map&match

Créateur d'alchimie collaborative

PRESS KIT

map & match history

map & match was created in 2015 by Margaux Grisard and Chantal Gensse. The story of the two founders began in 2012. Driven by the **same issues of over-adaptation and the quest for corporate performance**, they created together a model that optimizes the functioning of teams based on the talents of employees and their complementarity. The algorithm we have developed reveals the **innate talents of collaborators** and aligns their pleasure and commitment drivers with the needs and challenges of the company.

Chantal is a CNRS researcher, who also has a PhD in the US, and she has spent the last 25 years researching and developing a model and a scientific approach that have revealed, based on the observation of the living world, the 20 keys that allow any social system to function optimally. This is how the Expert 5ATM model, on which **map & match** is based, was born.
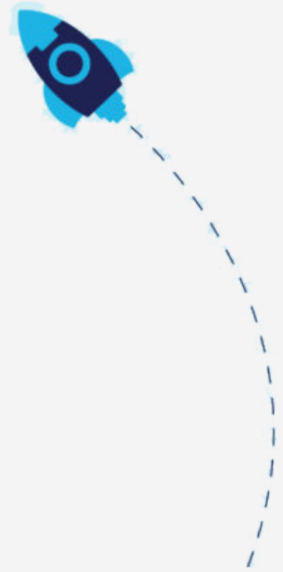
map & match: an innovative solution for managerial performance

map & match is an innovative managerial performance solution designed to optimize and energize the collaborative effectiveness of teams.
We strive for aligning the pleasure of doing to **align the pleasure and the search for meaning of employees with the needs and challenges of the company**.
The **map & match** algorithm reveals the innate talents of each employee and suggests how best to use them to serve the team.

Commitment, agility and performance are the added value of map & match, which supports companies and their managers in putting people at the heart of their performance.

The use of **map & match** enables us first of all to reveal the skills of each person that supports all or part of the systemic functions found in any system. The tool also helps to define the reason of being of a team and consequently the functions that need to be mobilized in order to reach its objectives.

Highlighting the functions required of the team, given its purpose and objectives, engages everyone to contribute to co-defining the required adaptations to be implemented to improve the efficiency of the system.

Invited to **take a different look at himself and at others**, the team members will be able to make the most of the information gathered thanks to the tool, assisted by an ecosystem of certified experts, in order to boost the realization of their continuous improvement objectives.

Gradually, the team will acquire a common vocabulary to **learn how to evaluate its own internal dynamics**, to understand how to **adapt to its environment** in order to better adapt itself and bring out the best of it.

How does it work ?

Identify talents

Harmonize talents

Put together the team

Support

From an online questionnaire, the algorithm reveals the **employee's innate talents.**

The "map" presents two diagrams :

- **The team "map":** the platform consolidates all the profiles to produce a map of the team's DNA that will allow the manager, at a glance, to realize whether or not its members are complementary.
- **The project "map":** the manager qualifies the stakes of his project and map & match translate them into required talents. The second map displays the talents required to carry out the project.

Figures

Created in 2015

Fundraising
687 000€

Workforce
7 collaborators

T5™ test made
13 700 profiles

Measured results :

- **30% more employee engagement** measured by the Great Place To Work® ratio
- **30% time saving on the project run** estimated by a client: accelerates the discovery of the team and allows it to enter run mode more quickly and efficiently
- **Better performance**:
  - reduction of turnover by 3
  - Improvement of results (turnover/productivity)
  - 75% reduction in recruitment errors