THE GC INDEX®

Talent Management Case Study

Tipico Group Accelerates Talent

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ACCELERATING TALENT

Background:

Tipico Group, international provider of sports betting and casino games, embarked on a new talent management programme to help individuals contribute beyond the boundaries of their current role.

Tipico was looking for a programme to help improve self-insight and use this as a foundation for team members' personal development plan in order to support them in identifying and developing their potential for future roles.

Solution :

GC Partner The Value Partnership ran a development programme with Tipico Group. The team started by identifying their most talented individuals so that leaders could provide the right support.

The programme opened with a workshop. Everyone who attended was asked to complete The GC Index® before the event to determine how they contribute to a role, team and organisation.

During the workshop itself The Value Partnership provided feedback to each cohort. This involved talking through each individual's GC Index® profile and discussing how they can make a game-changing impact.

After the participants received feedback on their individual profiles they were given some insight, using The GC Index® reports, about how they work as a team. This created a positive environment in which the team could have an open discussion about how team members contribute and where they could identify individual strengths in the team.

Impact:

The GC Index® has given individuals focus and a much better understanding of where they need to be focusing their energy to accelerate their impact in the organisation.

One participant said: "My GC Index® profile has helped me reflect on how I can tap into my strengths better and how I can develop other areas where I'm not so strong."

The team profile gave the workshop participants a whole new level of insight. They started to recognise the contribution all of their colleagues make and value difference in a way they had not before.

A team leader said, "The GC Index® created a common language and framework, which has led to a much more harmonious and positive working environment.

"It was very helpful when considering team members' preferences and natural strengths. It has made me think about what individuals within my team are doing and how the overall team composition suits business demands."

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