

## What is it?

The MCPA is an on-line assessment (followed by a validation interview) that assesses an individual's:

- Current capability to manage complexity, ambiguity, and uncertainty at work
- Decision-making capability (operational through to strategic)
- Learning agility
- Theme of Work where he / she will experience 'flow' and engagement
- Rate of growth and identification of future potential
- Readiness for upward or lateral career movements (i.e. career transitions)

## The MCPA will be beneficial to your organisation when you need to:

- Select the 'right people into the right roles' at all organisational levels
- Select or develop management through to executive level employees
- Increase the level of flow and engagement in your organisation
- Create a platform for mentoring, career path management, competency development
- Develop talent pools for succession planning and leadership development programs
- Create meaningful leadership in your organisation
- Enhance job and organisational performance
- Improve talent retention, job satisfaction and commitment

## Delivery of the MCPA involves a 2-part process:

- The candidate completes an Internet based questionnaire designed to explore experience of and preferred approach to work
- An accredited MCPA practitioner conducts a 1 on 1 validation interview with the candidate during which answers to part 1 are explored and unpacked

## Outputs of the MCPA

- Candidates receive feedback **immediately** after their MCPA has been completed
- Organisations are provided with feedback
- Reports are made available to both organisations and candidates

## MCPA is associated with the following ROI within organisations:

- Increased productivity, performance and market share
- Improved customer relations
- Greater employee satisfaction and retention

For more information on the MCPA or a free consultation please contact [info@bioss.com](mailto:info@bioss.com) or call 011 4502434.

### **BIOSS SA Products**

CPA, **MCPA**, IRIS, LPA, ELDI 360, ORA, WRA, Genie, PsyMetrics

### **CONTACT US**

[www.bioss.co.za](http://www.bioss.co.za) [info@bioss.com](mailto:info@bioss.com)  
+27 11 4502434