

MCPA Practitioner Training

What is the MCPA?

The MCPA is an on-line assessment that assesses an individual's:

- Current capability to manage complexity, ambiguity, and uncertainty
- Decision-making capability (operational through to strategic)
- 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

It is a powerful technology used in the selection and development of people, assisting in the identification of potential high-fliers at an early stage and helping organisations to fast track and develop talent for the future by maximising individual capabilities and creativities and minimising the risk of high calibre turnover. The MCPA helps to pace development at a tempo equal to their current and future capability, resulting in improved productivity and organisational effectiveness and well-being.

The MCPA it is used by blue chip companies in South Africa, Namibia, Botswana, UAE, Australasia, United Kingdom, India, Canada, Brazil, Poland, Germany, Sweden, and the USA.

What BLOSS can offer:

BLOSS SA offers a 7-day online or face-to-face practitioner training course in the MCPA.

Once accredited practitioners can use the MCPA to:

- Identify, select, and develop Managers, Senior Managers and Executives
- Create a platform for mentoring, career path management, and competency development
- Provide analytics for broad-based succession planning and organisational interventions
- Identify and create talent pools and determine bench-strength

Training Content

Theoretical Components

- Background
- What the MCPA measures
- The origin of Themes of Work
- Capability
- The Matrix of Working Relationships Model (MWR)
- The Four and Domains of Work
- Complexity and work
- Flow

The Process

- Delegates work through the MCPA process, learning about the application of the appreciative technique, and to interpret responses
- How to give feedback
- How to use the Genie platform for conducting an MCPA and generating reports

Practical Application

- Live Interviews with Trainer Coaching
- Ethics and Code of Conduct

Prerequisites

- You must have undergone an MCPA interview with feedback and results should indicate:
 - ❖ Growth Path of Strategic Intent as a minimum.
 - ❖ Current Level of Capability of Strategic Development
- Have 5 years' work experience and a sound understanding of the way in which organisations work.
- Background in HR / Psychology and solid organisational experience in a middle management position is preferable.
- Have emotional maturity, self-assurance, and resilience.
- Possess good interpersonal and proactive listening skills.
- Be empathetic, patient, and demonstrate respect for the dignity and rights of the individual.
- Be open-minded.
- Interviewing skills are essential

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