

EMPOWERING ORGANISATIONS TO DRIVE PRODUCTIVITY

The GC Index® is the organimetric that empowers organisations to drive productivity and achieve results by creating game-changing teams and cultures.



The GC Index® enables organisations to create a language and framework that aligns the impact and contribution of all their people to business processes and outcomes.

STRATEGY & BUSINESS	ORGANISATION & CULTURE
BUSINESS STRATEGY	CULTURE TRANSFORMATION PROGRAMMES
MANAGEMENT CONSULTING	DIVERSITY & INCLUSION PROGRAMMES
MERGERS & ACQUISITIONS	OPERATIONAL IMPROVEMENT
SALES & GROWTH	ORGANISATIONAL DESIGN & DEVELOPMENT
HR & TALENT	CHANGE & TRANSFORMATION
LEADERSHIP COACHING & DEVELOPMENT	CHANGE MANAGEMENT
RECRUITMENT	DIGITAL TRANSFORMATION
TALENT DEVELOPMENT	INNOVATION PROGRAMMES
TEAM COACHING & DEVELOPMENT	PROJECT & PROGRAMME MANAGEMENT
YOUNG PEOPLE DEVELOPMENT	TECHNOLOGY & SOFTWARE SOLUTIONS

What is The GC Index®?

The GC Index® is an Organimetric (organisation metric). It measures the real and potential impact that everyone can make to a role, team and/or organisation.

The GC Index® augments and complements existing HR and Talent data. This enables organisations to drive better people decisions based upon the impact and contribution their people can actually make. It enables organisations to:

- Gain unique insight on people impact
- Improve business outcomes
- Create a common language across the business
- Increase individual performance
- Increase team performance
- Make more informed and accurate people decisions



The GC Index® identifies how people best make their impact and contribution

The GC Index® Organimetric provides a common language and framework that identifies five key ways (we call them proclivities) in which people can make an impact to a role, team and/or organisation.

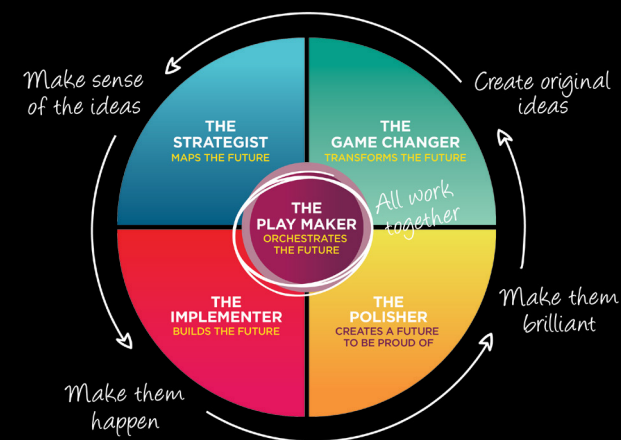
It is a language and framework that delivers a foundation of impactful collaboration throughout an entire organisation across all levels. Truly driving an inclusive workforce and culture.



Everyone can make a positive impact:

The GC Index® provides an inclusive framework that shows how everyone's contribution and impact is valued.

This results in game-changing teams, cultures and powerful productivity enhancements.



The GC Index® identifies five key ways in which people can make an impact to a role, team and/or organisation.

STRATEGISTS

These individuals map the future. At their best, they engage others with a clear direction that brings focus to action.



GAME CHANGERS

These are the individuals who at their best generate original ideas and possibilities that have the potential to be transformational.



PLAY MAKERS

These are the individuals who at their best focus on getting the best from others in support of agreed collective objectives.



IMPLEMENTERS

These are the individuals who focus on action. At their best they shape strategic plans and deliver tangible outcomes.



POLISHERS

These individuals create a future to be proud of. At their best, they focus on making things better, continual improvement and the pursuit of excellence.

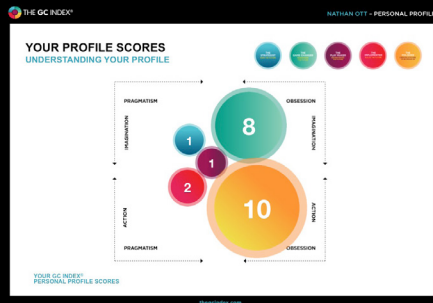


Benefits experienced by organisations leveraging the power of The GC Index®



Three levels of intelligence

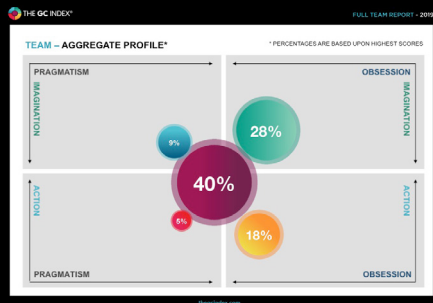
INDIVIDUAL VIEW



A 24 page report focusing on each individual is provided to describe their approach to work, how they can make their best impact and how they best complement the impact of others.

