

OUR SCIENTIFIC APPROACH

OUR STRENGTH LIES IN OUR ABILITY TO HAVE REPRODUCED THE SYSTEMIC RULES
OF THE FUNCTIONING OF THE LIVING IN A DIGITAL TOOL



A MODEL INSPIRED BY THE LIVING...

The **Expert 5A© model**, developed by Chantal Gensse, co-founder of **map & match**, is based on 20 years of fundamental research in Traditional Chinese Medicine (TCM) and on the functioning of a social system understood as a living system.

- ▶ Traditional Chinese Medicine (TCM) is the result of a global approach based on the discovery of the systemic principles that govern the functioning of our ten organs.
 - ▶ Through her research and the prism of TCM, Chantal Gensse demonstrates that the company is a living organism like any other, it responds to the same rules of operation and shares the same challenges of preservation (short term) and adaptation (long term)
 - ▶ The profitability of a company (**competitiveness & productivity**) is hidden in the diversity of its intelligence. It is this diversity that allows it to innovate, to better understand its market, to remain demanding, to produce more efficiently
- Indeed, the company is the place where the human capacity to create value is expressed the most, and where the transformation of the environment by humanity (and for its own benefit) is the most critical
 - The **Expert 5A©** model demonstrates how understanding the functioning of each individual allows us not only to respect each person in their integrity, but also to include them harmoniously in a system based on cooperation, exchanges and transparency.

*"The species that survive are not the **strongest species**, nor the **most intelligent**, but those that **best adapt to change**." - Darwin*

CHANTAL GENSSE'S APPROACH TO BUILDING THE MODEL

The study of the Living revealed :

- its capacity to adapt while addressing its daily Life needs.
- its capacity to address and take advantage of its competitive and cooperative challenges

Chantal Gensse's study consisted in analyzing the company and the individual as living systems in search of performance and adaptability.

Through the prism of TCM, she revealed the **5 invariant functions** that allow any system to perform and adapt. These 5 functions are each broken down into **4 dynamics**.

The **20 rules of operation** that allow any system to function optimally are thus revealed



They are translated in **map & match** by the characterization of the **responsibilities**



They have been broken down into **Talents**, necessary to assume these responsibilities



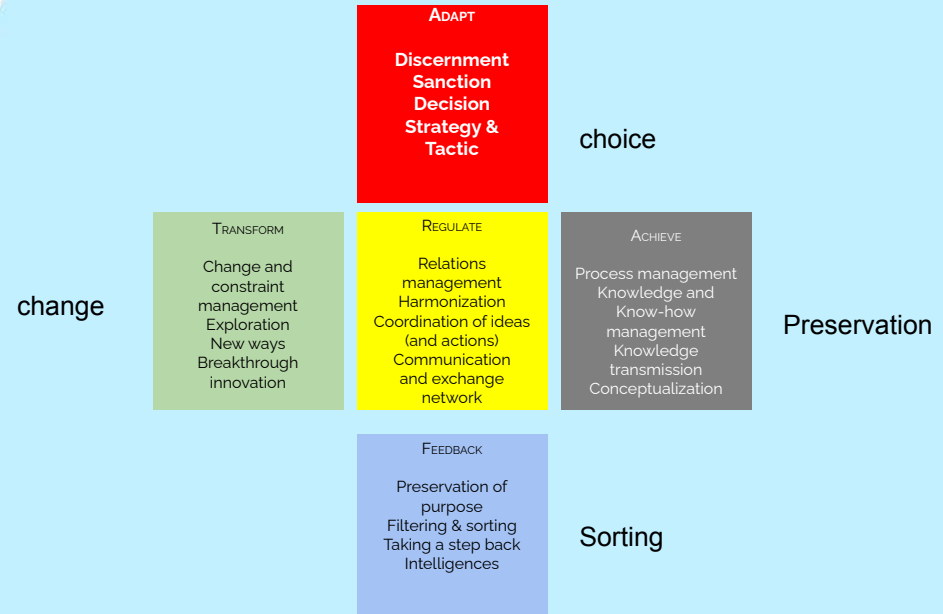
They are translated in **map & match** into **T5™ Talents**

LES 5 FUNCTIONS

Expert 5A™
Think Systemic!

- ▶ Thus, as for an **organic system** and its physiological functions, all the missions of a company are divided into these **5 large categories** of invariant functions called "**systemic functions**".
- ▶ The set of tasks to be accomplished within a company is distributed around these **systemic functions**. This means that every employee has the task of satisfying one or more of these functions (development, production, feedback, steering and link)
- ▶ Consequently, a company is a collection of individuals committed to a common goal:
 - It is not a question of personal objectives
 - Each element fulfills a role in the system

The company is an ecosystem in which the employee is invited to evolve!



