

CMAP

Corporate Mastery Assessment Program

**A Program that Generates a Specific Blueprint for Managing
Instinctive Talents for High Performance & Synergy**

THE THESIS OF THE PROGRAM

LEARNING and MOTIVATION are only two of the major influences of individual productivity. The third equally important leg is INSTINCT: our natural creativity. If you manage people based simply on *know-how* (learning) and expect them to be intensely *enthusiastic* (motivation) throughout their career, you will be puzzled because about 40% of them will not respond effectively to a set program. The reason is that people have a unique set of instincts that are innate. These instincts are the natural way they perform. If their talents (instincts) are not well matched to the tasks they perform and if their manager directs them in ways that go against their natural instinctive grain, their enthusiasm will wear down despite goodwill on both sides of the managerial relationship. Learning, motivation, and instinct are the three primary individual influences of high performance that need to work together.

In managing for high performance, organizations must have common values and a common vision, but individuals must be free to act on their instincts.

If you want synergy ($1 + 1 = 4$ or more) to flourish in all your teams, you need diversity not just in social qualities but also in the instinctive mix.

Satisfaction emerges when training, motivation, & instinct merge.

CMAP measures all of these three aspects of performance.

CMAP provides a blueprint for managing instincts

Contact us to find out how we can start.

info@integralmasterycenter.com

Benefits of the CMAP

The Deliverables

AS A RESULT OF GOING THROUGH THE CMAP:

- You will be able to identify the natural, instinctive way you perform. You will also have a specific set of guidelines and techniques for aligning your efforts more closely with your instinctive patterns. By doing this, you will improve your performance and contribute to the synergy of your team.
- You will also have a blueprint for managing people according to their instincts. Managing people by instinct leads to high performance.
- You will be able to reduce *intrapersonal* stress by adjusting your self expectations to fit your own natural way of doing things.
- You will be able to reduce *interpersonal* stress by adjusting expectations to fit another person's instincts. Doing this will improve job satisfaction.
- You will have a team profile showing the mix of instinctive talents, along with guidelines for managing team interactions in order to generate great synergy.
- You will learn to generate cultural values that honor *learning, motivation*, and the unique *instincts* of every member in your group.
- CMAP will lay the foundation for better hires because of the sensitivity you will have for matching talent to task.
- You will have a written report summarizing our findings and recommendations.

How We Conduct the CMAP

- ***DECIDE ON WHO WILL BE ASSESSED:*** We typically meet with the leadership team of an organization to discuss the nature of CMAP and to decide which group will be assessed. More often than not, we start with the leadership team. Sometimes, we may start with a department or a strategic team assigned to tackle a project.
- ***IDENTIFY DESIRED OUTCOMES:*** A leadership team may have specific goals in mind or may simply be interested in gaining the benefits outlined by CMAP itself (See Benefits of the CMAP.)
- ***CMAP QUESTIONNAIRE:*** Your Corporate Mastery (CM) consultant will email a questionnaire to each participant. Participants will email back their responses directly to the CM consultant and thus keep those responses confidential. The responses will be collated and analyzed to give us a general picture of the culture and structure of the organization or team being assessed.
- ***MEASURING INSTINCTIVE PATTERNS OF PERFORMANCE:*** We will email instructions to take the Kolbe A Index which measures people's striving instincts—their natural performance style. Research has shown that the Kolbe A Index is the most reliable instrument in the marketplace for measuring performance style. Moreover, its validity has been demonstrated again and again in both research and practice. CM has been using this index since 1990. We have developed a depth of expertise in its use matched by no one in our region. Furthermore, we have been integrating the insights of the Kolbe Wisdom with the learning, motivational, and interpersonal aspects of human life for many years and in many different areas of individual performance and teamwork.

- **INDIVIDUAL PROFILES:** Based on the Kolbe A Index, we will analyze the instinctive profile of each team member. This allows us to prepare a blueprint of high performance for each participant, a blueprint that will guide each member to act on the basis of their natural instincts. This blueprint will also guide managers in bringing out the best in their direct reports.
- **TEAM PROFILES:** We also build a team profile based on the Kolbe indexes. The team profile will guide the leader and the team to optimize its natural strengths as a group and minimize its natural blind spots. Each team or group has a special mixture of instincts that, if well understood, can be effectively managed for greater synergy.
- **ONE-DAY RETREAT:** We meet with your team to introduce you to The Integral Mastery Approach (TIMA) and to the Kolbe System. Here's a brief outline:
 - Intro to TIMA—an overview.
 - Intro to the Kolbe System.
 - Demonstrating the power of instincts.
 - Individual interpretations of the Kolbe A Index.
 - Using your instinctive profile to improve performance.
 - Communication and management applications of instinctive profile.
 - Integrating instinct with the thinking and feeling parts of the mind.
 - Building a culture of high productivity and synergy.
 - Summarizing the deliverables and making individual and group commitments.
- **DISCUSSION OF THE WRITTEN REPORT:** Within two to four weeks after the retreat, we will call you to discuss the written report we put together. This report contains a summary of the individual profiles, guidelines for management and high performance, questionnaire data, and recommendations.

Examples to Illustrate Immediate Applications of CMAP

- Some people need to gather a lot of information before they can perform optimally. Managing them effectively means that, whenever possible, you give them time to research a project or an agenda item before you engage them in a brainstorming or decision-making discussion. The requirement for a whole lot of information has nothing to do with “feeling comfortable” in order to perform well. There is a big difference between feelings and instincts. A manager who is unaware of this will often view the reluctance to discuss things “off the cuff” as a lack of flexibility or a sign of negativity instead of a useful clue for effective management of talent.
- Other people need a well-crafted plan before they reach high performance levels. A wise manager will utilize this talent by asking them to create a plan for efficiently reaching job or team goals. If you happen to be a manager that performs best “on your toes” or “off the cuff,” you might think that methodical people are rigid or are afraid to “think outside the box.” That negative frame of mind could blind you from discovering that pattern-prone people use plans to manage risks and to innovate.

Investment Amount

CMAP will offer you a blueprint for managing talents toward high performance. Since each team is different, we tailor every proposal to suit your circumstances. Contact us at info@integralmasterycenter.com