

DRIVING INNOVATION AND GAME-CHANGING OUTPUTS IN ORGANISATIONS

“Leaders and employees can drive social innovation, which can help businesses build future markets, strengthen supply chains, invest in talent and leverage finance.”

A Guide to Achieving Corporate and Societal Value,
February 2016 (The World Economic Forum)



The GC Index[®] empowers organisations to drive performance and achieve innovation goals by transforming their approach to talent management.

What is The GC Index[®]?

The GC Index[®], is an organometric and the first digital assessment instrument to identify Game Changers and the game-changing contributions everyone can make. It:

- Measures how individuals are going to make their best impact, both individually and collectively.
- Gives you a framework to constructively ask the direct questions of yourself and your team.
- Identifies how each team member will contribute to the team and organisation.
- Helps you to create game-changing teams and 'safe to fail' cultures.
- Creates a talent management framework that is both inclusive and drives tangible business impact.

“Not everyone is a Game Changer, but everyone can make a game-changing impact”.



The Framework

The GC Index® was created by Dr John Mervyn-Smith, Chief Psychologist at The GC Index® and Adrian Furnham, Management Expert and Professor of Psychology at University College London, following the launch of The DNA of A Game Changer Study.

Aligning everyone to the process of innovation...



The GC Index[®] identifies how people best make their impact and contribution within a team, based on five roles.

We know that the key to achieving long-term success is to transform individual action into collective power. It's often the dynamics of the team that moves things on and creates transformational change.



“The GC Index[®] quickly enabled us to understand and communicate how each member of our team could best contribute and make an impact in the process of transformational change.”

The GC Index[®] roles are:

WHY ARE WE DOING IT AND HOW ARE WE DOING IT?

Strategists read their environments in a way that shapes and sets direction in terms of strategic outcomes.



**THE
STRATEGIST
SEES THE
FUTURE**



**THE
GAME CHANGER
TRANSFORMS
THE FUTURE**

DRIVEN BY ORIGINAL IDEAS - THEY FIND NEW WAYS OF DOING THINGS

Game Changers can generate original ideas and possibilities that are transformational.

IT'S ALL ABOUT EMPOWERING OTHERS

Play Makers get the very best from others individually and collectively in support of agreed objectives and goals.



**THE
PLAY MAKER
ORCHESTRATES
THE FUTURE**



**THE
IMPLEMENTER
BUILDS THE FUTURE**

IT'S ABOUT GETTING THE JOB DONE

Convert ideas into plans for action
- 'the power house'.

IF A JOB IS WORTH DOING, IT IS WORTH DOING PROPERLY

Polishers are the guardians of learning, continuous improvement and the 'pursuit of excellence.'



**THE
POLISHER
CREATES A FUTURE
TO BE PROUD OF**

The GC Index® in action...

Our bespoke programmes shake traditional talent management and development methods that are currently attempting to address the issues of diversity, globalisation and innovation within our organisations.

Who we have worked with:



What people say about us...

“The GC Index® is a valuable tool. We have used a number of other assessment instruments but The GC Index® offers something unique and it is easy to apply in the workplace.”

Jo Lewis, Talent & Transformation Manager at TM Forum.

“We have begun training Water For People employees on the GC Index® and are rolling it out to all our employees around the world. It is a powerful tool to identify and optimize different leadership styles to be a game-changing organization. We are getting even better prepared to really change the world!”

Eleanor Allen CEO
www.WaterForPeople.org

“The GC Index® has helped us, (as a relatively new leadership team) gel quickly and drive performance to support our students. As a team we understand each other better which has empowered us to be more open - this is helping us achieve a belief, culture, confidence, and professionalism that would otherwise have taken us years.”

Andrew Roberts-Wray, Head Teacher at Yarrells Preparatory School.

“We see The GC Index® as our competitive advantage.”

COO, Global Project Management Consultancy.

“The GC Index® team is supporting us in driving innovation and performance across the whole business. Together, we are building game-changing teams and creating an environment where everyone, regardless of their role, can make an impact.”

Head of Talent Development, Global Bank.



Organisations need a framework and language for their people that is simple, effective and outcome driven. It needs to be scalable, reliable and adaptable but most importantly it needs to create a level playing field where everyone can contribute and make an impact.

That framework and language is The GC Index.

Professor Adrian Furnham



**Let's work together
to change the game.**

Please get in touch if you would like to discuss
The GC Index® profile or our bespoke programmes...

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