October 2025 version

Training details:
"Strengthening your role as a map & match expert - Level 2 certification (Collective)"

Target audience:
Individual or team coaches, HR consultants, corporate HR professionals, executives, managers

Prerequisites:
- Have completed the "Supporting individual and collective performance through the talents of enjoyment - (Talents T5™) - Certification" course
- Have supported groups using the map & match approach

Objectives:
Mastering the analysis of talent combinations (Energy Skills™) to refine the reading of dynamics and identify potential synergies or tensions within a group, knowing how to conduct a group profile analysis by integrating dominant axes, team imbalances, and points of complementarity, understanding the characterization of a group in the face of its challenges (operational, strategic, human) in order to assess the fit between natural dynamics and team objectives, identify areas where key talents are lacking, and propose concrete actions. Structure and deliver a typical group support program, from upstream preparation to final reporting and team implementation.

Expected results:
At the end of the training, participants will be able to carry out an in-depth analysis of talent combinations and explain their implications for the functioning of a group; build a comprehensive analysis of a group profile, identifying dominant strengths, areas of weakness, and levers for activation; use the characterization of a position, mission, or group challenge to compare existing talents with actual needs; formulate concrete recommendations in the event of a lack or excessive concentration of certain dynamics within a team; design and facilitate structured collective support, incorporating feedback sessions, collective questioning, and action planning.
After successfully completing the practical exercises, each participant will receive a certificate entitled "Advanced training: strengthening your position as a map & match expert."

Teaching methods:
A unique approach combining theory, concrete illustrations based on experts' real-life experiences, and practical exercises based on Expert 5A™systemic principles.

Accessibility:
This training is open to anyone with a disability.

For any disability, please contact us to discuss feasibility, and where possible, we will adapt or direct you to alternative solutions.

This training can be done remotely if you are unable to travel.

Educational advisor: Delphine Hervot (dhervot@mapandmatch.com)
Disability advisor: Delphine Hervot (dhervot@mapandmatch.com)
Administrative contact: Aurélie Lefevre (alefevre@mapandmatch.com)

Program:

Objectives	Module	Program	Duration	Supervision and conditions for certification
Theory & Practice Exploration of talent combinations (Energy Skills™)	1	Exploration of Energy Skills™ talent combinations and analysis of their impact on behavioral dynamics in individual profiles.	1 hour*	Quiz
Theory & Practice Taking a step back in the analysis of collective profiles	2	In-depth analysis of a team profile using map G match assessment grids. Identification of dominant dynamics, potential collective imbalances, and cross-functional analysis of talents in relation to the strategic, operational, and contextual challenges facing the group.	1 hour*	Practical exercises
Theory & Practice Characterization of a position or mission	3	Identifying key collective dynamics expected in the context of the assignment, comparing them with the talents present in the team, and formulating targeted questions to bring out the levers for collective success.	1 hour	Practical exercises on the map & match platform
Theory & Practice Proactive management of collective talents (Energy Skills™)	4	Identification of areas where key talents are lacking and formulation of concrete courses of action.	30	Quiz
Theory & Practice Designing and facilitating group support	5	Implementation of structured support, based on profile feedback, group discussion, and the development of action plans.	0H30	Exercises

If deemed necessary, trainers may modify the content of the training courses according to current events, group dynamics, or the level of the participants. The content of the programs listed on the presentation sheets is therefore provided for information purposes only.

FINAL ASSESSMENT OF LEARNING OUTCOMES: Active participation throughout the course, completion of practical exercises (case studies, platform navigation) with remediation, ability to accurately report results, attitude, and autonomy.

Total time: Allow for half a day of face-to-face training - 4 hours in total.
**estimate.*

Tools used: Map & Match platform, Zoom for remote meetings

map&match

Appendix 1 – Human Capital Link internal regulations

Internal regulations

1/ General provisions

Article 1-1: Purpose of the rules

Pursuant to the provisions of Article L.6352-3 of the Labor Code and by virtue of its general and collective regulatory power, these internal regulations, intended for trainees, set out below the measures for the application of health and safety regulations.

Article 1-2: Scope and mandatory nature

The provisions established by these internal regulations are automatically binding on all trainees in each training course.

