

Bioss SA News & Updates

December 2020

Company Newsletter



Message from Lisa Ashton (MD Bioss SA)

2020 has certainly been one of the most challenging years we have encountered as humans. Being human means that we are part of a greater collective, and never before has our health, longevity, freedom and ability to pull together for the greater good been tested on such a great scale.

The Covid pandemic has changed the way in which we view the world. The enormous physical and emotional strain has been devastating, and many of our friends, family members, co-workers and acquaintances have been lost in the process.

In the midst of our turmoil and loss, we have come together as humans, and we have persevered. We have carved a new way of being, of living and working in different ways. We've had to adjust how we connect with each other, we've adjusted our routines, the way we learn, celebrate, shop and have fun. And we've pulled together with perseverance, resilience and strength.

For me, personally, this year has brought about immense gratitude. I am so appreciative of how quickly our BIOSs Family and clients embraced technology and kept in contact, and proud of how we have been able to continue to support our clients through video calls, our on-line assessments, MCPA's, SCANS's, on-line events and conferences.

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MESSAGE FROM BIOSs MD LISA ASHTON

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TRAINING 2021

In the midst of the chaos in all our lives, I have been awed by abundant acts of kindness and give-back initiatives that I have experienced and seen first-hand amongst our staff and clients. Empathy lies at the core of this heroism, and this form of true human connection is only possible when we pay attention without judgement, when we are present in someone else's story (as we do in our appreciations), and when we gift our time to listen.

Thank you to our incredible BIOSS team and associates. You have sacrificed so much during the course of the year: money, time, opportunities, and for some, guaranteed employment. You have done so with maturity, empathy and understanding. Thank you to each and every one of you!

Many people who lost their livelihood braved the challenges of becoming an entrepreneur. The economy is going through a tough time and it is especially the small, privately owned local businesses and entrepreneurs that are struggling. My heartfelt request is that you please support local small businesses and in so doing, support their dreams.

Finally, I would like to wish you all a happy festive season. May 2021 find us rising to the challenge, filled with gratitude, revitalised and positive about our lives to come.



LPA



**'An online
personality, culture
and team analytics
assessment'**

**'Don't miss our next
LPA training course
scheduled for the
28th January 2021'**

Since 2018 BSA alongside EDAC have been extremely busy updating the LPA and integrating it into our Genie Talent Platform.

The 'new' LPA was officially launched earlier this year and the new and improved version has been very well received by existing and new clients.

Whilst the LPA competes in a very crowded personality assessment market it has some very clear differentiators:

- 6 behavioural assessments in one product
- Innovative review and feedback wizard functionality
- Ability to create custom management themes
- Ability to create competencies, and cultural themes
- Ability to perform a person / competency / culture job fit
- Advanced team analytics
- Culture analytics
- Housed in the Genie Talent Platform

For more information on the LPA please email info@bioSS.com.

MCPA - SCAN

'Online capability assessment'



100% online

*No validation
interview required*

*Best suited for
junior - middle
management*

*reports on current
capability and
future potential*

*approx. 1.5 hours to
complete*

MCPA - SCAN UPDATE

We launched our new Capability / Levels of Work tool the MCPA-SCAN at the beginning of 2019. The MCPA-SCAN is a shorter version of the full MCPA, and is primarily used at junior / middle management levels, as well as specialist roles in organisations.

Over the last couple of years the number of clients using the MCPA-SCAN has grown tremendously both in South Africa and abroad. As of December 2020 we have completed nearly 5000 MCPA-SCAN assessments.

Some of the reasons why our clients are using the MCPA-SCAN are:

- Strong correlation with the MCPA
- 100% online
- Positive candidate experience
- Sound research
- Flexible and cost-effective pricing model

For more information or free demo's email info@bioSS.com.



EDAC Update



EDAC & BSA

As previously communicated BSA took over the operational management of EDAC in 2018. This has proved to be an extremely successful endeavour with BSA now in full flow of managing the EDAC business.

We have spent the last 2 years optimising processes, systems, as well as strengthening relationships with existing EDAC partners around the globe. Additionally, we have developed new EDAC partners in India, Sri Lanka, Australia and Russia.

In 2018 we also embarked on upgrading BSA's Genie platform which houses the EDAC suite of products. We have successfully added the MCPA-SCAN, and an upgraded and improved version of the LPA.

EDAC products continue to be in high demand attracting a lot of interest and usage from partners and organisations around the globe.

EDAC was meant to host a partner conference in Istanbul in May 2020. Due to the pandemic we had to postpone the conference. We are therefore looking forward to hosting our wonderful partners in Istanbul in 2022!

Team EDAC

- Jacques Haworth (Managing Director)
- Richard Sale (Chairman)
- Ali Sale (Executive)
- Chris Sales (Executive)
- Paul Leibowitz (Executive)
- Janine Joseph (Specialist Support)

Training 2021



Training Info 2021

Our training calendar for 2021 is available on our website. All courses in 2021 will be conducted via Zoom or Teams until such time that it is feasible to return to face-to-face facilitation. You can therefore attend our courses from the comfort of your own home. Our Zoom-based training was extremely successful in 2020 and we expect them to be even better next year.

Our two most recent additions to our training offering are the MCPA-SCAN and LPA accreditation courses. We had large numbers of delegates attend these courses this year, and we expect this trend will continue in 2021. Look out for these courses!

Our training calendar for 2021 is very diverse. Some of our courses are also CPD accredited so if you require CPD points you can attain quite a few through BSA.

To make a training booking please visit our website:

(www.bioSS.co.za), click on Portals / Training Bookings.

We look forward to seeing you on our training courses in 2021!

[Training Courses \(early 2021\)](#)

LPA Accreditation

- 28th January & 14th April

MCPA-SCAN

- 24th February & 29th April

MWR Job Profiling

- 25th & 16th February

Custodian Training (CPD points available)

- 10th & 11th February



Talk to us

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