

MCPA

“Unlock Leadership Potential, Identify Successors, Drive Success.”

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

Delivery of the MCPA:

- The candidate completes an online questionnaire designed to explore experience of and preferred approach to work
- An accredited MCPA practitioner conducts a personal validation interview with the candidate during which answers to the completed questionnaire are explored and unpacked.
- Approx. 3 hours completion time in total.

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

**The MCPA is most suitable
for Senior Managers &
Executives**

Benefits of the MCPA

Unlock Potential. Elevate Performance. Drive Success.

- ✓ **Precision Talent Placement** – Ensure the right people are in the right roles at every level.
- ✓ **Strategic Leadership Development** – Identify and nurture management to executive-level talent.
- ✓ **Maximize Engagement & Flow** – Foster a high-performance culture where employees thrive.
- ✓ **Strengthen Succession Planning** – Develop robust talent pools for leadership pipelines.
- ✓ **Identify Potential** - Identify future leaders with strong predictive validity.
- ✓ **Boost Performance & Retention** – Enhance job satisfaction, commitment, and organizational success.
- ✓ **Build a culture of meaningful leadership** & sustainable growth