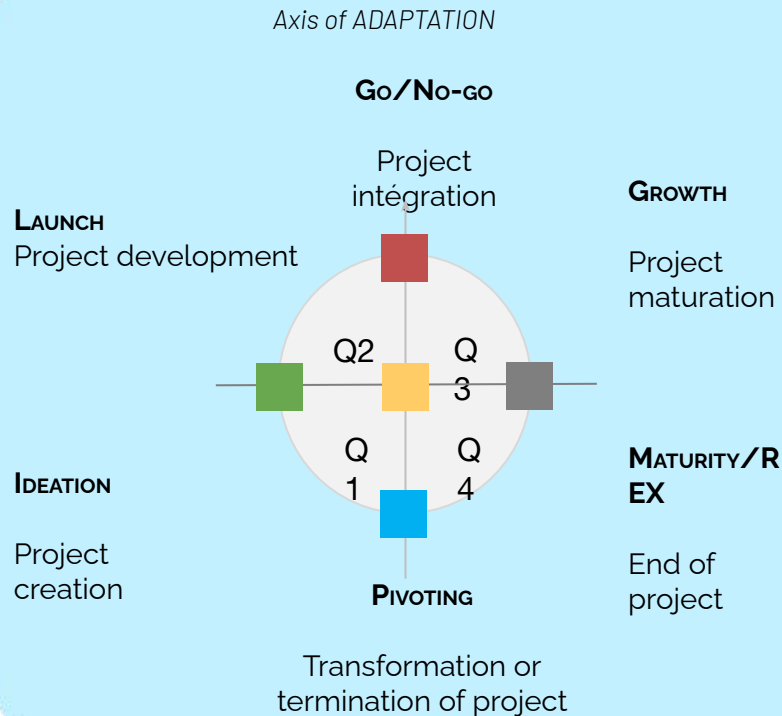
The 5 systemic functions enable the company to ensure :

- ❖ Its optimal efficiency
- ❖ Its self-regulation
- ❖ The sustainability of the system

THE VALUE CREATION IN THE COMPANY

- ▶ In the functions of the company, the creation of value is **created by incessant back and forth movement between the dynamics of change (Green) and preservation (Black)** in which the dynamics of feedback (Blue) and steering (Red) arbitrate.
- ▶ The creation of value requires:
 - a compromise between creation and conservation
 - a compromise between the internal and external environments of the company
- The team has an important place in the value creation cycle:
 - It is a **plural entity**. Composed of its team members; it is a set of intelligences, but also as a set of personalities
 - It is a **singular entity**. What gives the team its singular dimension is the fact that the entrusted responsibilities are shared

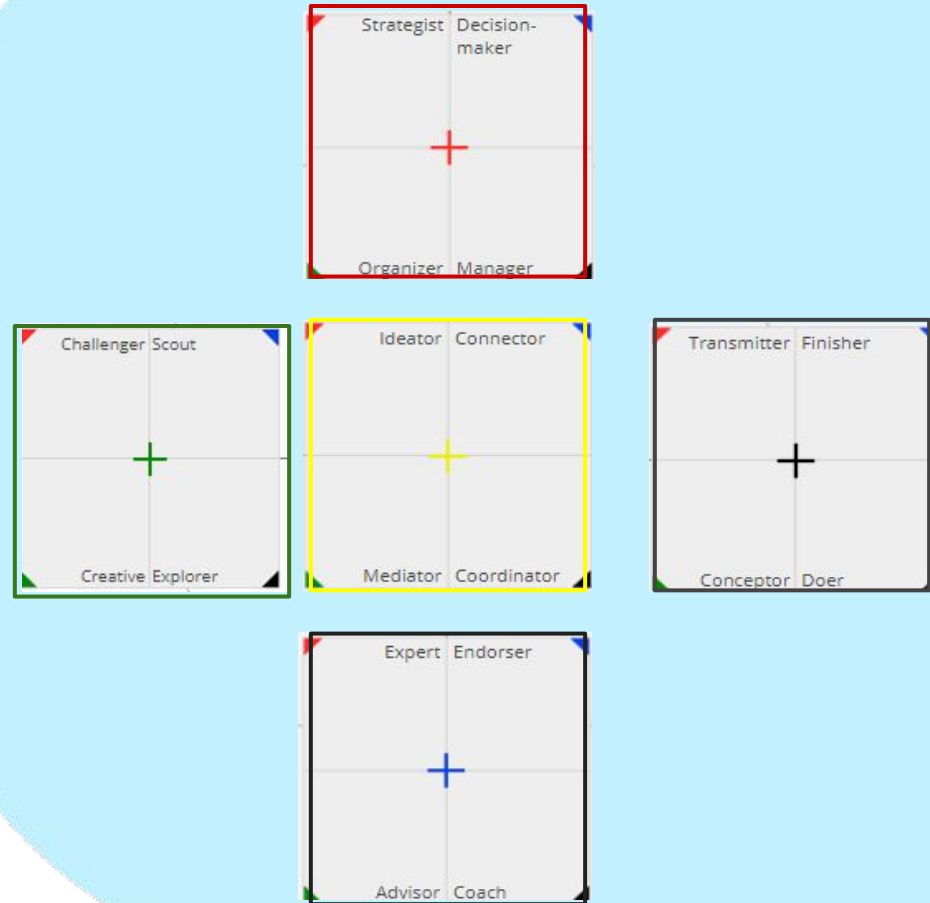
A new way of describing the interaction between people and companies is thus introduced



