

BOOST EMPLOYEE COMMITMENT AND TEAM PERFORMANCE THROUGH APPETENCIES AND COMPLEMENTARITIES



CONTEXT



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



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

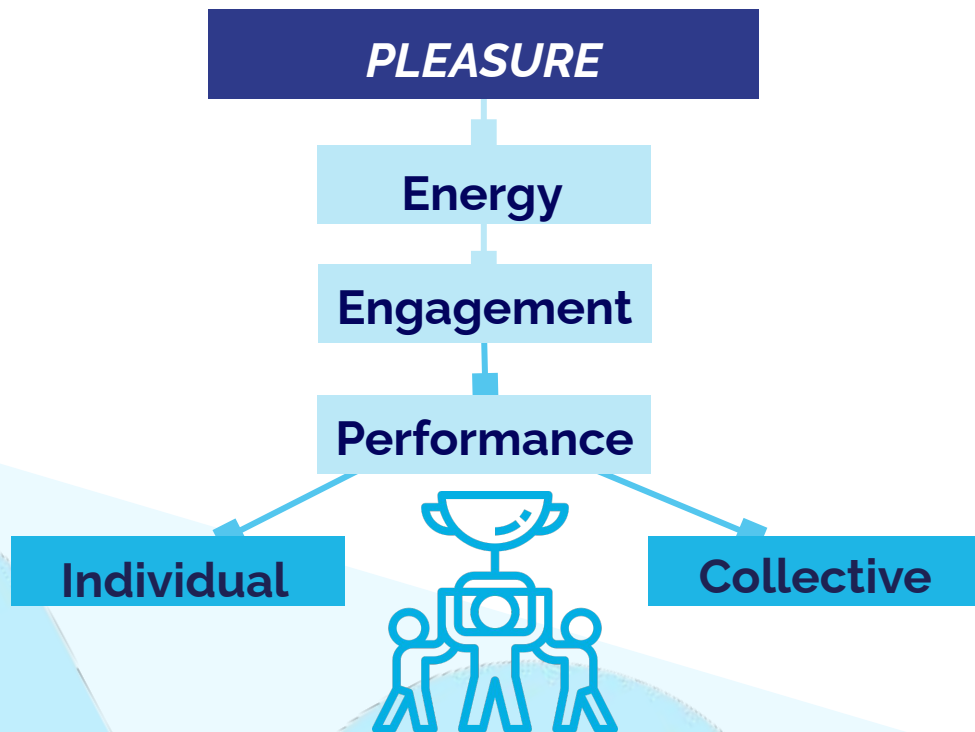


Management is responsible for 70% of this result - even in Quiet Quitting they expect tools to build "great teams".



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



Our business

Optimize commitment and **collective value creation** all while respecting the nature and **singularity** of each individual and developing **individual and collective** energy to serve the **company's challenges**.

"Choose a job you love, and you won't have to work a day in your life".

- Confucius

MAP & MATCH DIFFERENT AND UNIQUE TALENTS

After hard skills and soft skills, the **Energy skills™**

Tools on the market address the
relational in teams



TEAM SPIRIT

The good understanding in the locker room

NECESSARY BUT
NOT SUFFICIENT



notes the complementarity
within the team



VALUE CREATION

The alchemy of teamwork IN THE FIELD

"Talent wins games, but teamwork and
collective intelligence win championships."

Michael JORDAN



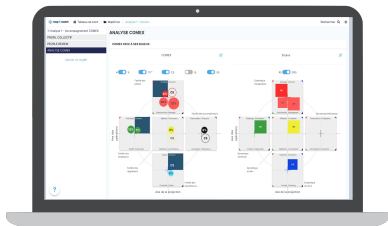
PROCESS COMMUNICATION MODEL



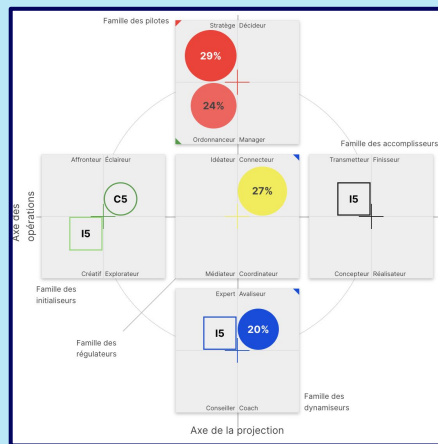
SEVERAL FUNCTIONALITIES TO ADAPT SUPPORT *to all levels of the company*

2. Mapscan: Analysis app.

Create analysis support from individual or group maps, role-playing or note-taking to be consulted online, shared or exported to prepare a report.



1. At the heart of map & match

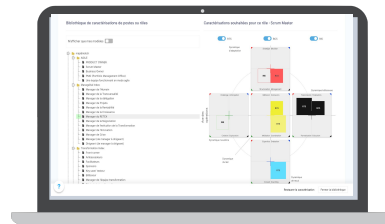


A **algorithm** to map an individual's **Energy Skills™** profile.

