

# BOOST EMPLOYEE COMMITMENT AND TEAM PERFORMANCE THROUGH APPETENCIES AND COMPLEMENTARITIES



# CONTEXT



13%

The **employee engagement** rate in Europe is alarmingly low, at just 13%.



51%

51% of employees seem to opt for "quiet quitting", i.e. disengaging without officially leaving their position.



70%

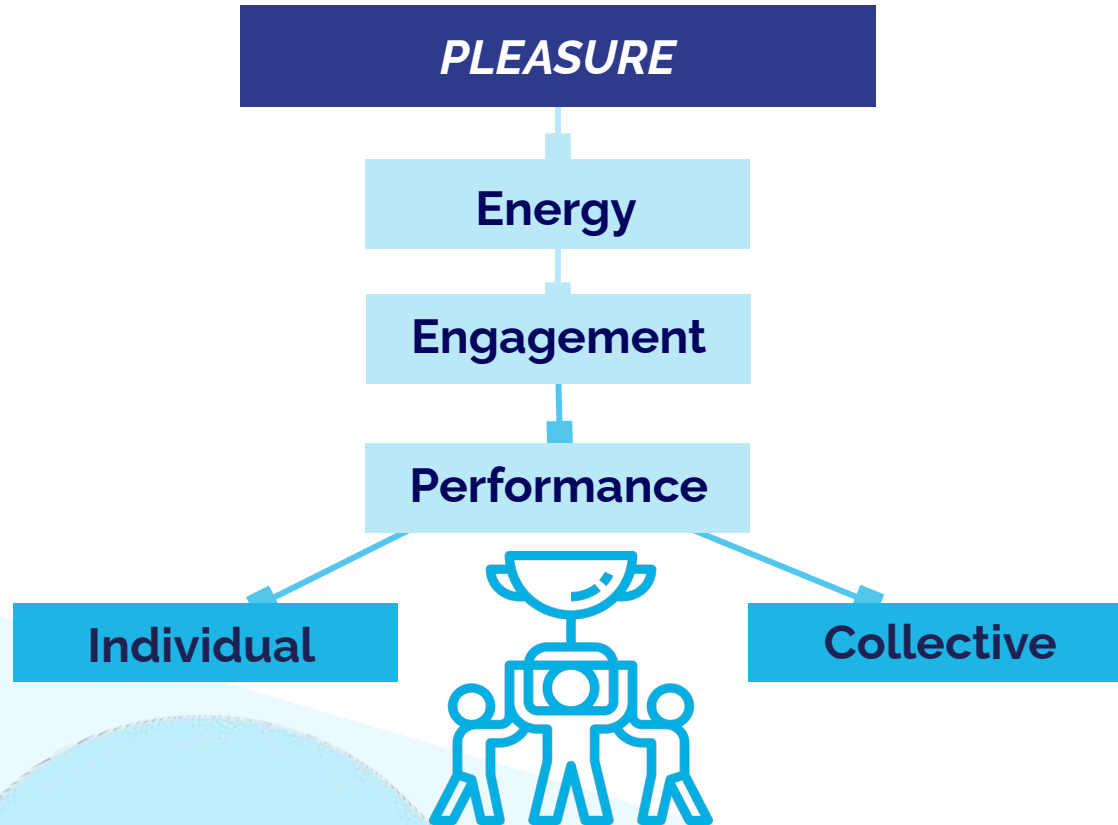
Management is responsible for 70% of this result - even in Quiet Quitting they expect tools to build "great teams".



47%

For 47% of Human Resources (HR) managers, talent retention has become the number one issue in team management. This underlines the urgency of remedying the situation.

# OUR CREDO



# MAP & MATCH

## Energy skills

### The classic profiling tools

Team **technical skills** and **soft skills**



"Getting along in the locker room"



PERFORMANSE  
CONNECTING DECISION TO TALENT

Individual **psychological**,  
**emotional** and/or **behavioural**  
approaches to develop soft skills  
(Jung based models)



