



THE ORIGINS

While working for different US companies during the 80's, I got the opportunity to study Traditional Chinese Medicine. This is how I spent numerous years balancing back and forth between the corporate world and the more intimate bodymind realm.

Expert 5A™ is the fruit of this double life.

Traditional Chinese Medicine (TCM) proposes a global approach to organic functioning. This ancient healing discipline, systemic by essence, uncovered the way our ten organs (liver, gall bladder, lungs, colon, kidneys, bladder, heart, small intestines, spleen, stomach) work together according to a precise synergic modality. To be exact, TCM has shown that our ten organs work in pairs, each of the 5 pairs playing a specific physiological role. One thing that struck me during my research, was that each of these five pairs of organs is highly specialized and perfectly autonomous in its way of functioning. Organs are constantly engaged in information exchange but do work independently. I thus came to realise that an organic system is defined by five physiological functions and their relationships, rather than by the elements of which it is composed.

Soon after returning to Europe, I began to think along the following lines: if Traditional Chinese Medicine is capable of describing in great detail the way our ten organs work together, this means in return that we actually know how Mother Nature proceeds to work efficiently. Why am I saying this? Because in Nature the minimum expenditure of energy is the driving force for changes and adaptation. In other words, when it comes to organic functioning and, as I discovered later for social functioning as well, efficiency is the bottom line. Therefore, efficiency is the result of this functional synergy. **Traditional Chinese Medicine appeared to me as a very sophisticated systemic science indeed!**

Once I reached this understanding, I spent nine years of intense research on the possibility of applying Traditional Chinese Medicine systemic principles to the study of social processes, and more specifically to the study of work organizations. My individual and corporate consulting clients became my laboratory.

THE PRINCIPLES

Thus, armed with this new systemic knowledge, I searched to determine if it was possible to apply this strictly physiological systemic basis to a more generic level, regardless of the nature of the system (organic or social). The answer was "yes!": there actually exist fundamental systemic processes which preside over the development of social systems as well as of organic systems. My hypothesis was conformed! **I demonstrated that a system is an entity defined by the fact that its functioning modality rests on the activity of five specific closely related systemic functions.**

Moving along with my investigation, I was able to demonstrate that all social processes responsible for personal and social development can be described from this systemic point of view. In other words, I demonstrated that the exactly same systemic TCM rules apply, whether we look at personal growth or at the functioning of work organisations or else at societal development. They are expressed differently from one level to another, but they are generically the same: the underlying systemic processes sustain all social levels growth dynamic. **It is as if Mother Nature allowed us to extend its systemic organic laws to our social realm!**

We will call a social level a group of processes which govern a given aspect of social development. Here, we will distinguish three main families of such levels:

- I *the individual*: emotional awareness, learning processes, social-existential skills, performing skills, productive competencies
- II *the work organisation*: casting of intelligences, missions definition and synergies, management & leadership, project structuring
- III *the society*: responsible and ethical business, local integration, globalization

More specifically, **Expert 5A™** basic training will address 9 of these social levels that I classified into four categories:



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Being:

Emotional awareness : how we should interpret emotions as information

Existential intelligence : how we use this information to best integrate into our social environment

Learning Process: how we acquire and assimilate knowledge and know-hows

Doing:

Performance: how we use existential intelligence and learning process to perform

Productive competencies: how our personality and socio-cultural environment bestow specific talent allowing each of us to be part of a working team

Doing together:

Team efficiency: how we combine several productive competencies into a synergy

Rules for ethical and efficient management: how the respect of systemic principles leads to efficient and ethical leadership

Management style: how personality and professional evolution yield very personal approach to management

Being together:

Sustainable business: how the economical activity must follow systemic rules so that

the next generations will inherit a sound vision of richness creation as well as a nurturing environment

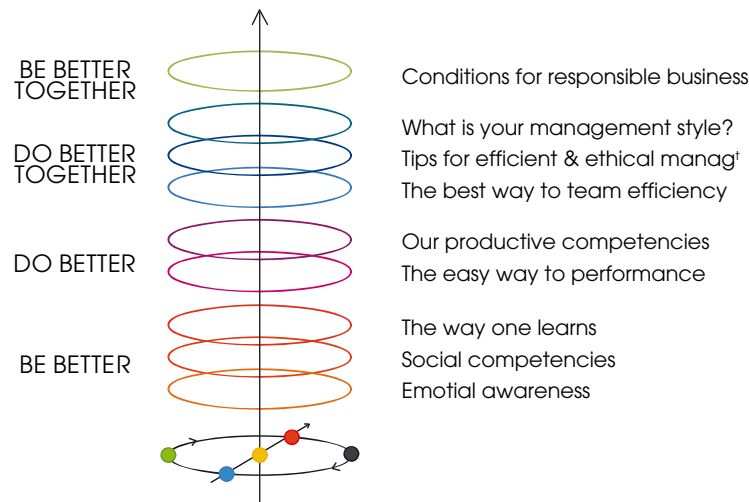
Once the five systemic functions which rule a given social level are known, you will see that we then dispose of a powerful diagnosis tool which can be used to analyse any situation encountered in the work place. **More so, by implementing TCM systemic principles to organisations and team work, we will achieve the same degree of efficiency as that of organic systems.**

WHY IS EXPERT 5A™ SO IMPORTANT FOR PROFESSIONALS?

