

IDENTIFYING UNDISCOVERED TALENT WITH THE GC INDEX®



GC Partner InfinityGlobal.io is leveraging The GC Index® to achieve its mission to take recruitment to the next level, creating a level play field for all. This is helping them to identify undiscovered talent and support social mobility....

THE BACKGROUND

GC Partner InfinityGlobal.io, part of the route2work Group, provides 'game-changing edtech solutions via a world-class digital platform' that levels the education and careers playing field for talent globally.

The platform acts as a 'department store' where individuals, clients and partners can access a range of solutions designed to support personal development, access to employment or their respective organisational talent agendas.

They teamed up with a global leader in recruitment process outsourcing and managed service solutions as part of a drive to reform the way large organisations recruit talent of the future.

They incorporated The GC Index® as part of their recruitment without bias model to:

- Support a social mobility agenda by identifying previously undiscovered talent
- Shorten the recruitment cycle and select the most appropriate candidates for the Academy
- Deliver targeted, skills-specific training, CPD courses and soft skills training with access to industry experts throughout
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HOW THE GC INDEX® WAS USED TO MAKE AN IMPACT

The GC Index® was used as part of the initial screening process to help select the best candidates for the Academy. Their GC Index® profiles were integrated into the training programme to ensure that participants had the best possible chance of success.

The insight provided by The GC Index® enables each candidate to articulate how they can contribute and the attributes they bring to a role, above and beyond job-specific skills and technical knowledge.

Access to The GC Index® results has seen those candidates receive expert guidance throughout the Academy and for the future. Similarly InfinityGlobal.io's partner was able to have instant, objective access to each candidate's proclivities and potential.

Clients and candidates will be positively impacted by the right person being deployed onto the right assignment, creating a virtuous cycle of partnership, productivity, sustainability and impact.

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

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THE PROGRAMME WON THE 2021 INCLUSIVE GC GEM – JUDGES WERE IMPRESSED AT HOW THE PROGRAMME IS HELPING CREATE A LEVEL PLAYING FIELD BY REMOVING BIAS FROM THE RECRUITMENT PROCESS AND HOW IT IS SUPPORTING SOCIAL MOBILITY.

THE IMPACT MADE WITH THE GC INDEX®

This Academy programme is maximising the potential of untapped talent and supporting successful deployment into sustainable career pathways.

Individuals enter their role with in-demand technical skills and a clear understanding of how they can best add value to the workplace through their natural abilities. It also allows them to understand how to collaborate with colleagues more effectively.

Due to the early success, this Academy programme is now set to be rolled out to 250 candidates within two years. It is providing sustainable employment opportunities for individuals who may not otherwise have been able to access this type of opportunity, and a scalable pipeline of diverse tech talent to InfinityGlobal.io's client and their end customers.

“With The GC Index, we can help clients bridge the gap between understanding their people and mapping them onto processes – for maximum impact.”

Kanishka Misal, CTO of route2work Group