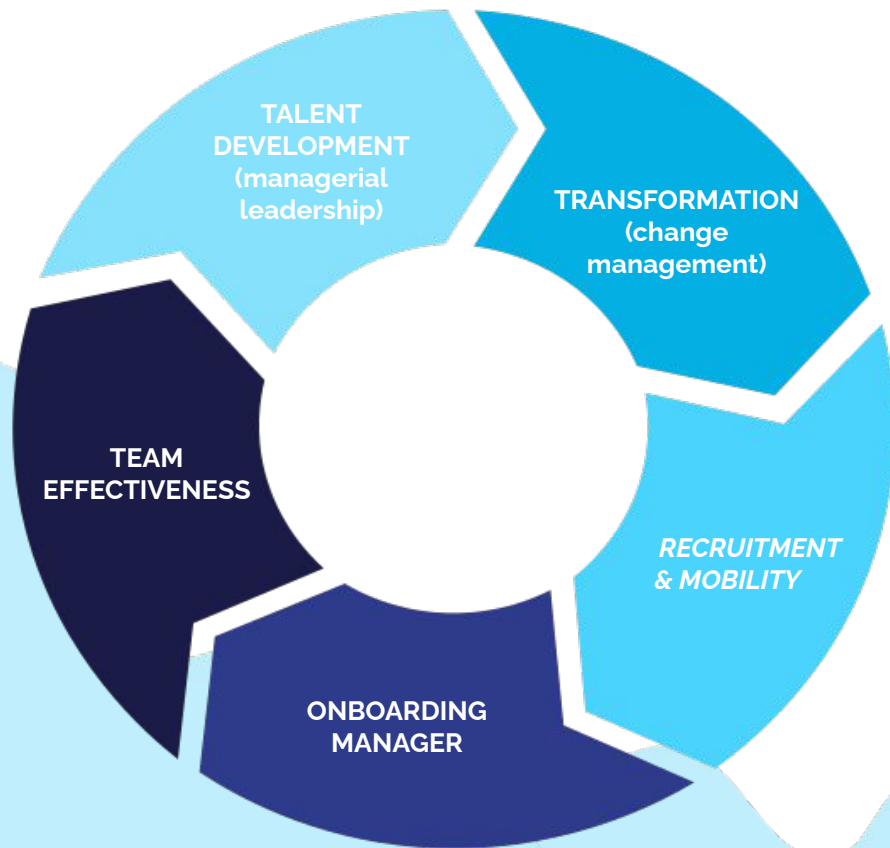
The alchemy of **collective functioning** and energy



**Collective intelligence** based on  
everyone's **energy and pleasure**



# THE CHALLENGES ADDRESSED



**Saas platform** for employee and team management to boost:

- **employee engagement**
- **collective performance**
- **change management** in Transformation contexts

## Our engagement

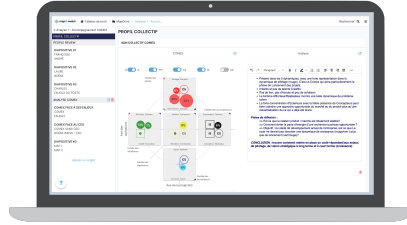
Optimize the individual support and functioning of your teams by combining

**well-being** and **performance**

# MAPSCAN: CUSTOMIZED MAPS FOR OPTIMIZED MATCHING

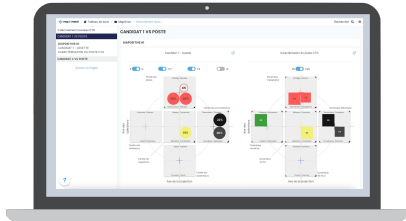
## Map the team...

Establish a diagnosis of the team's or company's functioning

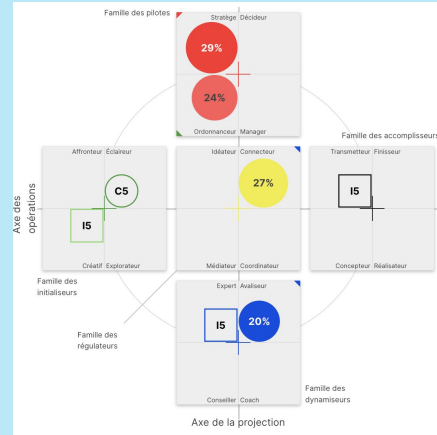


## Map individual profile and match the role

Analyze the behavior of an employee in relation to the expectations of his or her role to support training, recruitment and mobility



## At the heart of map & match

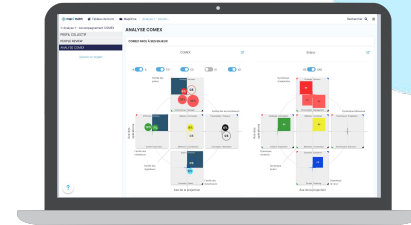


An **algorithm** to map the profile of each employee

Beyond his technical skills and experience, each individual brings to his team and to his role, a personal dynamic that creates value (20' online questionnaire)

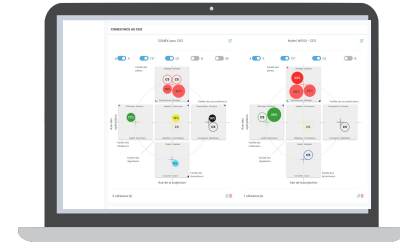
## and match its collective purpose

To optimize management, collaboration, realization of common challenges and guarantee performance over time..