There are three related answers to this question:

i. **It is the first time that a detailed and rational description of the key social processes pertaining to work organisation and professional development, is being proposed.** The power of this profoundly innovating method comes from **Expert 5A™** detailed and thorough knowledge of systemic processes applied to the social realm. Such complete knowledge offers a considerable advantage: a simplicity of application! **Expert 5A™** is a simple method which is applicable to all kinds of situations one may encounter on a daily basis. There is no shadowed areas or unspoken precepts here. Everything is clearly exposed and explained because everything has been perfectly identified (or qualified) in the first place on a process basis.

ii. **It is the first time that managers are given a tool which leads them to think about their environment and responsibilities from a global stand point.** As simple as this method may be, it will require some mental exercise because our occidental thinking is not used to approaching social processes from a global point of view. This is where the second interest lies: **Expert 5A™** basic training is designed will lead you to think globally about you and your social environment. In doing so, you will considerably enrich you existential and professional tool box. You will get the Big picture as well as the details composing it. Thus, you will be able to establish the





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connection between the whole and the parts making up the whole. Like all my clients so far (managers, business enterprises and professional athletes), you will considerably (and comfortably) increase your level of performance.

iii. **It is the first time that theoretical and practical grounds are effectively separated. This is possible because the theory of work organizations presented here is complete.** First, you will acquire a global and detailed understanding of work organizations, collaborators interactivity and synergy building. To that effect, you will study in detail the systemic principles and their application to social processes. Then, when this understanding will be fully developed, you will be given the possibility to acquire the tools (**Expert 5A™** Blue Prints) and implement them in your daily management practice. This separation of the two theoretical and practical grounds has for direct consequence the usage of a body of knowledge as a reference, away from judgement or dominant thinking. Thus, you will acquire the means of analysing your possible failures and frustrations from a rational point of view. This will pave the way to a greater confidence!

WHAT WILL EXPERT 5A™ BRING TO YOUR MANAGEMENT PRACTICE?

Imagine a Chef who would be asked to cook in the dark days after days. It is not so hard to imagine that as good as he is, the quality of his work will rapidly suffer from his hindred vision. And yet, this would not reflect his intrinsic competencies. The deficiencies in the understanding of complexe social structures in current management models induce the same negative effects on management practices. Here, by introducing a global systemic reference in your management practice, **Expert 5A™** does just the opposite: it turns the lights on!

An important result to this “enlightment” process is the aquired ease in leading your team. You will relate to coworkers and hierarchy with considerably increased maturity. For one, you will become capable of separating the social nature of interactions from the operational necessity to relate to others. For instance, you will be able to establish that two missions may hold some antagonistic characters and yet be

able bring the two co-workers responsible for these missions to fully cooperate! Furthermore, once you will know how to handle **Expert 5A™** management tools, you will be capable of establishing a clear dignosis and providing solutions in any circumstances. As a result, you will not have to use management tricks such as authority or antagonism to make yourself understood. Your words will be perfectly sustained by your new systemic reference. I feel very comfortable telling you this as I so often observed how easily and readily my clients pass this knowledge on to their co-workers so that every one in their team uses this same no-nonsense reference.

A second result of **Expert 5A™** “enlightment” is the deep understanding of work organisation. Learning to decipher a complexe organisation from our systemic point of view will lead you to understand the nature of the missions required to reach objectives as well as the nature of their functional ties. Again, your ability to analyse situations and draw diagnostics will be greatly enhanced.

Lastly, a third result to this “enlightment” is a growing capacity to apprehend your own strengths and shortcomings from a mature stand point, that is freed from judgement. You will be capable of analysing your mission and competencies from both a personal (personality, productive competencies) and a fonctional (mission, technical competencies) stand points. Being capable of separating the intimate aspects of your competencies from the organizational role you must play in a group, you will develop the skills to properly answer these question: where do I fit in the best? Am I a leader? Am I a developper? Am I a project director? Am I a coordinator? Am I a consultant? Am I a creative? This clairvoyance will bring you to direct your professional evolution in full autonomy and perfect coherency with your deeper aspirations.



EXPERT 5A™ TRAINING CONTENT

Three levels of training are offered:

1/ BASIC TRAINING

> **Expert 5A™** systemic principles

The 5 systemic functions
The systemic mechanics

> **Expert 5A™** application to social levels

Extensive description of the 9 social levels (see figure)
The social levels grid: a tool for a first level of diagnosis

[Requirements: none]

2/ MANAGEMENT TRAINING

Expert 5A™ management training introduces different management tools (Blue prints) designed to implement a systemic management practice. The following Blue prints are proposed:

- **Expert 5A™** methodology
- Project Systemic Analysis
- Mission(s) analysis and casting
- Collaborator's Performance Factors
- From Management to Leadership
- Evaluation Process
- Communication Process
- Commercial Process
- Small Business (or team) piloting

Expert 5A™ Management training has for main objective a noticeable increase in management efficiency. It is intended for managers who wish to enhance their leadership skills and improve on their management practice.

[Requirements: Basic Training]

3/ ADVANCED TRAINING AND CERTIFICATION

This training level offers **Expert 5A™** certification. A deeper exploration of the systemic principles applied to complex social systems is being proposed. In particular, we will explore the fractal nature of complex work organisations and learn to use this knowledge to further enhance management practice. Numerous case studies analysis and seminars will complete the online training.

Advanced training is for managers who wish to expand their professional skills and evolve towards consulting and coaching carriers. It is also offered to HRD who need to apprehend their role from a higher stand point so they can enrich both their vision and their output.

[Requirements: Basic and Management Trainings]