



February 2026 version

Training details:

“Developing the collective performance of a team” half-day format

Target audience:

Executives, managers, HR directors, HR managers, employees

Prerequisites:

Have encountered teamwork issues and be involved in a collaborative work environment.

Objectives:

Enable trainees to use T5™ talents to understand a new approach to each employee's talents and collective team performance in order to optimize the effectiveness of working together.

Expected results:

Enable each employee and manager to adopt a new way of working together, based on the systemic dynamics of Expert5A™. By discovering the talents of enjoyment, gain a better understanding of each person's contribution to value creation. Establish a new dynamic within the team with greater fluidity between managers and employees and among employees themselves.

Enable everyone to understand the team's challenges and how to address them.

Boost the team leader's managerial practices to enable them to develop each of their employees and the effectiveness of the group.

Human Capital Link

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Training program: 4 hours (may vary depending on the objectives defined in advance and the number of participants)

Objective	Schedule	Duration	Validation of acquired skills
1- Understanding the 20 talents of the pleasure of doing	Introduction to the training course. Presentation of objectives and schedule Review of the approach	0.5 hours	Individual questionnaires to be completed online
2- Knowing how to read individual profiles	The T5™ talents of enjoyment 1- The 20 T5™ talents of "the pleasure of doing" 2- Game: Discovering each person's T5™ profile	1.5 hours	
3- Analyzing team dynamics and identifying areas for improvement	Complementarity and collective performance of the team 1. Discovering the team's profile and how it operates 2. Practical exercise to discover together the key dynamics needed to achieve the team's short-term objectives	2 hours	Role-playing

The training is organized around T5 profile tests completed by each participant prior to the training, theoretical input, team games, concrete examples, and experience sharing.

The program is indicative and can be adapted to the needs of each client and the number of participants.

Teaching methods:

Theoretical input, interactive illustrative exercises, role-playing, map & match profiling, dedicated teaching materials.

The training is led by qualified trainers who are certified map & match practitioners (approach based on Expert 5A™ systemic principles), have proven professional experience, and have completed specific trainer training delivered by Human Capital Link.

Supervision and certification requirements:

Based on an end-of-training quiz and trainer assessments.

Resources and technical means:

In person:

- A plenary training room
- Breakout rooms for exercises in small groups
- Training materials



In the virtual classroom:

- Link to access the virtual classroom, delivered via videoconferencing solutions renowned for meeting the specific educational and technical requirements of the training
- Discussions in sub-groups in several virtual sub-classes.

At the end of the training:

- Teaching materials

Training location:

In a virtual classroom via Zoom

At our premises: 37 rue de Rome, 75008 Paris

Intra: please contact us

Access:

This training is open to anyone with a disability.

Accommodations are available for people with disabilities.

Disability advisor: Delphine Hervot (dhervot@mapandmatch.com) / +33 (0)7 87 67 79 93)

Contacts:

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Appendix 1 - Human Capital Link's internal regulations

Rules of procedure

1/ General provisions

Article 1-1: Purpose of these rules

In application of the provisions of article L.6352-3 of the French Labor Code, and by virtue of its general and collective regulatory powers, these internal regulations, intended for trainees, set out below the measures for applying health and safety regulations.

Article 1-2: Scope and mandatory nature

The provisions set out in these internal regulations are automatically binding on all trainees taking part in each course.

2/ Health and safety

In accordance with article R.6352-1 of the French Labor Code, when training takes place in an establishment that already has internal regulations, the health and safety measures applicable are those set out in the latter regulations.

When training takes place on the premises of the training organization, or on premises outside the training organization which do not have internal regulations, all the provisions of the present regulations will be applied.

Article 2-1 : Fire instructions

Fire instructions, and in particular a map showing the location of fire extinguishers and emergency exits, are posted on the organization's premises so that all trainees are aware of them.

Article 2-2 : Accidents

Any accident or incident occurring on the occasion of or during training must be reported immediately by the trainee involved in the accident, or by those who witnessed the accident, to the trainer or the head of the organization.

Article 2-3: Alcoholic beverages

It is forbidden to enter or remain on training premises in a state of intoxication, or to introduce alcoholic beverages.

Article 2-4: No smoking

In application of decree no. 92-478 of May 29, 1992, setting the conditions for the application of the ban on smoking in places intended for collective use, it is forbidden to smoke in the premises where the training takes place.

3/ Training schedule

Article 3-1: Schedules, absences and lateness

Timetables will be communicated when the program is delivered.

Attendance sheets will be signed by trainees as the course progresses. The training manager reserves the right to modify the timetable.

In the event of lateness, the trainee may be asked by the trainer to return at a specified time.

Article 3.2 : Intellectual property

The teaching aids provided may not be communicated to third parties once the training course has ended. Their use will be strictly limited to the educational framework of the training received.

Article 3-5: Liability for theft or damage to personal property

Human Capital Link declines all responsibility for loss, theft or damage to personal property.

Article 3-6 : Consequences

Any failure by the trainee to comply with any of the provisions of the present internal regulations may result in a sanction in accordance with article R 6352-3 of the French Labor Code.

4/ Attitude, interpersonal skills, benevolence, discrimination, racism, sexism, harassment

Article 4-1: Attitude, interpersonal skills, benevolence

Trainees must behave in a benevolent manner, with an open attitude, prohibiting any mockery, superiority or denigration.

Article 4-2: Discrimination, racism, sexism, harassment

No discriminatory, sexist or racist attitude will be tolerated, and will result in sanctions and, if necessary, the filing of a complaint.

Trainees and teachers must under no circumstances behave in a way that is tantamount to moral or sexual harassment: in the event of proven harassment, legal action may be taken by the company's management.

5/ Intellectual property

All intellectual property rights relating to the www.mapandmatch.com website, to the documents provided and used during the training course, and to all the elements of which it is composed (software, copyrights, trademarks and in particular the "map & match" trademark, logos, etc.) are the full and entire property of Human Capital Link, its affiliates, managers and/or partners.

The User undertakes not to infringe said rights. The User undertakes not to make the documentation associated with the training available to unauthorized third parties, directly or indirectly, for any reason whatsoever, in any form whatsoever.

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Appendix 2 - Human Capital Link welcome booklet

Human Capital Link Trainee Welcome Booklet & Code of conduct

Thank you for your confidence in Human Capital Link's training program.

This cycle will enable you to quickly grasp the keys to supporting employees, organizations and projects using the map & match approach.

The success of this cycle is linked to the group spirit that will be created during these hours of training, and to the interactions between participants.

At the beginning of each session, you'll have the opportunity to go back over any points you haven't assimilated.

Finally, if you have any complaints, problems or difficulties, you can always contact your Human Capital Link training consultant by e-mail.

How do I prepare for each session?

Have a good Internet connection.

Isolate yourself so as not to be disturbed during the Elearning session, and complete all the modules as you go along.

The success of each session depends on the completeness and assiduity of the Elearning modules.

Read the program in advance and think of examples related to your experience or simply drawn from business life.

How should you behave?

Courtesy and politeness: respect schedules, respect the rules set by the trainer, respect other participants and the diversity of experience.

Be concise, don't interrupt the trainer or ask for the floor.

If remote: Put on your video.

Don't do anything else during the course (answer your e-mail, be disturbed, work): close your e-mail program, and turn off your laptop except for interactive exercises.