



CPA PRACTITIONER ACCREDITATION TRAINING

CPA Practitioner Accreditation training is offered as public or in-house courses.

Dates, prices and online registration for public courses can be found on the BIOSS SA website www.bioss.co.za, or by contacting the Johannesburg office on +27 (0) 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.

Contact BIOSS SA

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CAREER PATH APPRECIATION (CPA)

What is it?

The CPA is a semi-structured interview that determines an individual's:

- Current capability to manage complexity, ambiguity, and uncertainty
- Decision-making capability (operational through to strategic)
- Problem solving style
- 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

The CPA will be beneficial 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 CPA involves:

- An accredited CPA practitioner conducts a 1 on 1 interview with the candidate and explores his / her career, work preferences, aspirations, the type of work that they find challenging and stimulating, and elements of work that frustrate them

Outputs of the CPA:

- Candidates receive feedback immediately after their CPA
- Organisations are provided with feedback
- Reports are made available to both organisations and candidates

The CPA is associated with the following ROI:

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

For more information on the CPA or a free consultation please contact info@bioss.com or call 011 4502434.