2/ Health and safety

In accordance with Article R.6352-1 of the Labor Code, it is hereby reiterated that when training takes place in an establishment that already has internal regulations, the applicable health and safety measures are those set forth in the latter regulations.

When training takes place on the premises of the training organization or on premises outside the training organization that do not have internal regulations, all the provisions of these regulations shall apply.

Article 2-1: Fire safety instructions

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

Article 2-2: Accidents

Any accident or incident occurring during or in connection with the training must be reported immediately by the injured trainee or persons who witnessed the accident to the trainer or the person in charge of the organization.

Article 2-3: Alcoholic beverages

It is forbidden to enter or remain on the training premises while intoxicated, or to bring alcoholic beverages onto the premises.

Article 2-4: No smoking

In accordance with Decree No. 92-478 of May 29, 1992, establishing the conditions for the application of the smoking ban in places intended for collective use, smoking is prohibited in the premises where the training takes place.

3/ Conduct of the training

Article 3-1: Schedules, absences, and tardiness

The schedule will be provided when the program is handed out.
Attendance sheets will be signed by trainees as the course progresses. The training manager reserves the right to change the schedule.
In the event of a delay, the trainer may ask the trainee to return at a specified time.

Article 3.2: Intellectual property

The teaching materials provided may not be disclosed to third parties at the end of the training course. Their use shall be strictly limited to the educational context of the training received.

Article 3-5: Liability in the event of theft or damage to personal property

Human Capital Link declines all responsibility in the event of loss, theft, or damage to personal belongings.

Article 3-6: Consequences

Any failure by the trainee to comply with any of the provisions of these internal regulations may be subject to disciplinary action in accordance with Article R 6352-3 of the Labor Code.

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

Article 4-1: Attitude, interpersonal skills, kindness
Trainees must behave kindly towards each other, have an open attitude, and refrain from mockery, superiority, or denigration.

Article 4-2: Discrimination, racism, sexism, harassment
No discriminatory, sexist, or racist behavior will be tolerated and will result in sanctions and, if necessary, legal action.
Trainees and teachers must not engage in any behavior that could be construed as 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, the documents provided and used during the training, and all elements comprising it (software, copyrights, trademarks, including the "map & match" trademark, logos, etc.) are the sole and exclusive property of Human Capital Link, its affiliates, managers, and/or partners.

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

Upon acceptance of these T&Cs, Human Capital Link grants the User, for their own needs, a personal, non-transferable, and non-exclusive right to use the Site and the documentation provided for the entire duration of the Contract.

In particular, the User is prohibited from:
- distribute copies of the Site or its content, and the content of the training (whether written and video form).
- use the specifications of the Site to create or allow the creation of a program with the same purpose,
- modify, alter, revise, or decompile the Site for any purpose whatsoever,
- use its passwords and/or identifiers for purposes other than their strict purpose authentication,
- to assign, lease, sublease, or transfer its right of use to a third party without the prior written consent prior written consent of Human Capital Link
- not to disregard the functionalities of the Site and Human Capital Link

This right of use is exclusive of the granting of any other right and does not in any way imply the right to perform any act not expressly authorized, in particular the rights of translation, adaptation, arrangement, or any other modification of the Site and/or its components, including within the framework of its contractual purpose.

Appendix 2 – Human Capital Link Welcome Booklet

Human Capital Link TRAINEE WELCOME BOOKLET & Code of Conduct

Thank you for placing your trust in us by enrolling in the training program created by Human Capital Link.

This cycle will enable you to unlock the full potential of your map & match profile reading skills.

The success of this cycle depends on the team spirit that will develop during these training sessions and on the interactions between participants.

Finally, if you have any complaints, concerns, or difficulties at any time, you can contact your Human Capital Link educational advisor by email: alefevre@mapandmatch.com

How to prepare for each session?

Have a good internet connection.

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

How should I behave?

Be courteous and polite: respect the schedule, follow the rules set by the trainer, and show respect for other participants and their diverse experiences.

Be concise, do not interrupt others or the trainer, and ask to speak before doing so.

If remote: Turn on your video.
Do not do anything else during the training (answer emails, be distracted, work): close your email software and turn off your cell phone except for interactive exercises.