



Company Profile



Who is BioSS Southern Africa?

BIOSS SA is a niche' consultancy focused on improving organisational and people effectiveness. This is achieved through a blend of assessment, consulting and technology solutions.

Our core lines of business are **Psychometric, Capability and Gamified Assessments, Talent Management, Nature of Work Reviews, Change Management 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 Cape Town and associate consultants in various local and global geographies.

Why choose BIOSS Southern Africa?

We solve the following organisational problems:

- Inability to execute strategy
- Structural inefficiencies
- Ineffective leadership
- Lack of employee engagement
- Inability to hire the 'right people' into the 'right' roles
- Inability to retain talent
- Inability to manage the 'people' side of organisational change

What We Do

Psychometric Assessment

BIOSS SA has been providing Psychometric Assessment services for the last 20 years to corporate clients, in order to help them select, manage, develop and retain their talent.

We make use of BIOSS-owned or licensed assessment products, as well as other widely used products available on the market.

Capability Assessment

Our Capability Assessments help organisations to:

- Determine individual decision-making capability
- Manage complexity, ambiguity and uncertainty
- 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
- Determine talent readiness

Gamified Assessments

Our cutting-edge gamified assessments combine artificial intelligence with the latest breakthroughs in neuroscience to allow companies to engage top millennial talent at scale.

Talent Management

Our talent management products and services assist our clients to better manage, develop and retain their organisational talent. Specifically, we focus on Organisational Design, Competency Development, Talent Pipelining and Succession Planning, as well as Coaching.

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's disengagement and non-performance.

Change Management

BSA helps organisations to manage the 'people' side of change.

We do this by using our own change management model called the Anchor Chain™.

This model addresses both planned and unplanned change, is underpinned by Levels of Work, and combines elements of neuroscience and change agility.

Nature of Work Reviews (NoW)

We conduct Nature of Work Reviews (NoW), in order to help organisations create an optimal and efficient organisational design. Our Nature of Work Review methodology is underpinned by Levels of Work (LoW)

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 Assessment

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.

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 hour telephonic / Skype interview.

Modified Career Path Appreciation (MCPA) – SCAN

The MCPA-SCAN is derived from the full MCPA. It is semi-automated, takes 1-2 hours to complete and does not require a validation interview.

Initial Recruitment Interview Schedule (IRIS)

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

Gamified Assessments

Apptitude Tests

Cognitive Ability Assessments (Mini Games)

Behavioural Competency Assessments (SJTs)

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 help companies to evaluate its 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

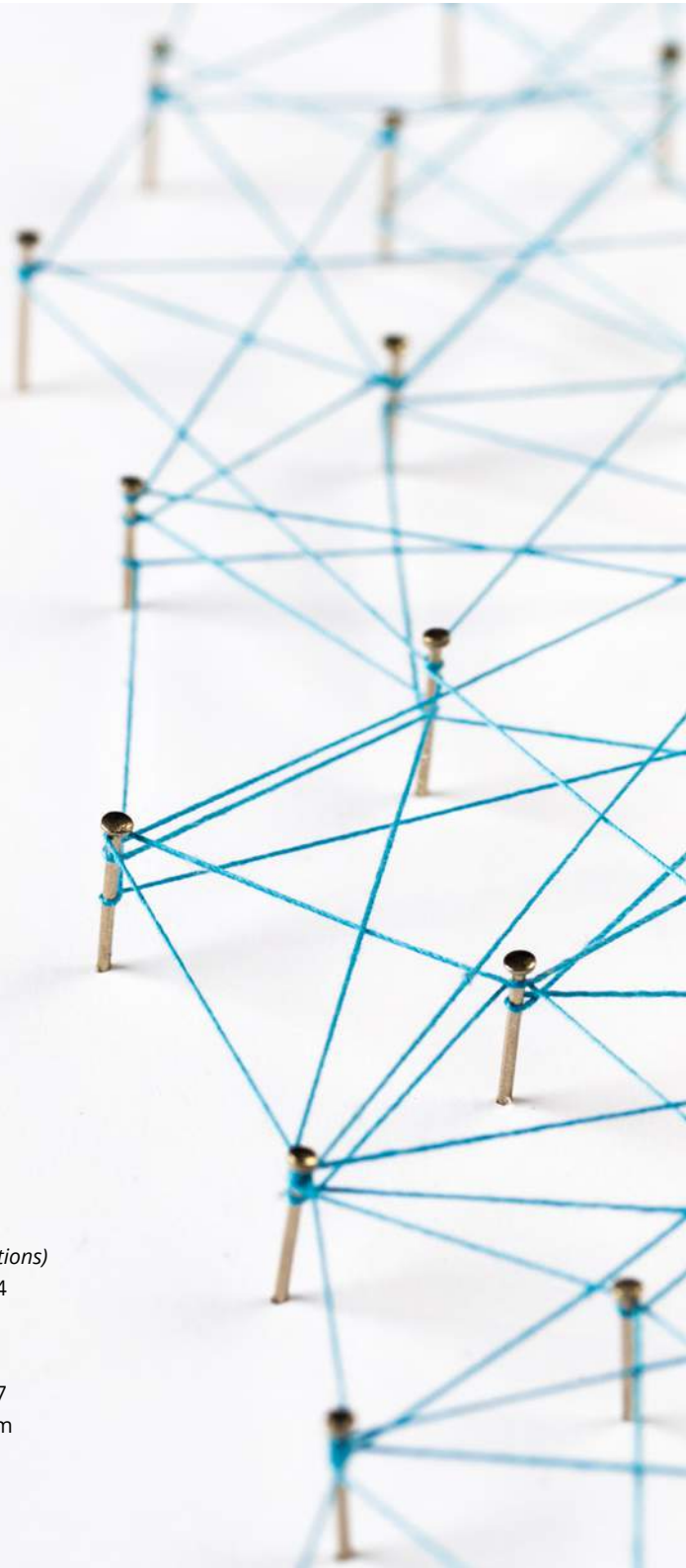


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GLENCORE





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