INTRODUCING
THE GC INDEX®

CASE STUDY
EXAMPLES
THE GC INDEX INTERVENTIONS

TALENT DEVELOPMENT AND ASSESSMENT

IDENTIFY GAME CHANGERS AT ALL LEVELS

INDIVIDUAL DEVELOPMENT (IMPACT & LEADERSHIP)

TEAM DEVELOPMENT (BALANCED, FOCUSED & UNDERSTANDING TEAMS)

ORGANISATIONAL DEVELOPMENT (INNOVATION & CREATIVITY CULTURES)

RECRUITMENT, RETENTION & SUCCESSION INITIATIVES

MULTI-DIMENSIONAL LEADERSHIP
THE CHALLENGE:

“We are convinced this “special” and “game-changing” talent exists already in our organisation but they are clearly not visible within our leadership roles. How can we know who they are?”

THE SOLUTION:

The GC Index® first assessed the existing talent, all at a variety of levels, and identified the Game Changers within the organisation. Through workshops, a tailored programme was developed for this target group to ensure this previously neglected talent remained engaged and their value understood within the business. As a whole they were recognised for their potential contribution and the wider business was able to identify and integrate said “diverse” talent into its corporate framework.
A MODERN APPROACH TO ASSESSMENT

THE CHALLENGE:

Uninspired by its existing talent assessment and selection methods, the management team sought to use The GC Index® to provide context and another perspective on an candidate’s profile outside of purely competency and personality assessments which had been used previously.

THE SOLUTION:

Attracted by the multi-dimensional leadership framework of The GC Index®, the HR and management teams agreed to implement The GC Index® as part of its CFO selection to apply a different lens on what a “leader” should and could look like within their business. This was deemed successful and valuable in informing their selections and then applied to the assessment of its Chief Digital Officer. The GC Index® is then to be implemented as part of its future assessment frameworks and development programmes. This was overlaid with existing performance metrics and psychological instruments.
THE CHALLENGE:

A resource and time-constrained team with large ambitions and high demand for rapid change sought to run a “know your team better” initiative as part of its team bonding day.

THE SOLUTION:

The firm of fifty people ran The GC Index® to understand one another’s contribution and how they could make their best impact within the team. The ultimate aim of the session was to ensure everyone worked together effectively in the right roles as a “fizzing team”. This focused on everyone’s proclivity within the group, firstly as individuals and then where they will make collective impact. The most powerful output was the ability to very quickly drive a quality and unbiased conversation for each individual that was not centred on personality or level within the team.
THE CHALLENGE:

An individual felt frustrated and unhappy in their current role, feeling “different” and “not fitting in” with the rest of the team. They had been pigeonholed into a purely operational function and consistently overlooked for new opportunities to develop professionally and was feeling increasingly isolated. They felt that they didn’t have the confidence nor the voice to take a stand and to express this frustration to her manager. This individual was about to leave the organisation.

THE SOLUTION:

This individual’s personal The GC Index® report revealed their intuition of “feeling different” to be true and that they did have strong Game Changer inclinations. The initial sheer relief that their instinct was true and there written down in a personalised report empowered then to articulate this clearly and have an open yet balanced conversation with their manager as to where they could best contribute. As a result their line manager, recognising this wasted talent, opened up further opportunities for this person within the organisation and they are happy and confident in their own future with the company.
THE CHALLENGE:

“We built a consulting group to drive innovation within our business. But it is clear that “innovation” is manifesting as incremental improvements and not enough for what we need.”

THE SOLUTION:

The GC Index® framework enabled the group to explore and recognise true game-changing creativity rather than simply incremental and safe innovation. This group were able to feel safe in radical and creative thought processes rather than settling for traditional innovation or continuous improvement. Through a number of measured interventions each individual felt confident in their own impact within the group. Through this confidence the group collectively were openly able to point their game-changing thought processes to corporate tasks and business objectives.
THE CHALLENGE:

“40% of our revenue in the next five years will come from newly developed products and services. We need to ensure our current leadership team is fit for purpose and is able to strive for a true digital culture change.”

The Solution:

The GC Index® empowered the leadership team to adopt the right values and rhetoric to drive a culture change. This would be to a culture which recognises contribution at all levels and to strive for the innovation of the future whilst maintaining business as usual. The output was a cultural shift of “mutual respect” of contribution between those who were focused on delivering the revenue and outputs from “Business as Usual” and those who were focused on “Future Proofing” the organisation for the world ahead. Recognising that “not everyone is a Game Changer but everyone can make a game-changing contribution.”