

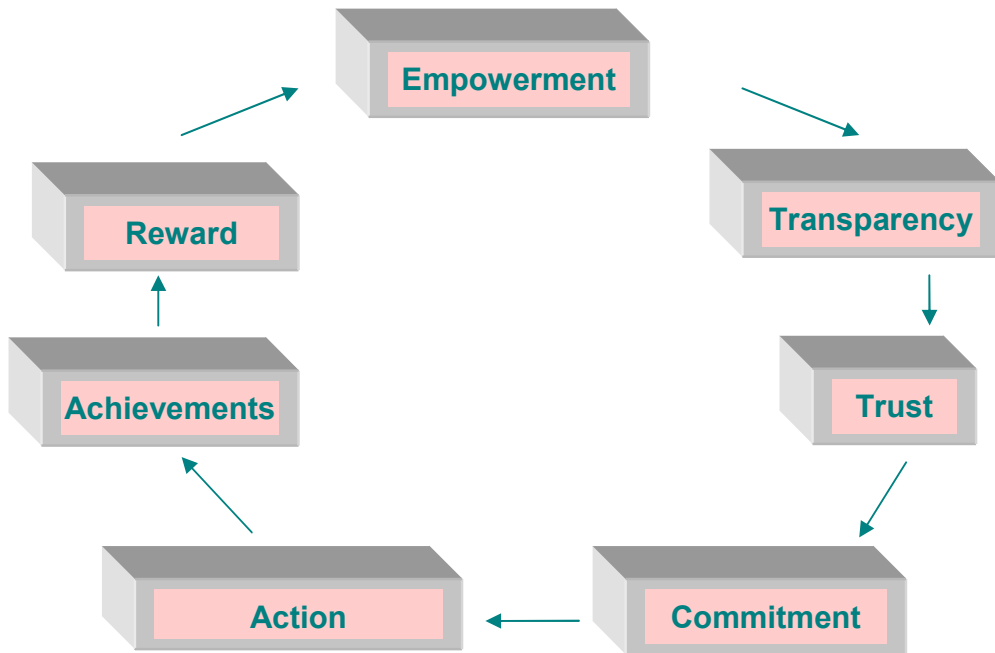
HIGH PERFORMANCE WORKPLACE PRACTICES: Partnership Approach

It has been RSG's experience that incentives and employee share plans by themselves are usually insufficient to create a high performance workplace. They need to be part of a genuine *Partnership Approach*¹ to the workplace.

- The *Partnership Approach* is the best method to deal with organisational concerns of:
 - Performance;
 - Productivity;
 - Innovation;
 - Worker Benefits; and
 - Change.
- *The Partnership Approach* requires significant effort from employers, management, employees, unions, and other relevant stakeholders.
- It changes traditional roles and relationships.
- Under a partnership approach, workers, unions and management are the 'brain' of the organisation and become the source of change and development of the organisation.
- *The Partnership Approach* is the catalyst for creating a high performance workplace.
- The *Partnership Success Cycle* and *Components of the Partnership Approach* are outlined in the diagrams below.

¹ Refer *Achieving High Performance: Partnership Works - The International Evidence*, National Centre for Partnership Performance.

The Partnership Success Cycle



Partnership Approach Componentry