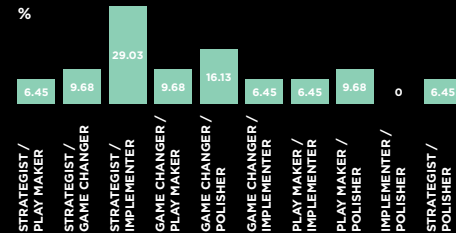
People are not put in boxes. There are 100,000 different combinations, within The GC Index® which allows for diversity of human impact.

TEAM VIEW



The GC Index® Team Report is outcome focused and delivers a basis for INTRA team collaboration.

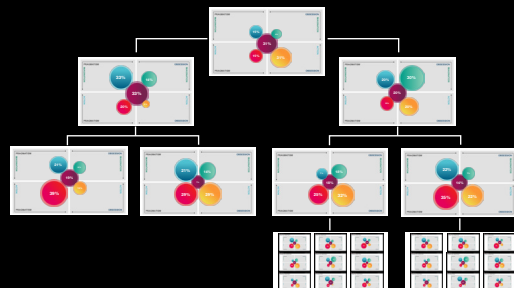
It provides a structure, language and framework, to help all members of the team contribute to team objectives.



ORGANISATION VIEW



An Organigrametric Impact Framework (OIF) gives a platform for ALL organisational decision making and provides a basis for INTER team collaboration.



Impacting clients and industry

- Helping individuals identify how they make their game-changing impact
- Giving leaders the tools to remove unconscious bias and create teams based on diversity of impact that will drive success
- Reducing the risk of failed hires for organisations
- Giving organisations the tools to drive measurable business outcomes



RECRUITMENT AND EMPLOYMENT CONFEDERATION

Recruitment is one of 18 The GC Index® Business Process Specialisations and we have a strategic partnership with the Recruitment and Employment Confederation (REC) who, as well as support their 3,500 Recruitment company members and 11,500 Recruitment professionals, run the Good Recruitment Campaign (GRC) which has over 500 corporates committed to delivering best practice recruitment. The GC Index® is seen as helping to provide leading edge 21st Century people assessment.

Companies like Sainsbury's, Santander, Deloitte, Royal Mail, Lloyds, Network Rail, McDonald's, Mercedes-Benz, EY, Coca-Cola, RBS, Oxford University are all signed up to the GRC. Is your company signed up?



GARTNER COOL VENDOR THE GC INDEX®

London, U.K. (<https://www.thegcindex.com/>)
Analysis by Jouni Forsman (Gartner) and Ian Keene (Gartner)

Why Cool: As discussed in "Market Trends: Successful CSP Digital Business Transformation Is Guided by Clear and Measurable Business Value," culture and people issues are at the core of all CSP digital business transformation projects — yet are notoriously difficult to measure. The GC Index® offers an innovative framework for measuring and improving organizational culture. It focuses on finding out how individuals prefer to contribute — and therefore have their biggest impact — while feeling satisfied in their roles. A delicious example of fresh thinking is how The GC Index considers its own organization. For example, there is no CEO but a "Chief Polisher."



GC PEOPLE COMPANY

Some companies believe that their people are at the core of their success. They believe that there is a direct correlation between an engaged, empowered workforce and better business performance.

Companies like these are using The GC Index® as a common language of impact and collaboration, resulting in:

- People who enjoy their roles and become more productive
- More effective teams who leverage the impact of each person
- Organisational harmony through enhanced collaboration
- Employees feeling valued for their own personal impact
- Increased diversity by decreasing "unconscious bias"
- Greater awareness of how each person has an impact

If you would like to promote these aspects of your business to attract and retain the best talent, then please contact us to see how you can brand your company "A GC People Company".

Some clients we've impacted so far



Let's work together to change the game.

To understand how The GC Index® can unleash the impact of the people in your organisation, please get in touch with us.

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