

The New Employment Relationship Model

The 8 Values of the Employment Relationship	Individual Accountability	Organisation Accountability
1 Flexible Deployment	Work in a variety of organisational settings.	Encourage employees to work in other organisations or organisational units within the same organisation.
2 Customer Focus	Serve the customer before your manager.	Provide information, skills and incentives to focus externally.
3 Performance Focus	Focus on what you do, not where you work.	Link rewards and benefits with performance rather than organisational dependency.
4 Project-Based Work	Accept and embrace yourself as a project-based worker rather than a function-based employee.	Focus on projects rather than organisational functions.
5 Human Spirit and Work	Find work that is meaningful.	Provide work (wherever possible) that is meaningful.
6 Commitment	Commit to assisting the organisational achieve its organisational outcomes.	Commit to assisting employees to achieve their personal objectives.
7 Learning and Development	Be committed to lifelong learning.	Enter into a partnership for employee development.
8 Open Information	Be willing to contribute to the organisational decision-making processes.	Providing employees with access to information about organisational goals, needs, and HR systems.

Baker, T.B. (2009). *The 8 Values of Highly Productive Companies: Creating Wealth from a New Employment Relationship*. Brisbane: Australian Academic Press