses each of these elements.

As an ethical framework for emphasizing the needs of many perspectives, the Hosmer model, a model attributed to the University of Michigan's LaRue Hosmer, conforms with the requirements of Transformative Ethics. Leaders who adopt the Hosmer model build trust by providing a clear rationale for moral decision-making.

Transformative Philosophy

A Transformative Philosophy clarifies the purpose for pursuing desired outcomes, the underlying assumptions associated with achieving those results, and the values and priorities upon which that philosophy is based. Thus, a philosophy sets the standards that govern relationships in the pursuit of outcomes and the values that define the appropriateness of actions in the governance process. Purpose, priorities, perspective, people, practices, and principles are six elements identified as important contributors to a Transformative Philosophy.

Transformative Contributions to Trust

Transformative leadership, an ethical perspective of leadership that honors all stakeholders and seeks to optimize long-term value creation, transformative ethics, and transformative philosophy reinforce the ability of leaders and organizations to earn and retain trust. Understanding the leader behaviors that contribute to the trust decision enables leaders to be more proactive in demonstrating that they merit being trusted.

Because of today's extremely difficult and unpredictable challenges, leaders and organizations need to raise the bar and elevate the standards that they set for themselves.

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Appendices

n/a.

Biographical Information

Cam CALDWELL earned a PhD from Washington State University after more than twenty years as a management practitioner. He has written more than 100 articles in scholarly journals about leadership, ethics, and trust and is currently writing his sixteenth book.