

MWR Job Profiling Training

What is it?

Organisational theory or management science is plagued by a plethora of independent and loose standing models, approaches and recipes. This is often reflected in the fads and fashions that promise quick-fix solutions. These solutions seldom lead to sustainable change or improvement. At BioSS SA we utilise the Matrix of Working Relationships (MWR), as a framework to achieve integration of the various approaches adopted.

The MWR offers a comprehensive model and framework for understanding organisational work design. The MWR is based on extensive long-term research and has consistently been proven in practice. This approach can provide a sound practical and theoretical basis for resolving real life problems, as well as conducting organisational development interventions.

What BioSS can offer:

BIOSS SA offers a 2-day online or face-to-face training course in the MWR, enabling delegates to apply the MWR theory to areas such as:

- Organisational design, restructuring and strategic positioning.
- Job profiling, to serve as a basis for a job evaluation system and remuneration practices.
- The development of competencies at different levels of the organisation.
- The design or revision of performance management systems by differentiating core and discretionary space in individual work.
- Creating personalized individual development plans.
- Identification of ineffective line communication due to either missing levels or due to superfluous levels.

The content of the training can be adapted to meet the needs of any organisation. In general, the course covers the following:

- **Knowledge objectives**
 - ✓ A working knowledge of the MWR / Levels of Work
 - ✓ General understanding of the world of work and how it changes
 - ✓ Appreciation of the contextual considerations within which organisations operate
- **Insight objectives**
 - ✓ To clarify and understand the purpose and outputs of job profiles
 - ✓ To reinforce the understanding of and the need for a holistic and integrative approach
- **Practical objectives**
 - ✓ To conduct job profiling interviews
 - ✓ To analyse and interpret the gathered information and compile job profiles
 - ✓ To assist with contextualising the analysis and interpretation against the organisational / departmental context.

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There are no pre-requisites required for this training.

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

For more information on the Custodian or a free consultation please contact info@bioSS.com or call 011 4502434.