First day of practice

BECOME A MAP & MATCH COACH EXPERT

THE MODEL AND THE T5™ PROFIL









PROGRAM OF THE DAY

Round table and reminder of the programme

Key points of the digital modules

The approach and the model
The 20 T5TM talents
The creation of individual value
The approach to problems

Debriefing intro exercise (presentation of the approach)

Preparing and debriefing an individual profile

Practical exercises

Unique T5, surprising irritant, several triangles,... Full debriefing with observer

Conclusion





ROUND TABLE







MAP & MATCH TEAM



Fazila RIALLAND

Managing Director

Business

Development



Margaux GRISARD

CEO - Co-Founder

Organisation Finance

Delivery



Laurent CUENET
CTO
Tech & Product



Chloé CARLIER

Digital Marketing &

Communication



Valérie JONES Director map & match Academy



Juliette MESSEANT Customer Success Manager



Frédéric TOMASI Lead Software engineer





REMINDER OF THE PROGRAM

- ✓ E-Learning Module 1 S-2 before Day 1
- ✓ E-Learning Module 2

 S-2 before Day 1
- ∑ E-Learning Module 4 → D+1 before Day 2
- Module 6 Practice Group profile & group characterisations Day 2 with the trainer
- ∑ E-Learning Module 7 (platform)
 → D+1 after Day 2.
- E-Learning Module 8 (sales pitch)

 → D+1 after Day 2.
- Final/validation exam (1H 1to1)
 In the month following Day 2







THEORETICAL REMINDER

THE MODEL



20 TALENTS OF THE INDIVIDUAL IN THE 5 FUNCTIONS OF A SOCIAL SYSTEM

			LEADERS			
			Projecting a vision Develop tactics	Arbitrate Prioritize		
			Strategist	Decision-maker		
			Structure Organize	Manage projects and entities		
		7	Organizer	Manager		
Operational axis	INITIALIZERS				ACHIEVERS	
	Breaking down resistance Convince	Anticipate risks Identify opportunities Scout	Integrating concepts	Circulating information	Transmitting know-how Sustain Transmitter	Finalize Detecting weak signals Finisher
	Challenger	Scout	Ideator	Connector	Transmitter	rinisher
	Create Invent Disrupt	Transform Experiment	Maintaining cohesion and a win-win situation	Dispatch Orchestrate projects	Formalize the implementation plan	Run Implement
	Creative	Explorer	Médiator	Coordinator	Conceptor	Doer
			ENERGIZERS		J	
			Being a referent Deepening knowledge	Check Analyze Report		
			Expert	Endorser		
			Listen Share best	Supporting performance		

Projection axis

Support

Coach

practices

Advisor

THE 5 FUNCTIONS OF A SOCIAL SYSTEM

FAMILY OF LEADERS

They contribute to the management of projects or teams by making strategic decisions

FAMILY OF INITIALIZERS

They contribute to the launch or renewal of projects

FAMILY OF REGULATORS

They contribute to the cohesion and coherence of projects and teams

FAMILY OF ENERGIZERS

They contribute to the enrichment of the project by enlightening and supporting the teams.

FAMILY OF ACHIEVERS

They contribute from project realization to sustainability





QUIZZ 5 DIMENSIONS

What are the 5 dimensions of the model translated into "families" in the mapping of a profile?

Enter your answers in the chat



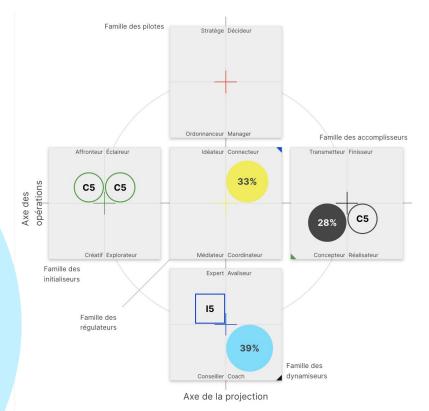




QUIZZ 5 DIMENSIONS

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THE QUESTIONNAIRE REVEALS T5™ TALENT

constitutes love-making



Appetencies are drivers of energy and value creation

The individual profile reveals how each person spontaneously contributes to the creation of value

