



Company Profile



Who is BIOSS Southern Africa?

BIOSS SA is a niche consultancy focussed on improving organisational and people effectiveness.

This is achieved through a blend of consulting and technology solutions providing our clients with unique structural and talent analytics. Our core lines of business are **Organisational Design, Flow and Engagement** and **Structural and Talent Analytics**.

We have been successfully providing our products, services, and technology to clients since 1989 and our client base has steadily grown to over 200. We have offices in Johannesburg and representative consultants in all the major regions.

Since its establishment in 1989 BIOSS SA has grown into one of the pre-eminent organisational and people effectiveness consulting companies in Southern Africa.

Why Choose BIOSS Southern Africa?

We solve the following organisational problems:

- An inability to execute business strategy
- Poor bottom-line performance
- Lack of growth
- Structural inefficiencies
- Ineffective leadership
- Lack of employee engagement
- Poor talent retention



What We Do



Organisational Design

BIOSS SA's approach to organisational design involves using the scientifically proven Levels of Work methodology, which allows for the natural translation of strategy throughout the organisation from the executive level through to the operational level.

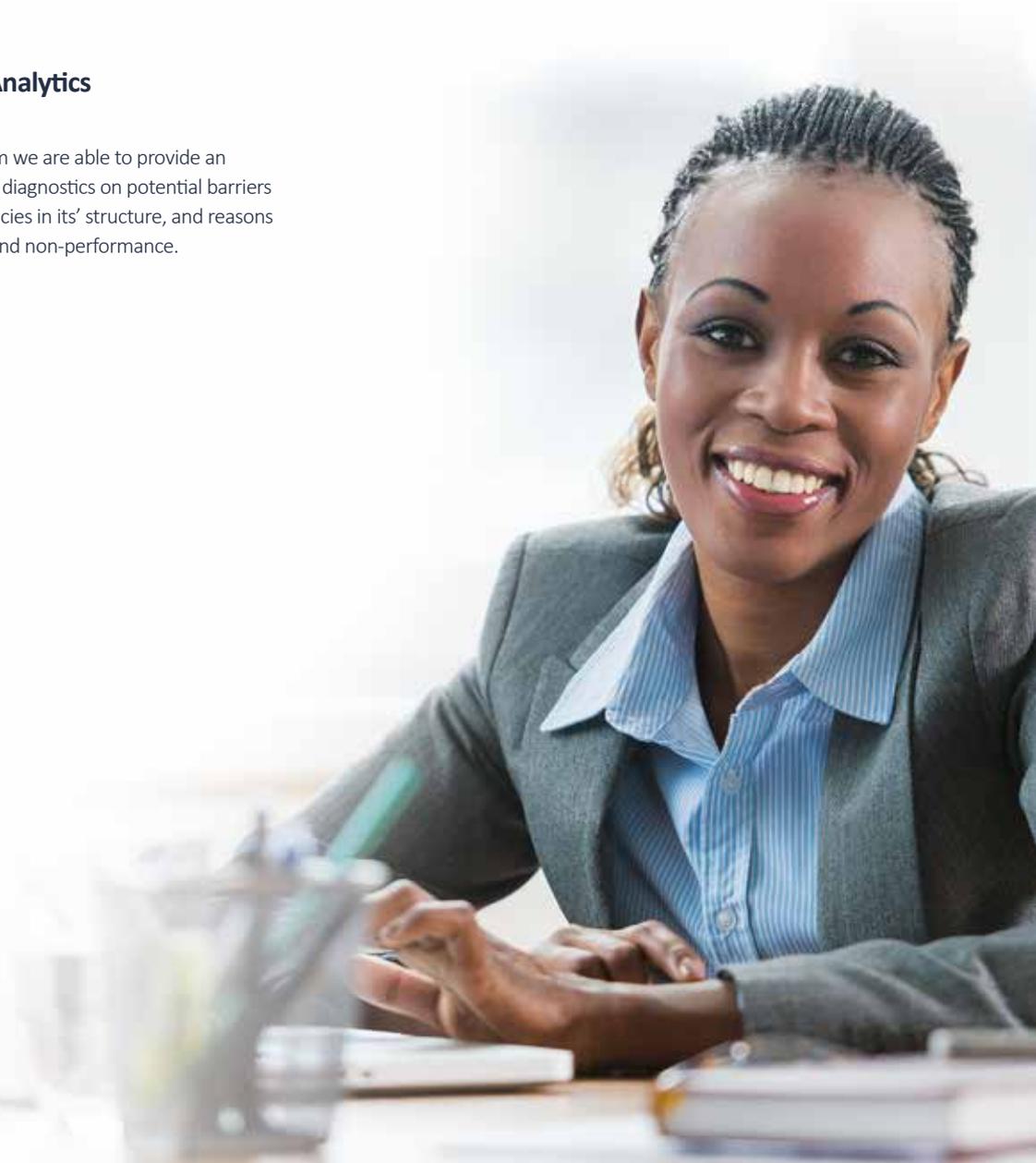
Our approach ensures an optimally designed organisational structure resulting in enhanced role clarity, accountability and authority, as well as communication, task execution and leadership.

