

# Career Path Appreciation (CPA)

## CPA Practitioner Accreditation Training

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

Additional information can be sourced by contacting the Johannesburg office on +27 (0) 11 450 2434 or emailing [info@bioSS.com](mailto:info@bioSS.com).

### 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, and 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 during which he / she explores their career, their 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](mailto:info@bioSS.com) or call 011 4502434.**