SYNERGY OF 20 VALUE CREATION DYNAMICS AND THEIR TALENTS

Our difference: we are the only ones able to reveal the **Energy Skills** of an individual

- T5™ Talents are not behavioral skills
- T5™ Talents are not operational skills
- The T5™ Talents determine how the individual creates value on his mission or in his team and not his posture or the relationship he will develop with his colleagues
- The T5™ talents of an individual are part of the DNA of the team in which he or she is integrated

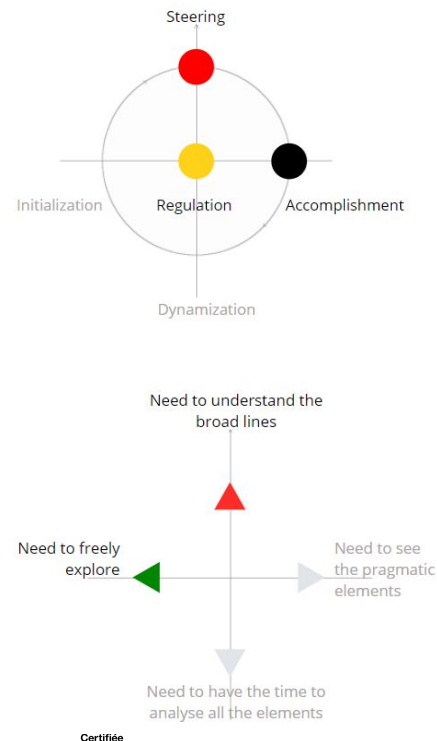
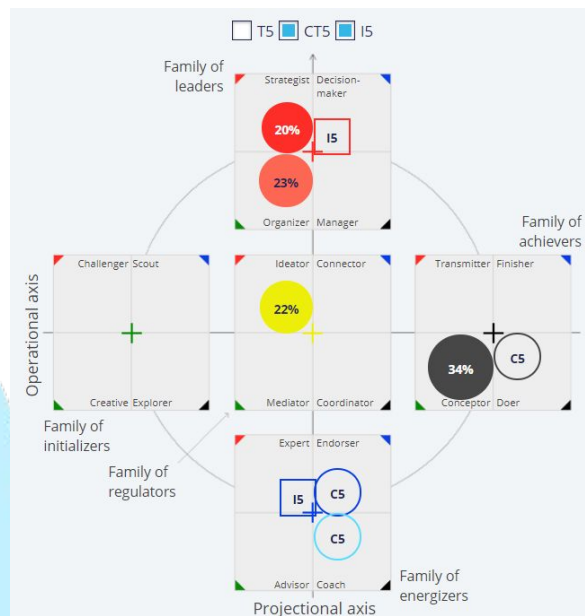


EXAMPLE OF A T5™ PROFILE

A typical profile

The Three Dimensions of T5 Talent:

- **The T5™ Talents** are the natural talents that drive fulfillment
- **C5 skills** are the skills of great comfort
- **The irritants (I5)** are the anti-talents, they indicate where one should not expect progress, nor excellence



OUR TOOL

map & match is a platform that aims to create the optimal conditions for an objective and sustainable collaborative culture in the company

T5™ Profile

As the result of a 20' online questionnaire, the T5™ profile reveals the talents of each person, independent of their technical skills, experience and know-how. These talents are the foundation of the "pleasure of doing" and create value.



Map Team™

Based on the T5™ talents of the members of a team, Map Team maps the functioning of the team, its complementarities and the "holes in the racket" which could be at the origin of possible dysfunctions



Mapping the team's stakes

After having mapped the team's talents, Map Team allows you to map the dynamics necessary for the team to address its common challenges (R5). This leads the team to federate and objectively build the steps of a collective success plan.