- in their day-to-day work
- complementing the other members of the team to achieve common objectives





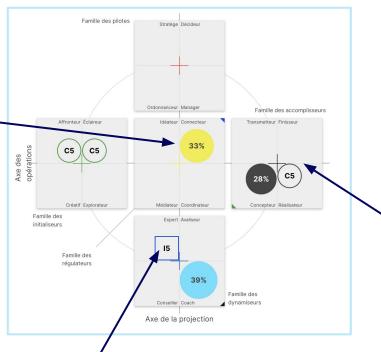
T5TM TALENTS OF PLEASURE OF DOING



T5[™]Talents

These $T5^{TM}$ talents are stable over time.

- They're the ones we tend to rely on in times of difficulty
- They're the ones we focus on developing as we grow professionally







They correspond to the zones of ease and comfort in which the individual likes to live.

- They are part of the individual's personality.
- They can generate pleasure by virtue of the ease with which they can be performed.
- Individuals can be entrusted with responsibilities and missions that fall within their C5TM

Discomfort zones 15



- They are easily avoided, **procrastinated** or delegated
- They are **not** areas of **incompetence**

Do not expect pleasure or excellence because they consume energy.







TRUE - FALSE T5 / C5 / I5

T5s are behavioural skills

T5s are linked to the pleasures of doing things like C5s

C₅s are DNA

C5s are talents that are activated over time

15s are innate talents









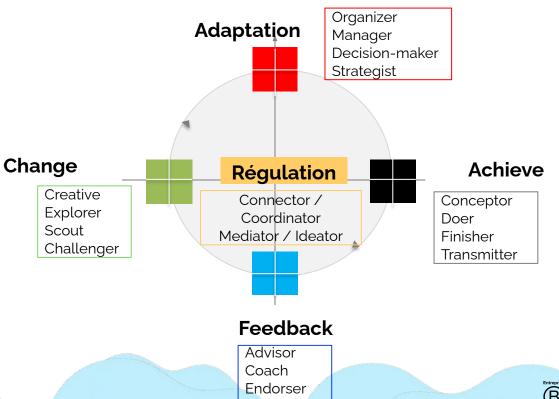
THE 3 KEYS TO READING AN INDIVIDUAL PROFILE

Talent (T5[™], C5 and I5) The value creation cycle Decision-making (triangles)



