

INTRODUCTION

The IRIS is one of several processes used in relation to the Matrix of Working Relationships (MWR) to ensure that an individual's preferred approach to work is correctly matched to their level of work. Whilst Work Theme Auditing focuses on the complexity requirements of positions or posts, IRIS focuses on how well an individual will be matched to a Theme of Work.

WHAT IS IRIS?

IRIS is a quick and inexpensive way to identify the level of work complexity that candidates are comfortable handling, both now and in the future. During the 30 – 40 minute person-to-person structured interview the trained practitioner gains insight into the level of work complexity an individual is currently in flow with, as well as how this is likely to grow and develop in the future. This provides "snapshots" of where an individual is likely to experience flow in 5, 10 and 15 years' time.



IRIS was specifically designed for use with people currently working in the operational levels, from filing clerk to specialist, up to middle management positions. A second version of IRIS is used for graduates with little or no work experience.

The focus of IRIS is only in the context of the MWR and how well people are matched to their work themes. It should not be used in isolation as factors which are critical to any process, for example training and experience, skills, personality, emotional maturity, etc must be measured separately. In Southern Africa alone, there are more than 60 organisations across industries sectors currently licensed to use the technology.

WHAT IS IRIS USED FOR?

IRIS is designed for use by recruitment and personnel officers, line managers, and OD practitioners to:

- Match individual capability with work requirements at each level in the organisation
- Identify supervisory or managerial potential for career development, selection of candidates for equity initiatives, and selection of candidates for bursary schemes
- Ensure that people recruited for specific positions will be in flow with the capability requirements of the position, and that they will be neither over-extended nor under-utilized
- As an aid to succession planning and to identify "high flyers" for fast-tracking
- To "chart the human talent pool", ensure optimal utilization of human resources and assist with career path planning and training and development.

IRIS PRACTITIONER ACCREDITATION TRAINING

BIOSS SA strives to empower clients to implement and maintain interventions. IRIS 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 and rigorously monitored.