#06 | Sapio's mastery models are a solid foundation for education and storytelling; illustrating the characteristics of best in class and the impact of their behaviors.
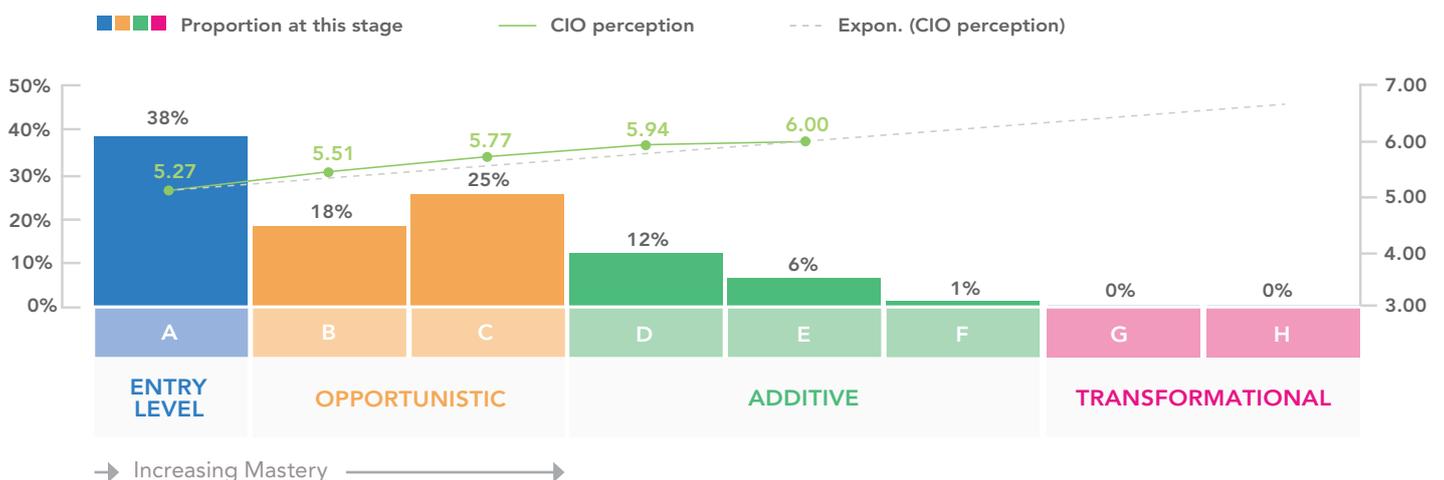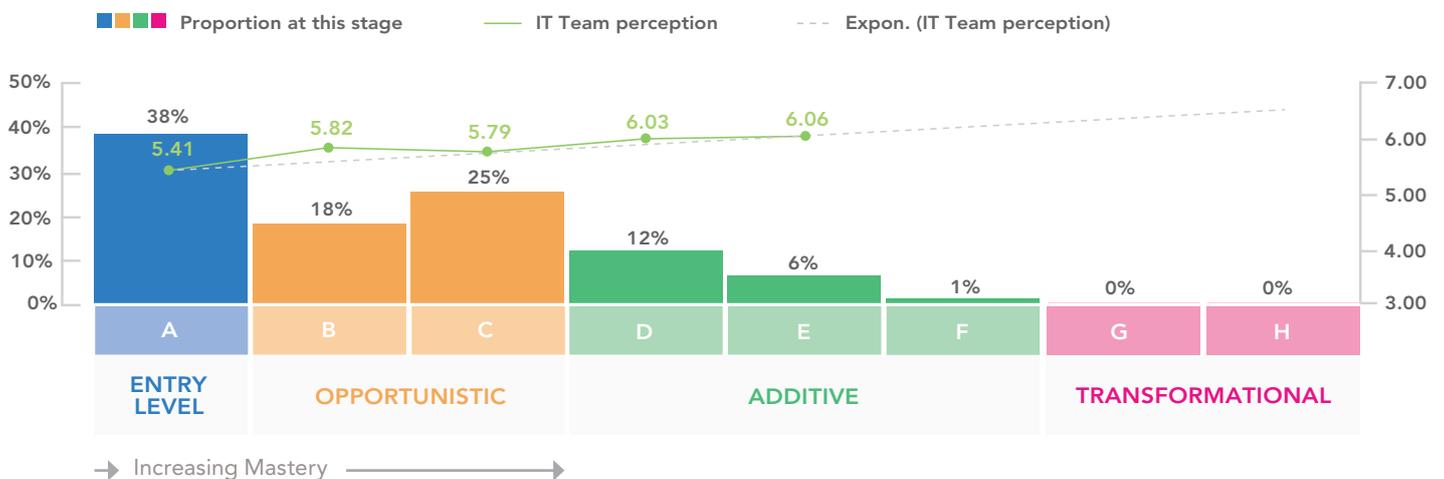
An example of our mastery model showing that the IT team and CIOs in companies with increasing mastery are more highly regarded.

