

NEWSLETTER

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December 2023



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A word from Lisa Ashton (MD)

Dear Team, Associates and Clients,

As we close the chapter on another challenging year, I wanted to take a moment to reflect on our journey together and share my thoughts on the critical themes that have shaped our year.

South Africa, like the rest of the world, faced an array of difficulties in the past year. Loadshedding, the global recession and the COVID-19 pandemic continued to pose health and economic challenges, disrupting businesses and lives. The persistent issue of unemployment, social inequalities, and the need for inclusive growth remain pressing concerns. Despite these challenges, our country has shown remarkable resilience, creativity, and adaptability. It's in such challenging times that the true spirit of leadership is tested.

Leadership is not just about managing a business or organisation; it's about having a purpose, a vision for a better future. In a recent article I came across in the Harvard Business Review, titled "From Purpose to Impact," the author emphasises the importance of aligning one's purpose with their actions.

A Word from Lisa Ashton Contd.

Our responsibility as leaders extends beyond the boardroom, pushing us to live out our purpose in our actions and decisions, to be the change we wish to see.

One remarkable example of purposeful leadership is Thuli Madonsela. During her tenure as the Public Prosecutor in South Africa from 2009-2016 she demonstrated a strong sense of purpose by tirelessly, and fearlessly working to reveal, address and combat corruption and maladministration within the South African government. Her leadership was marked by a commitment to justice, accountability, and the protection of citizens' rights.

I want to extend my heartfelt gratitude to our clients. Your trust in our services has been the cornerstone of our success. Your partnership and collaboration inspire us to continually improve and provide value. We are deeply appreciative of the relationships we've built and look forward to strengthening them in the years to come.

As we approach the new year, let us reaffirm our commitment to our purpose and to South Africa. Let us continue to work together, to innovate, to empower our clients, and to contribute to the broader well-being of our society. South Africa has faced numerous challenges, but it's also a land of opportunity and hope. Let us harness that hope and purpose to make a meaningful impact in the coming year.

I am deeply grateful for the hard work and dedication of our team and associates, and the trust and partnership of our clients. Your unwavering commitment to our mission is what makes our company a success. I look forward to the year ahead with optimism, knowing that together, we can overcome any challenge that comes our way. Thank you for your incredible contributions, and I wish you and your loved ones a safe, peaceful, and prosperous new year.

Sincerely,
Lisa



BIOSS SA CONFERENCE 2024



VIRTUAL EVENT

Conference

13-14 March 2024

[Register Now](#)

Levels of Work and Complexity

IN A FUTURE WORLD OF WORK

2024 CONFERENCE HIGHLIGHTS

Bioss SA is excited to announce our virtual 2024 conference with the theme of "Levels of Work and Complexity in a Future World of Work"!

We will be hosting esteemed speakers from our Bioss International network, our associate network and from among our client organisations. Speakers hail from India, Brazil, the Democratic Republic of the Congo, UK, and South Africa.

The conference will open with a keynote address from Robbie Stamp, the Chairman of Bioss International. An array of fascinating topics is planned, ranging in focus from Artificial Intelligence to the application of Levels of Work and complexity in organisations.

The conference will be on Whova, a virtual platform enabling attendance and engagement for an international audience.

Register here: https://whova.com/portal/registration/lowc_202308/

REFLECTIONS ON THE EDAC CONFERENCE ISTANBUL MAY 2023

EDAC hosted its partner conference in Istanbul on the 11th and 12th May.

Bioss SA an EDAC partner for many years, strengthened our partnership even further in 2017 when we took over the running and managing of EDAC's operations.

Bioss SA was therefore well represented at the EDAC conference with Jacques Haworth, Lisa Ashton, Janine Joseph and Paul Leibowitz all attending, and conducting numerous presentations.

It was truly an incredible global experience where partners from the UK, India, Belgium, Sweden, Australia, New Zealand, Brazil, Germany and South Africa got to engage, network and talk about all things 'Levels of Work and Capability'.

