



Manifesto



www.ManagersForFuture.com



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Introduction

#ManagersForFuture is a grassroots movement striving to change the world of management for good. As many other “ForFuture” movements throughout the world, and as our name clearly states, we’ve been inspired by the actions and the words of the Fridays For Future global movement.

Also, we firmly believe that “we need to treat it and call it for what it is: not simply a change, it’s a climate crisis”. We have to implement the Paris Agreement and the United Nations’ Sustainable Development Goals now. This is our shared responsibility.

While it is clear that we have to become better at creating sustainable impacts for our environment, society and a lasting economic system, the question of « how » to achieve it is too often left aside. The workplace is key to achieving this transition. Furthermore, the accelerating polarisation of our societies requires us to build new bridges, to reconcile business with the urgent global needs for a profound transition touching all aspects of management.

ManagersForFuture therefore tries to create understanding between management and the ForFuture movement. As influential stakeholders, we are in a particular position to lead the necessary ecological and societal transition by example. Both privately and professionally.

We, ManagersForFuture, act responsibly as managers, as civil society members and as inhabitants of this planet.



Who we are

We are managers and management students united around the idea to transform management for the benefit of people and the planet.

We have to transition urgently to another economic model, respecting planetary boundaries and delivering on societal needs.

We think, act, work and deliver in a way that is more in tune with fundamental requirements for humans within the limits of the Earth.

We commit to bringing purpose, ethics and context back to business.

Why join

Community

- Be part of a community of international management pioneers
- Contribute to a growing grassroots movement setting a new standard of management

Professional development

- Purposeful professional development
- Acquire knowledge about sustainability issues
- Think and act outside the box
- A platform to share sustainable best managerial practices

#BeFuture

- The planet needs you, it's a common challenge
- Connect with other For Future groups
- Impact your business positively by bringing back gained knowledge
- Make real change happen



What we want

- We want managers to lead the transformation both personally, as well as members of their organisation and society at large
- We want to bring together managers and create a cohesive community of changemakers across businesses to take action
- We want to raise awareness on the importance of sustainability, particularly within business
- We want to spark democratic debate among managers on best sustainability practices in management and the ways forward
- We want to empower managers in their role for internal and external challenges
- We want to go further than the daily tasks and take on the challenge of externalities
- We want to mainstream diversity and inclusion, as well as effective gender equality in management



Commitments

As a ManagerForFuture, I demonstrably commit to the following:

1. I am aware of my individual and my business impact on the environment, society and economy
2. I can, or aspire to be able to, measure this impact with indicators aligned to the SDGs and other frameworks
3. I lead by example in reducing negative impacts and increasing positive impacts for people and the planet
4. I actively listen to my colleagues, staff and stakeholders' needs
5. I show strong and concrete ethical commitment and am aware of my legal accountability
6. I show inclusive leadership through concrete integrations of diversity and gender equality
7. I am a bridge builder and networker between workers and employers, between management and the world of sustainability and between vision and reality
8. I strive to align business strategy to alternative and sustainable measures of success, such as the Triple Bottom Line performance
9. I incorporate a long-term oriented and intergenerational approach to strategic planning
10. I am open to and experiment with new methodological approaches, such as scenario planning, backcasting or action learning