

# 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<sup>®</sup> empowers organisations to drive performance and achieve innovation goals by transforming their approach to talent management.**

## **What is The GC Index<sup>®</sup>?**

The GC Index<sup>®</sup>, 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.

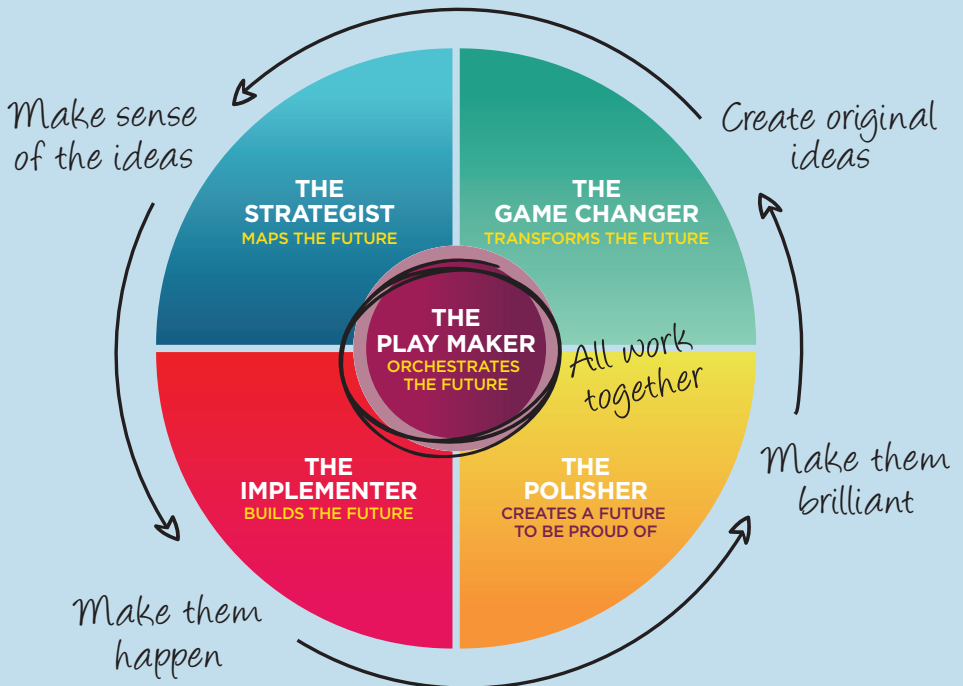
“Not everyone is a Game Changer, but everyone can make a game-changing impact”.



## 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.”**

Pascal Viginier Group CIO Orange

# The GC Index<sup>®</sup> 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<sup>®</sup> 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:



## The GC Index® and our bespoke programmes will enable our clients to address the following:

### TALENT IDENTIFICATION AND MOTIVATION

Our scientific model removes bias so that organisations can identify game-changing talent and contributions, regardless of how far individuals have climbed up the corporate ladder.

### ORGANISATIONAL CHANGE/DEVELOPMENT

We drive innovation and creativity in people and cultures to future proof organisations. Our programmes have supported organisations in engaging and developing teams, and implementing succession initiatives to develop 'safe to fail' cultures.

### INDIVIDUAL IMPACT

Our tailored impact programmes have helped thousands of individuals realise their leadership potential and maximise their contribution within their organisation, team and role.

### TEAM IMPACT

We help organisations build game-changing teams, within which people have a shared understanding of each other's contribution and impact.

# Let's work together to change the game.

"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.

"We see The GC Index® as our competitive advantage."

COO, Global Project  
Management Consultancy.

"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.

"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.

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

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