Flow and Engagement

BIOSS SA utilises a number of products and processes to help organisations improve 'flow' and engagement amongst their staff. Our methodologies result in enhanced task execution, job performance, job satisfaction and talent retention.

Structural and Talent Analytics

Through using our Genie system we are able to provide an organisation with analytics and diagnostics on potential barriers to strategy execution, inefficiencies in its' structure, and reasons for employee disengagement and non-performance.





Our Products

ELDI 360

A sophisticated 360-degree assessment which compares an individual's self-assessment to that of managers, colleagues and direct reports.

Behavioural Assessments

Linked Psychometric Assessment (LPA)

Online assessment that assesses personality, team styles, management style, conflict handling style, learning style, attitudes to work, as well as culture. The LPA also enables users to conduct sophisticated statistical analysis to provide 'big data' analytics.

Capability Interviews

Career Path Appreciation (CPA)

1-on-1 semi-structured interview used to assess an individual's capability (i.e. current and future ability to handle uncertainty in decision-making).

Modified Career Path Appreciation (MCPA)

Online version of the CPA. It is an internet-based questionnaire validated in a 90min telephonic / Skype interview.

Initial Recruitment Interview Schedule (IRIS)

1-on-1 semi-structured interview used to assess an individual's capability. Suitable for entry-level positions.

Systems

PsyMetrics

An assessment portal including over 30 online, cost and time effective assessment tools.

Organisational Role Appreciation (ORA)

Online role profiling system, based on the Matrix of Working Relationships (MWR).

Work Relationship Appreciation (WRA)

Based on the Tripod of Work, the WRA is an online system, which identifies and evaluates working relationships between a leader, their individual team members and the leaders own manager.

Genie

Genie is a live, cloud-based structural and talent analytics and information storage system, which helps companies to evaluate their structural and people effectiveness.

Our Approach

Appreciation

By using an appreciative consulting approach with our clients, BIOSS SA gains a clear understanding and appreciation of their current and future challenges, followed by the co-creation and shared implementation of solutions.

Complexity and Capability

At BIOSS SA we help organisations to understand their inherent complexity and ensure that the right people are in the right positions at the right time. In other words, they have the necessary capability to manage the complexity of their roles.

Matrix of Working Relationships (MWR)

We offer our clients a model, the Matrix of Working Relationships (MWR), which unpacks the concept of organisational complexity. The MWR identifies 7 levels of work, each differing in terms of its level of complexity and time-span of decision-making. No level is more important than another, and each level has a valuable contribution to make to an organisation's functioning.

Flow

Flow is the match between individuals' capability and their challenge (job complexity). BIOSS SA offers practical tools for a deeper understanding of capability and challenge, helping individuals and organisations restore and sustain a state of flow.



Our Clients





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