



NER DECALOGUE

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The NER Decalogue is a document that condenses the core of the NER Group's discourse with the motivational messages that are most representative of its differential value proposal.

It is a communication tool for the Ner Group to reinforce its discourse and communication channels. It is also a support tool for organisations, which can be used in full or in summary form, in the media that they consider opportune and with the elements of discourse that best fit their own idiosyncrasies.

WHAT IS NER

It is a way of structuring organisations, with our own, unique and distinct style of relationships. People-based projects, focusing on the customer, efficiency and society and built on values:

FREEDOM

... organisations made up of free, conscious, committed and responsible people...
...that do not have hierarchical structures...
...flexible and adaptable organisations...

RESPONSIBILITY

... organisations that foster people's accountability to the organisation's defined purpose, customers, efficiency and the common good.

TRUST

... organisations that promote open, participative and inclusive dynamics...
... that put people at the centre of decision-making...

TRANSPARENCY

Organisations that share all information with all people and promote understanding.

COMMUNICATION

... organisations that practise listening in order to engage people and encourage conversation and dialogue ...

SELF-MANAGEMENT

Organisations with structures based on self-management that share voice and vote with people in all teams, who are interrelated and act together.

ETHICS

Organisations with strong ethical foundations, that internally and externally contribute to a humane, fair and sustainable society, that do not consider overtime as part of their business strategy...

that do not use dismissal as a solution to adverse economic circumstances... that cooperate between organisations to provide internal support in specific situations of hardship that contribute to global social change...

... that promote coherence in behaviour associated with values...

...that encourage cooperation between organisations...

FUTURE VISION

... Organisations that share a common future horizon and jointly build an evolutionary purpose.

EFFICIENCY

Organisations geared towards the personal and professional development of people who form part of them and who achieve their goals efficiently...

SOLIDARITY AND COMMITMENT TO SOCIETY

... organisations that distribute their economic results among the people in each organisation...

... that establish a balanced criterion to the wage gap

... organisations committed to society...

... that allocate 2% of their annual productive hours to society...

... that allocate 5% of their profit to society...