Some of the topics presented on included:

- The development of the MCPA-SCAN
- The Effect of Coaching and Contextual Changes on the Development of Potential
- Applying capability information to Succession Planning / Analytics
- The LPA and competing tools
- A global case study: Using MCPA and LPA with a global client
- The Future of Online tests





RESEARCH

Bioss SA completed a few large research projects this past year.

Firstly, we conducted a large scale Capability research project on a sample of 34 700 MCPA results. Thus far, this project has specifically focussed on the relationship between education / qualification level and capability with job level analysed as a moderating variable. In 2024 we will be looking to expand on this research.

Earlier in the year we submitted our LPA validation manual with updated research to ASSA (Assessment Standards South Africa). Some of this updated research included a construct validity study looking at the relationship between the LPA and the Occupational Personality Questionnaire (OPQ), as well as a criterion validity study looking at the relationship between the LPA and job performance, as well as sub-components of performance within two South African organisations. We are very proud to announce that ASSA has certified the LPA as of December 2023, which means the LPA has meet the required standards for use in the South African content.

Lastly, we concluded some initial research into the EQ Profile +, which revealed very encouraging results supporting the use of the tool in the South African context.



TECHNOLOGY

BIOSS SA's internal technology development team has grown over the course of the year, as we continue to prioritise and invest in technology.

This year has primarily been dedicated to a large-scale project focused on Genie redevelopment. As many of you know Genie is Bioss SA's talent platform that houses our Capability and LPA assessment products. All our assessment data is stored on the platform and many clients / users have access to their company data, as well as to the talent and structural analytics tools that are available.

The current Genie technology project has involved a complete redesign to the system to enhance its efficiency as a talent platform. The new platform will be more streamlined, intuitive and user-friendly. We are very excited about the launch of the new platform, the date of which will announced in the coming weeks.

In 2024 we will be engaged with 2 more key technology projects.

One will focus on phase 2 of LPA development. This project will bring about key enhancements and innovations to the LPA product, as well as system functionality. The second project will involve an innovation in the assessment space. More details will be confirmed closer to the launch. We anticipate that these 2 projects will conclude at the end of 2024 with release hopefully in early 2025.

In addition to the above projects we have a 5-10 year technology strategy in place that will transform the Bioss SA and EDAC offering in the medium to long term.



BIOSS SA SUPPORTS ODIN EDUCATION

At BSA, we are very aware of the challenges faced in South African society. We are also tremendously grateful that, amid these difficult circumstances, we have managed to sustain a culture and company that we are proud of.

In the spirit of "giving back", we are pleased to announce that we have made a contribution to Odin Education who, through their local partners, provide technology enabled educational support to underprivileged learners. We view this as a critical investment in the future of our country and are proud to be part of this initiative!

REVOLUTIONISING EDUCATION

'HOW ODIN EDUCATION IS MAKING A DIFFERENCE IN SA SCHOOLS AND EDUCATION.'



**3,150
LEARNERS**

Have received access to digital learning platforms and digital identity through our the Odin Education Ecosystem.



**18
SCHOOLS**

Have been transformed through the Odin Education Ecosystem, which has allowed learners and teachers to easily access school content.



**133,000+
ENGAGEMENT HOURS**

Have been spent utilising and engaging with the educational resources available to learners via our technology.



**6
PROVINCES**

Have been impacted by our revolutionary education technology, transforming the lives of local learners and communities.

Student Messages



I feel passionate, encouraged and have utmost appreciation of what Odin Education has done for me. When I received the gift of aid in education in March, I felt really thankful, hopeful and courageous. Months later I have improved with drastic results and I had fun with what I had been given. I really feel utmost happiness. Thanking Odin will never be enough, and I will thank Odin at a day of greatness.
Mosa Ramollo ~ Sandtonview High



Hey Auntie A, I would like to thank you for helping me in each and every thing that I have requested, the novels, past question papers and being patient with me. You Always went an extra mile to get it. I THANK YOU SO MUCH
Sibahle Mali ~ Newell High



I want to share my appreciation for everything you are doing for our school. I want to thank you for the reward you gave me. Thank you guys so much I appreciate it.
Deliwe Moitse~ Sandtonview High

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