

## MODIFIED CAREER PATH APPRECIATION (MCPA)

### What is it?

The MCPA is an on-line assessment that assesses an individual's:

- Current capability to manage complexity, ambiguity, and uncertainty
- 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

### The MCPA 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 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
- Organisations are provided with feedback
- Reports are made available to both organisations and candidates

### MCPA 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 MCPA or a free consultation please contact [info@bioess.com](mailto:info@bioess.com) or call 011 4502434.

## MCPA PRACTITIONER ACCREDITATION TRAINING

MCPA 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.bioess.co.za](http://www.bioess.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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