THE 20 TALENTS OF THE INDIVIDUAL

IN THE 5 SYSTEM FUNCTIONS

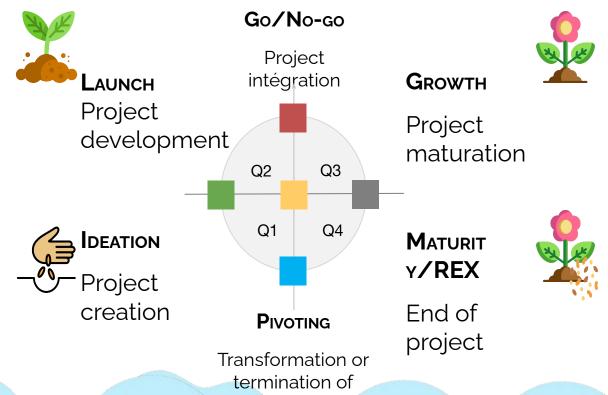


Expert





VALUE CREATION STAGES



project





HOW TO APPROACH PROBLEMS TRIANGLES AND THEIR DEFINITION



T5 viewing height Cognitive=

- Outline
- Overview/dezoom
- Summary



T5 exploratory Cognitive=

- Abstract path
- Tracks exploration
- Alternative scenarios

<u>T5 Analyze</u> Cognitive =

- Documenting
- Availability of elements
- Analysis time needed

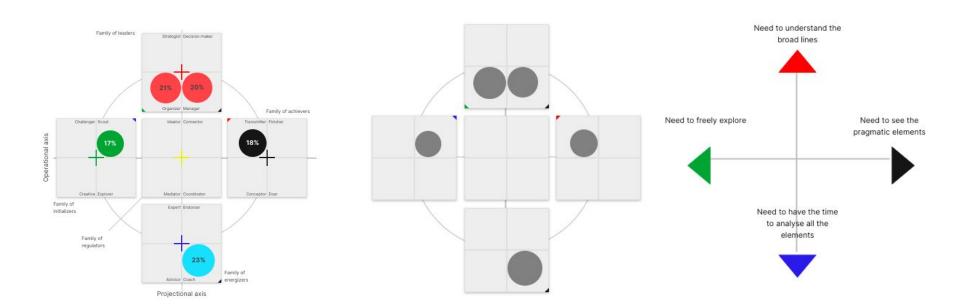
T5 pragmatism Cognitive=

- Pragmatic path
- Orderly
- Focus on feasibility





HOW TO APPROACH PROBLEMS TRIANGLES AND THEIR DEFINITION









PRESENT THE MAP & MATCH METHOD



REFORMULATION EXERCISE

As an introduction to an individual debriefing, you need to feel at ease and be up to speed with the presentation of the key points

Take 10 minutes to prepare these key points by making them your own

Present map & match in 5 minutes:

- systemic approach
- dynamics and talent
- "love to make " and performance
- complementarity
- how the team works









DEBRIEF AN INDIVIDUAL PROFILE



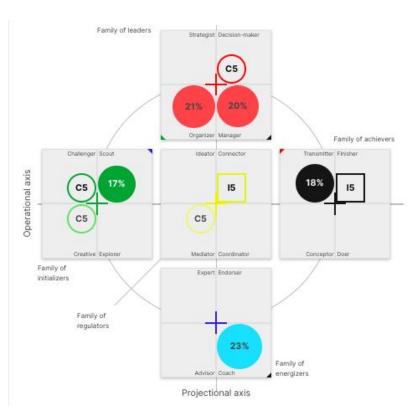
APPROPRIATION

Let's go back to the e-learning module exercise

The HR Director would like to have the outline of Alice's debriefing.

This should include:

- Alice's stage in the value-creation cycle
- Her talents (in reading order)
- Activated triangles







APPROPRIATION

Take 15 minutes to read a colleague's full profile

Debrief this person in **30 minutes**:

