

# Professionalize skills engineering with ATHENA

The initiative redefining training engineering standards for the coming decade. ATHENA equips L&D departments with a tool of unprecedented power to redefine training standards and augment instructional design through science and technology.

## THE PROBLEM

### Training engineering is at a dead end.

Faced with accelerated skills obsolescence, artisanal methods are no longer sufficient. The gap between field reality and training response is widening.

#### Insufficient Granularity

Skills are treated as monolithic blocks, ignoring fine cognitive nuances.

#### Content-First Approach

Pushing existing content rather than starting from structural needs analysis.

#### Context Disconnection

The learner's real environment is rarely taken into account in the design.

## THE MODEL

### A systemic modeling of competence.



#### The Chemistry of Competence

A business competence (e.g., "Leadership") is not a monolithic block. It is a complex assembly, comparable to a molecule.

ATHENA acts like the Periodic Table of HR: we have isolated the 60 fundamental atoms (the facets) that compose all human intelligence.

Instead of managing vague "labels", you now manipulate the exact chemical formula of your jobs. You no longer guess: you recompose performance atom by atom.



#### COGNITION

Analysis, reasoning, decision-making, and anticipation capabilities. It enables understanding complex situations, prioritizing usef...



#### KNOWLEDGE

Mobilizable declarative, procedural, and contextual knowledge. They group concepts, methods, rules, and benchmarks from exp...



#### CONATION

Factors of motivation, effort, perseverance, and foresight. It determines the intensity of engagement, the capacity to take action,...



#### EMOTION

Processing of emotional information, stress, and self-regulation. It influences the quality of discernment, relationships with other...



#### SENSORI-MOTION

Fine sensory perception, coordination, and gestural precision. It translates intention into concrete execution through gesture adj...

**ARTIFICIAL INTELLIGENCE**

## Augmented Engineering.

ATHENA AI operationalizes the theoretical model without reducing its richness. AI acts as a reasoning amplifier to structure the pedagogical architecture, without ever masking the underlying complexity.

### ATHENA Skills

Analytical deconstruction of any competence into **60 facets**, each evaluated on **4 distinct levels**, to identify cognitive and behavioral prerequisites.

Deliverable: Facet Mapping

### ATHENA Profile

Multidimensional characterization of the learning context (17 factors) to ensure alignment between the pedagogical device and the operational reality of learners.

Deliverable: Contextual Setup

### ATHENA Learn

Reasoned assembly of pedagogical modalities, selected from 220+ indexed formats, justified by the adequacy between cognitive objectives and learning levers.

Deliverable: Architecture Scenario

## New capabilities for the L&D department.

### Ⓐ Objectivation of pedagogical choices

Substitute intuition with traceable technical argumentation. ATHENA links each selected modality to an explicit pedagogical intention, correlated with the contributing facets of the competence.

### Ⓐ Decision transparency

Make necessary tradeoffs explicit. By making arbitrations visible (depth vs coverage), ATHENA qualifies the dialogue between L&D and business sponsors.

### Ⓐ Comparative modeling

Evaluate ex-ante different training architectures. The system allows comparing several pedagogical investment scenarios according to resource and time constraints.

### Ⓐ Tactical diversification

Break with design automatisms. Indexing over 220 modalities allows mobilizing the entire pedagogical spectrum to meet the complexity of needs.

### VALIDATION & PROOF

*ATHENA is not an isolated experiment, but the culmination of a research lineage. The system crystallizes **over 10 years of continuous R&D** on human performance modeling.*

## ATHENA V2 Program.

Starting April 2026, phase 2 of the program will gather a restricted consortium of partners. The objective is to consolidate methodological standards and optimize design aid algorithms.

April  
**2026**  
KICK-OFF

CYCLE DURATION

**12 months**

CONSORTIUM

**6 partners max.**

REQUIRED GOVERNANCE:

Executive Sponsor + Project Manager + Subject Matter Experts.

### Technological Independence.

The program's philosophy is to strengthen organizational autonomy, not to create additional software dependency.

Each partner benefits from a complete transfer of assets produced during V2 (models, algorithms, source codes), ensuring value chain mastery.

Unlimited internal right of use and modification, guaranteeing total absence of technological "lock-in" or future royalties.

### About Tomorrow Theory

Our job is to support you in anticipating and integrating the major challenges of the future of work and HR, to allow you to better attract, develop, and retain your talents.

*"The ATHENA project embodies this vision: streamlined, transparent technology serving precision pedagogy."*

### Evaluate the opportunity.

Share your strategic priorities. We will organize a technical dialogue to qualify the relevance of integrating the ATHENA consortium regarding your L&D challenges.

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