Via a 20-minute online questionnaire

3. Library of +40 job and team assignment templates

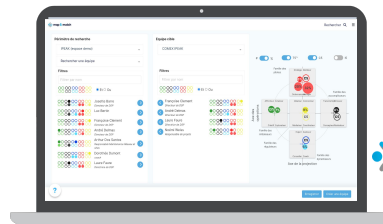
Expectations already parameterized by our experts, to be contextualized to match profiles.



5. Mapteam

Create or modify teams

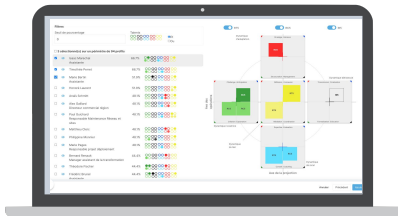
Discover how a team works, simulate a new team composition, create project teams



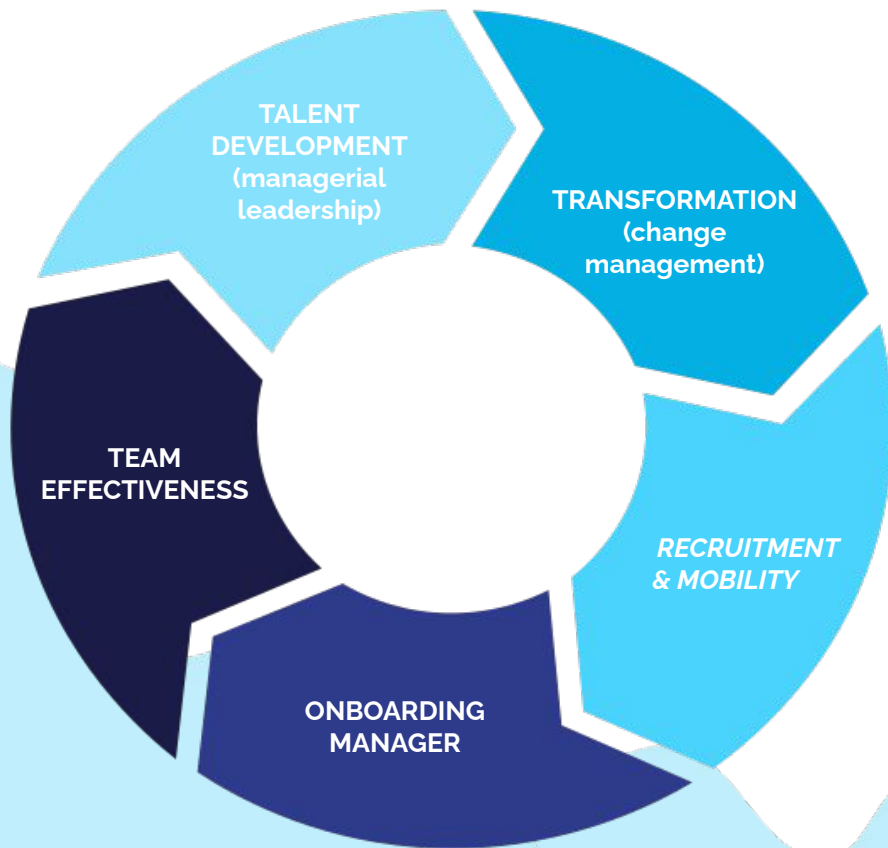
4. Casting

Search for collaborator(s) who match the expectations of a role/position

Profiles by order of relevance based on the talents expected for a role



THE CHALLENGES ADDRESSED



Customer feedback:

- We have **saved a lot of time**, by getting to know in a very operational way the natural Talents of each person and our collective DNA.
- Thanks to the method, we saved time by identifying our **focus d'actions** for a stronger **alignment with our challenges** and greater optimization of our operations.
- I saved 3 months in my new position, thanks to a **understanding** quicker and more in-depth understanding of individual and collective dynamics, and of the **managerial style** to adopt.
- The **deployment is simple, fast and concrete**"

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

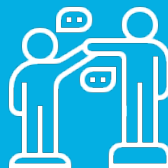


OUR INVOLVEMENT AT ALL LEVELS OF THE COMPANY



Individual

Individual profile analysis: what are my talents, my managerial style and how can I optimize them according to my needs and the company's challenges?



Team

Discover the approach and the tool on a team mapped to the identified need



Organization

Mapping the team profile with the corporate culture to co-construct an action and success plan

ILLUSTRATION OF AN INDIVIDUAL PROFILE

ex: Executive profile

Objective: Know yourself better to surround yourself better and realize your strategic ambitions

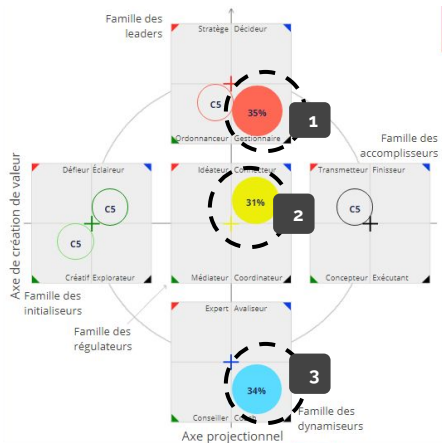
A different "test":

- Profile creation in 20' online
- Debriefing with a certified map & match coach (1h videoconference)

An operational reading of my profile:

- What dynamics do I bring to the company and my teams?
- What is my management style?
- What kind of profiles should I surround myself with to tackle this new phase of company growth?

