

LEVELS OF WORK (LoW) AUDIT

LEVELS OF WORK (LoW) AUDIT TRAINING

LoW Audit training forms part of the broader **MWR Job Profiling Training Course**, which is offered as either a public or in-house offering.

Dates, prices and online registration for public courses can be found on the BIOSS SA website www.bioSS.co.za, or by contacting the Johannesburg office on +27 (0) 11 450 2434 or emailing info@bioSS.com.

What is it?

BioSS SA's LoW Audit is a sophisticated organisational design methodology used to improve structural effectiveness, and ultimately organisational performance and profitability.

A LoW Audit 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
- Understand how to manage this complexity
- Identify wastage, cost and ineffectiveness in your structure
- Identify gaps between the actual and the required Work Levels
- Diagnose structural deficits, such as overcrowding, overlap, or gaps in the structure
- Match individual employees' capability to the work complexity of their jobs
- Create flow and engagement
- Improve organizational and people effectiveness and performance

LoW Audits are associated with the following ROI:

- Increased profits of 30 to 200%
- 20 to 40 % increase in growth
- Cost reduction
- Increased productivity and market share
- Improved customer relations
- Greater employee satisfaction and retention

A typical LoW Audit process consists of:

- Meetings with the CEO / MD to determine the organisation's Level of Work
- Identifying the sample of jobs to be audited: identify unique positions / job clusters
- Information gathering: identify employees (incumbents and their managers) to participate in profiling interviews
- Conduct LoW individual / group interviews: 3 – 4 hour structured interview sessions per job cluster selected
- Report on current work levels and recommendations for effectiveness

For more information on the Levels of Work (LoW) Audit or a free consultation please contact info@bioSS.com or call 011 4502434.

