



— Fact Sheet

Modified Career Path Appreciation (MCPA)

MCPA Practitioner Accreditation Training

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

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) 10 143 0176.

Potential practitioners must meet training requirements and need to be accredited and licensed to practice within organisations.

Competence and standards are continuously and rigorously monitored.

For more information on the MCPA

or a free consultation please contact info@bioss.com or call 010 1430176.

What is it?

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

The MCPA 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 MCPA involves a 2-part process:

- The candidate completes an Internet-based questionnaire designed to explore experience of and preferred approach to work
- An accredited MCPA practitioner conducts a 1 on 1 validation interview with the candidate during which answers to part 1 are explored and unpacked

Outputs of the MCPA:

- Candidates receive feedback immediately after their MCPA
- Organisations are provided with feedback
- Reports are made available to both organisations and candidates

MCPA is associated with the following ROI:

- Increased productivity, performance, and market share
- Improved customer relations
- Greater employee satisfaction and retention