> **How would you say the CIO/IT team is perceived within your organisation?**
>
> Please rate on a scale of 1-7 where 1 is Poor and 7 is Excellent.

> **How productive is your organisation compared to what you think it could be at its maximum and most efficient?**
>
> Please rate on a scale of 1-7 where 1 is the least productive and 7 is the most productive.

Proportion at this stage — IT Team perception --- Expon. (IT Team perception)

	A	B	C	D	E	F	G	H
Proportion	38%	18%	25%	12%	6%	1%	0%	0%
IT Team perception	5.41	5.82	5.79	6.03	6.06			

ENTRY LEVEL | OPPORTUNISTIC | ADDITIVE | TRANSFORMATIONAL

→ Increasing Mastery →

Proportion at this stage — CIO perception --- Expon. (CIO perception)

	A	B	C	D	E	F	G	H
Proportion	38%	18%	25%	12%	6%	1%	0%	0%
CIO perception	5.27	5.51	5.77	5.94	6.00			

ENTRY LEVEL | OPPORTUNISTIC | ADDITIVE | TRANSFORMATIONAL

→ Increasing Mastery →

Make a valid point a true statement

What the technique shows

Sapio's Mastery Models:

> Illustrate the stages of a journey
> Demonstrate the difference between fully mature individuals / organisations and those who still have a few steps to climb
> Offer an opportunity for a client to illustrate the characteristics of best in class and how they can help individuals or organisations reach the top levels of maturity
> Identify what capabilities are needed to improve in order to transition to the higher levels of mastery
> Offer self-assessment benchmarking capabilities.

How it's done

Sapio's Mastery Models are a simple way of illustrating complex maths. This is how we usually do them:

1. First, define what we're measuring, e.g. specific behaviours or facets
2. Map out stages
3. Define what success looks like, i.e. ultimate mastery and its impact
4. Then combine numerous performance metrics, 'self-rated' and objective questions into a comprehensive questionnaire
5. We then put the questions into field – 300 responses are a minimum, but ideally 600 to 2,000 responses should be collected (depending if B2B or B2C market).
6. Once finished in field, the data is cleaned and prepared for analysis
7. Finally, we crunch the data, cross analyse and balance the distributions along stages to produce the model.

When to use Mastery Models:

- Planning
- Campaign Execution

Benefits

Mastery Models:

> Create evidence on which to build a story
> Create proof points
> Facilitate learnings
> Provide insight for strategy and business planning
> Move the story away from the brand.

Outcome/examples of technique use

Examples of Sapio's Mastery Model use:

> A people-analytics software company – creating a digital tool for quick and full self-assessment to benchmark people-analytics capability against industry scores, with next step recommendations, generating qualified leads.
> A SaaS and PaaS company – used enterprise mobility maturity linked to KPIs to demonstrate the characteristics of the most successful organisations; written up as a white paper covered by Industry Analysts, producing qualified leads.

Sapio help you outline your model, collect evidence and map out the stages. All you need to do is let the world know about the great things you've uncovered.

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