Example: Results & Analysis



1. My profile:

- 1.1. A manager who can accompany the company through all its development phases... More concerned with operational efficiency than with vision.
- 1.2. A management style that is demanding but close to his teams (3), attentive to the circulation of information in an organization that he wants to be transversal rather than siloed (2).

2. Who should I surround myself with

- 2.1. **strategist** profiles or advisors who will push me to have a 10-year vision of the project
- 2.2. **decision-makers** who will urge me to make quick decisions
- 2.3. **endorsers** who like to step back, analyze and provide feedback.

TEAM PROFILE ILLUSTRATION

Management or operational team

Objective: Understand and identify ways to optimize team performance in the face of challenges

Getting to know each other better

- Sharing profiles to develop cohesion and team spirit

Understanding how we function spontaneously

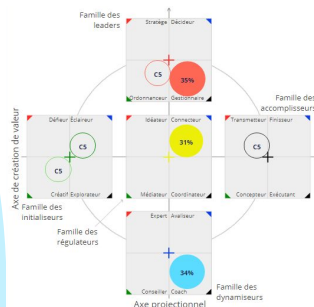
- Team DNA analysis

Co-construct a plan for success (on demand)

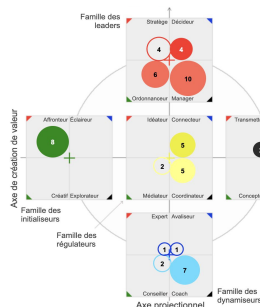
- Characterization of the dynamics that will be key to our plan for success
- Analysis of the team's strengths and risks in meeting these challenges
- Workshop to co-construct a success plan
- If desired, coaching of the manager or leader in the follow-up of the success plan

Example: Results & Analysis

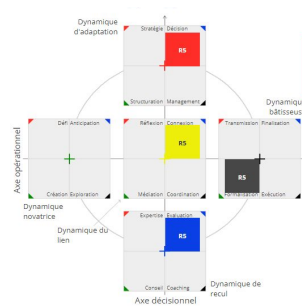
The executive



The team



His challenges



- A team of " **leaders** " with a spontaneity to accompany projects in their growth phase more than in the creation or launch phases of a project.
-
- Our challenges (e.g.): supporting a company in a phase of hyper-growth, during which it will be key to lay the foundations for industrialization.
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- Particular attention to formalization and to taking the necessary distance for analysis and feedback before making the necessary decisions.
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ILLUSTRATION ORGANIZATIONAL READING

Corporate culture

Objective: Understand and identify ways to optimize team performance in the face of challenges

Getting to know each other better

- Sharing profiles to develop cohesion and team spirit

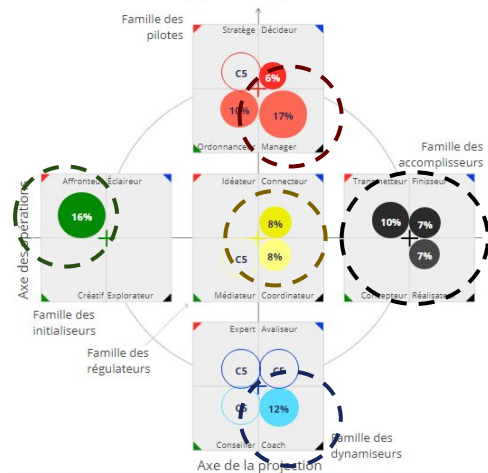
Understanding how we function spontaneously

- Team DNA analysis

Co-construire un plan de succès (on demand)

- Characterization of the dynamics that will be key to our plan for success
- Analysis of the team's strengths and risks in meeting these challenges
- Workshop to co-construct a success plan
- If desired, coaching of the manager or leader in the follow-up of the success plan

Example: Results & Analysis



1. The DNA of corporate culture:

- 1.1. A company with little inclination to change (**strong presence of top black talent, weak presence of bottom black talent**)
- 1.2. Which needs to be supported to enable the company to enter a new phase of growth

2. Anticipation and identification of obstacles and levers

- 2.1. Identify **Challengers**, who can be levers because they like a challenge, but can also be obstacles if they resist.
- 2.2. Identify all **Managers** who may tend to maintain a very hierarchical management culture
- 2.3. Identify **Coach** profiles, who will act as facilitators in the field
- 2.4. Identify **Connectors**, who could be key to communication aspects

MEASURED RESULTS

Before/ after map & match



+30% of engagement

**Great
Place
To
Work®**

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



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


+ 15 000
users

LeLabRHE

croissanceplus
CONSEILS EN INNOVATION


150
partners & certified
experts internationally


10
consulting firms


6
languages available

Wai
WE ARE INNOVATION

Our consulting firms

 **In Principo**

 **kinetic**

ALLESSENS
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**
le spécialiste de la pièce auto

mtl Inc.
Agence d'innovation sociale

 **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