



BUILDING PARTNERSHIP SKILLS

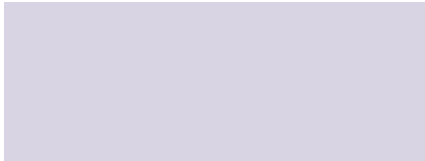
Encouraging new ways of doing business and changing old behaviours can be a difficult and lengthy process requiring particular skills and understanding. Help with building effective workplace partnerships is available through the Centre's team of independent Associates, who work with unions and employers on the Centre's behalf.

Associates are independent consultants with extensive knowledge and experience of industrial relations and organisational development. They provide support to organisations that want to develop constructive workplace partnerships, improve partnership practices or work through particular problems.

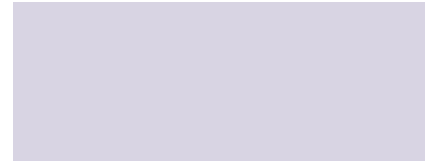
The Associates' role is to assist employers and unions to develop a partnership relationship. They might do this by focusing on a specific project or issue, but the overall aim is to develop skills and processes necessary to support lasting partnerships, rather than only resolving specific workplace problems.



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For more information on how the Partnership Resource Centre can help develop a positive environment in your workplace, contact:

Partnership Resource Centre

Phone: 04 915 6259 or 09 970 1584

Email: partnershipresourcecentre@dol.govt.nz

Website: www.dol.govt.nz/prc

BUILDING POSITIVE WORKPLACE RELATIONSHIPS



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COMMON GROUND, COMMON SENSE

Where employers, employees and their unions share common ground and work together in partnership they enjoy greater success and create more satisfying places in which to work.

Everybody benefits: decision making is shared, innovation is stimulated, productivity grows, service delivery improves and issues between the parties are easier to resolve.

Today's modern, effective workplace partnership works because there is something in it for all parties.

The Partnership Resource Centre is responsible for fostering such partnerships. It works with employers and unions to develop co-operative workplaces which focus on working towards meeting agreed and mutually beneficial objectives.

A workplace partnership can help build quality relationships which lead to more effective and fulfilling workplaces and better business performance.

Common sense suggests that where employers, employees and their unions deliberately choose to work together to meet specific ends, they have a greater chance of lasting success.

THE BENEFITS OF PARTNERSHIP

Partnerships may focus on a range of specific issues, or the broader workplace relationship. They may be more or less formal in their approach. There is no formula that suits all workplaces, though they are always about building co-operative workplaces and long-term relationships that drive benefits for employers and workers alike.

In the process, partnerships can deliver real economic and personal advantages to the parties through:

- building a cohesive workplace culture, with positive employment relationships and high levels of employee engagement, which can create improvements in work processes
- enabling employees to have a greater say in their workplace, which in turn leads to positive morale, more satisfying work and greater autonomy
- delivering performance benefits of increased innovation, productivity and efficiency.

PUTTING PARTNERSHIPS INTO PRACTICE

The Centre's services include:

- providing information and advice on partnership:
 - what it can do for you and your organisation
 - the benefits, challenges and outcomes you can expect
- assistance with setting up partnership processes
- supporting capability development for managers, union officials and delegates at different stages/levels of partnership
- developing, delivering and disseminating specific resource and training materials, case studies and other tools to support partnership approaches
- providing opportunities for shared learning and networking for managers and unionists involved in partnership initiatives
- providing expert facilitative support at more advanced stages of partnership development or where obstacles have been encountered
- offering training in improving interpersonal and organisational processes, such as conflict resolution and business analysis
- providing expertise in organisation development and change management.