## ...or his or her team

To develop managerial skills and leadership according to his or her team



# AN ECOSYSTEM OF CERTIFIED COACHES TO SUPPORT OUR CUSTOMERS

## 150 consultants and expert coaches

A network of partners to support our customers according to their needs and **to train and assist** them in the handling of the tool and approach.

### Independent coaches



### Consulting firms



## Testimonials of our partners...



*"Easy, operational and powerful tool to reveal in 20 minutes individual talents and above all allows a team to better understand, without judgement, "where the collective energy goes spontaneously" in order to adjust actions in co-responsibility and match with team's challenges!"*

**Mélanie OUARDIRHI, 2022**  
**C-MOUA**



*"My clients, individuals or teams, leave the meeting stronger and motivated to rely even more on their respective strengths, for a better performance"*

**Drifa CHOLET**  
**Le Premier Jour**



# A COMPANY B CORP CERTIFIED

map & match recognized for its positive social and environmental impact



## Our mission

To transform organizations by placing the pleasure of employees at the heart of individual and collective performance of the company.

## Clients

Our services and platform are constantly being improved, with customer satisfaction at the heart of our development.

## Diversity and inclusion

Based on the mapping of talents inherent in the individual and the pleasure of doing, it values the diversity of profiles while respecting each person's uniqueness.

## Environment

Controlling our energy use, including in the design of our platform, which will lead to AFNOR SPEC 2201 eco-design certification.



# OUR NETWORK

## Key figures

  
**+ 25 years**  
of research

  
**60**  
repeat customers

  
**+ 10 000**  
users

**LeLabRHE**

**croissanceplus**  
CONSEILS EN INNOVATION

  
**100**  
partners & certified  
experts internationally

  
**10**  
consulting firms

  
**5**  
languages available

**Wai**  
WE ARE INNOVATION

## Our consulting firms

 **In Principo**

 **kinetic**

**ALLESENS**  
L'accompagnement d'aujourd'hui

**INNOVATION COLORS**  
COACHING FOR INNOVATION

**V** **VISCONTI**  
PARTNERS

 **arrêt sur image**

 **L&AD**  
LABORATOIRE D'ANALYSE

 **LUMAS**

 **READY4SENSE**

**issho.**

 **KINT**

## Companies, foundations & associations: They trust us...

*Mon* **PETIT**  
PLACEMENT

 **SANOFI**

**GLOBALBAZ**  
Beyond IT, People

**ENEDIS**  
L'ELECTRICITE EN RESEAU

 **CAMEO**  
energy

 **sonepar**

**eclt**  
foundation

**AIGLE**  
DEPUIS 1853

 **DATA SOLUCE**

 **autodistribution** **mtl inc.**  
le spécialiste de la M&A auto

 **SERVIER**

**Alchimie**  
Dynamic Digital Distribution

**INVIVOO**  
BEYOND TECH

 **ACCOR HOTELS**  
Feel Welcome

 **UNIVERSAL**

**RTS**

 **BNP PARIBAS**  
LEASING SOLUTIONS

**orange**

**COVAGE**  
**ENEA**  
Qosmos Division

 **Comdata**

 **bdf**

 **meridiam**  
INVESTING FOR THE COMMUNITY

**sacem**  
**INDIGO**

Entreprise  
  
Certifiée

 **map&match**  
Créateur d'acheminement collaboratif

# MEASURED RESULTS

## Before/ after map & match



**+30% of engagement**



measured by  
**GPTW** metrics  
improvements



**30% time savings on  
project's execution**

Clients' assessment:  
"map & match accelerates the  
team's discovery allowing it to enter  
faster and more efficiently in the  
"run mode"



**Improved performance**

- Threefold reduction in employees turnover
- Improved results in Revenue/Productivity measures
- 75% reduction in recruitment errors



*"It is very powerful, to unlock the potential of the company and reconcile, pleasure, collaboration and performance. map & match is to get to know oneself better, to get to know each other better in order to succeed together"*

*Maxime Didier. CEO Comdata Monde*

*«It is a positive, rational and very original tool. The platform is a gateway to a world that other tools do not offer.*

*Since then, I have never stopped using it! »*

*Nicolas d'Hueppe CEO Alchimie*



*« map & match enabled us to accelerate our transformation by highlighting everyone's 'natural' contribution, beyond their technical and functional skills.»*

*Alexandre Lechenne. CEO Globaz*

*« An excellent collective workshop using the map & match approach by working on our professional preferences, designing individual profiles and team profiles. I recommend! »*

*Béatrice Le Terrec. Head of HR BNP Lease*

