

## ORGANISATIONAL ROLE APPRECIATION (ORA)

### What is it?

BIOSS SA is able to assist clients with correctly structuring their organisations and roles through our software-based approach to role design, Organisational Role Appreciation (ORA).

### The ORA will be beneficial when you need to:

- Align your structure to your strategy to enable successful strategy execution
- Understand the complexity in your business in terms of Levels of Work
- Determine the required level of complexity of all roles, and compare the complexity of roles according to the same criteria
- Create 'flow' and engagement by placing employees into the 'right' roles where their capability matches the complexity of their positions
- Ensure your structures and role profiles are designed correctly
- Ensure employees understand what they are accountable for
- Ensure that the correct activities are being conducted throughout the organisation so that your strategy can be executed
- Ensure each employee is provided with sufficient freedom, accountability and discretion to perform their tasks optimally
- Get 'real' value from the outputs of any levels of work product i.e. comparing a candidate's capability to the requirements of a role

### The ORA provides the following outputs:

- Purpose of a role
- Key accountabilities, KPIs, skills and behaviours
- Level of Work
- Intellectual aptitude requirements & interpersonal skill requirements
- Knowledge
- Job description output to Microsoft Word
- Easy customisation of all text and sections

*The ORA allows for difficult HR processes, such as organisational design, job profiling, and succession planning to be automated and maintained in real-time with minimum effort.*

## ORA ACCREDITATION AND SYSTEMS TRAINING

ORA Accreditation and Systems training is offered as an in-house course.

Dates, prices and training requirements can be sourced by contacting the Johannesburg office on +27 (0) 11 450 2434 or emailing [info@bioSS.com](mailto:info@bioSS.com).

### Contact BIOSS SA

#### Johannesburg Office (Operations)

Phone: +27 (0) 11 450 2434

Email: [info@bioSS.com](mailto:info@bioSS.com)

#### Cape Town Office (Accounts)

Phone: +27 (0) 21 782 9977

Email: [accounts@bioSS.com](mailto:accounts@bioSS.com)

[www.bioSS.co.za](http://www.bioSS.co.za)