

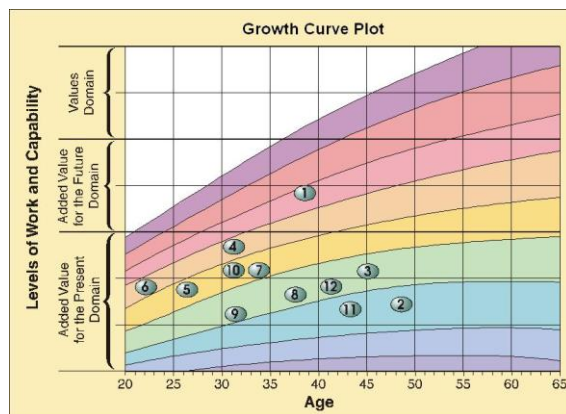
Towards individual and organisational well being.

“The first technology developed for organisation futures where people and work really meet. This is first wave technology where the individual’s contextual capabilities and the individual in the context of work demands are considered. This holds exceptional promise for people and organisational development for the future.”

(MD of a large multi-national company)

ABOUT THE CPA

The CPA helps to pace people’s development at a tempo equal to their current and future capability, resulting in improved productivity and organisational effectiveness and well-being. CPA is used internationally by blue chip companies in South Africa, Namibia, Botswana, Zimbabwe, Swaziland, Australasia, United Kingdom, India, United States, Canada, Brazil, Poland, Sweden, the Americas and Europe. CPA materials are currently available in English, Spanish, Hungarian, Romanian, Italian, Russian, Czech and Mandarin.



The CPA is a 1-on-1 interview during which the candidate has an opportunity to explore and reflect on his/her career, their aspirations, the type of work that they find challenging and stimulating, and elements of work that frustrate them. The CPA Practitioner arrives at an understanding of the type of work that challenges and stimulates the candidate at present (we refer to this as FLOW) as well as how this is likely to develop and mature over time.

In summary, the CPA provides the individual and the organisation with information about how individuals prefer to approach work and decision making, and how this will change and develop in the future, within the context of different themes of work. The CPA process is founded on the

principles of the Matrix of Working Relationships (MWR) theory.

Feedback is an integral part of the process, allowing the individual to explore and understand the past and to take charge of their work and personal life story. Mutual benefit is created for the individual and the organisation as it touches on the core of work – the capability to generate contextually appropriate solutions and decisions even in the absence of previously acquired knowledge, skills and experience. This provides a powerful framework for the development of organisations, as well as for individuals and their career paths.

USES OF CAREER PATH APPRECIATION

- ▶ Executive identification and development and recruitment
- ▶ Selection and placement at senior levels in the organisation;
- ▶ Platform for mentoring, career path management, competency development
- ▶ Broad based succession planning and organisational interventions

People grow or shrink their work according to their contextual capabilities, as well as the time horizons in which they are comfortable operating and making decisions. This capability, recognized in the CPA, is maximized and enriched by appropriate training, development and exposure. Even in the absence of these factors, individual complexity can still be effectively determined.

The CPA is a powerful contribution to people development and empowerment!

CPA PRACTITIONER ACCREDITATION TRAINING

BIOSS SA strives to empower clients to implement and maintain interventions. CPA Practitioner Accreditation training is offered as public courses in Johannesburg and In-House (internationally).

Dates, prices and online registration for public courses can be found on the BioSS website www.bioSS.co.za, or by contacting the Johannesburg office on (+27 11) 450-2434

Potential practitioners must meet training requirements and need to be accredited and licensed to practice within organisations. Competence and standards are continuously