- talent (T5 C5 and I5)
- contribution to value creation
- decision-making

Gather feedback in 5 minutes

Reverse the roles

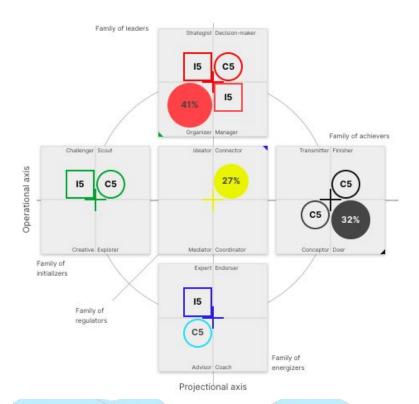








EXERCISE 15 AND C5 IN THE SAME DYNAMIC

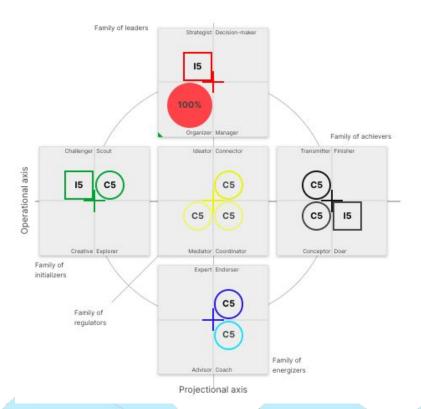








EXERCISE IN READING A SINGLE PROFILE

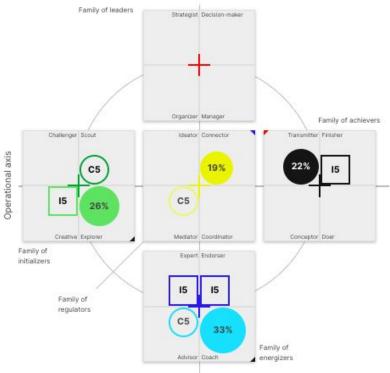








EXERCISE DISCOMFORT AND TRIANGLE OF THE SAME COLOUR



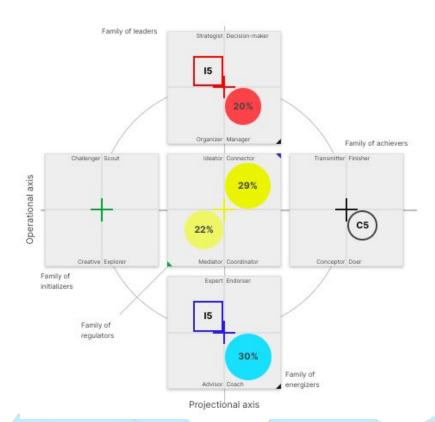








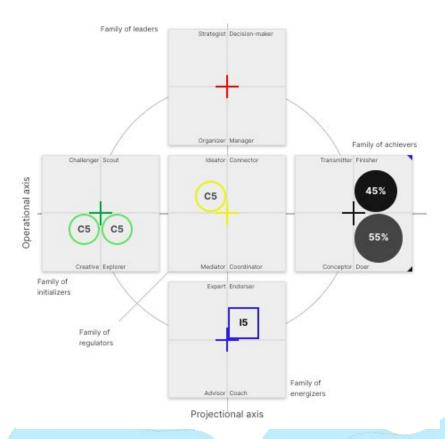
LEADER WITH STRATEGIST DISCOMFORT







CANDIDATE 1: INTERNATIONAL RELATIONS DEPARTMENT

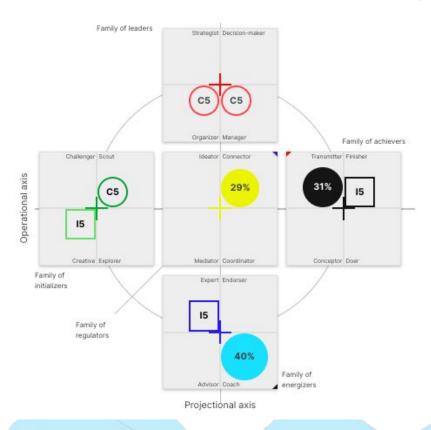








CANDIDATE 2: INTERNATIONAL RELATIONS DEPARTMENT

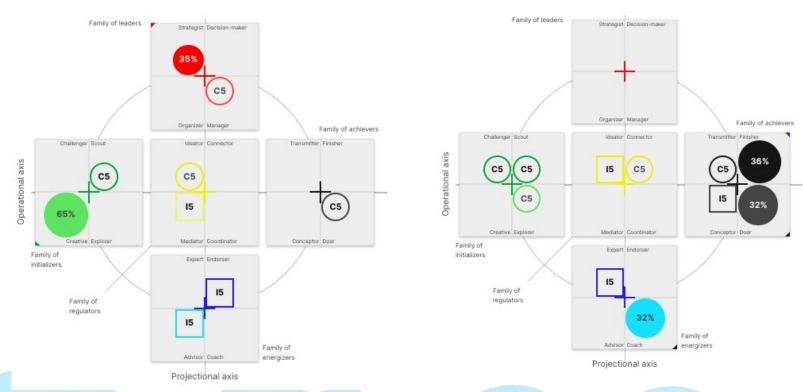








THE COMPLEMENTARY NATURE OF THE 2 LEADERS' DECISION-MAKING PROCESSES













WHAT WILL YOU TAKE AWAY FROM THE DAY?





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THANK YOU!

