From Business Training to Education:
The Need for an Internal Ethical and Cultural Uprising in Corporations

The 'mall' of corporations business training offers products that are more and more sophisticated, but, too often, it is merely focused on the **effectiveness of the 'means' and does not question the 'ends'**; we speak about the 'how', but rarely about the 'why'.

What is the base of success of an organization? Is it the systems and processes or the level of maturity, responsibility and culture, in a wider sense, of the individuals who are part of this organization and specifically of those who manage it?

The market logic and the uncertainty of the current business scenarios also affects the interpersonal relationships; the social interactions between individuals in a company are more and more tied to a market exchange that seems to wipe out every form of solidarity. The ability to critically read the models of productivity which are put into effect is becoming limited, blocked, almost scared and shows a vast lack of general knowledge and culture.

Every manual or intellectual labor in a company always has a 'deadline'. The problem with time more and more affects people, culture and behaviors.

Then, what type of values and behaviors is necessary to develop? Which learning needs must we addressed and satisfied? Must training be a tool to control the individual or a means to introduce a '**new importance' of the individual**? In what way can we stimulate **creativity** and can we support **a culture where we learn from mistakes** in a context that tolerates uncertainty and failure less and less? How can this be balanced with the need of having certainties with the use of **delegation** within an organization? What shape must assume knowledge in order that it can contribute to develop individuals more responsible who know to watch within themselves and their organizational context, but who have at the same a stronger and deeper moral and social tension towards the external context and know how to build a trustworthy relationship in the comparisons of the society all? What does it mean to educate to have a **critical spirit** that we need for an innovation that be able to produce business results socially responsible and useful? How is it possible to have managers who know how to spread the culture of '**that which is good for the society is good for the enterprise**' and not viceversa?