

## GPI™ Accreditation

What drives the bottom line performance of your organisation? It is the people who work for you, of course!

Most managers dream of having a highly capable team of self-motivated staff, who work together effectively to accomplish key results; and HR professionals dream of having tools that are truly effective in supporting this goal.

Teams of this calibre have to be carefully crafted through:

- Recruitment processes that get the right people into the right jobs
- Team-building strategies that get people working in harmony together
- Learning & development approaches that help people to enhance their strengths and overcome their weaknesses
- Succession planning that identifies and retains talent

The GPI™ is a tried and tested personal profiling tool that can be used to enhance the effectiveness of all these important processes.

Our accreditation workshop gives participants a personal life-time license to administer and interpret the GPI™, issued by our UK partner organisation GIL.

### Overview

<b>Type of Learning:</b>	Workshop
<b>Suitable for:</b>	Development Professionals and Teachers, HR Practitioners, Coaches, Counsellors and Managers who are interested in supporting the personal development of others, including career development/recruitment
<b>Duration:</b>	4 days
<b>Key Question:</b>	How can we use the GPI™ to support individual and organisational effectiveness?
<b>Expected Outcomes:</b>	A greater depth of insight into an individual's predisposition - their characteristic or comfortable way of behaving - so that you can help them a) to identify alternative more effective strategies for dealing with any challenges they are facing and b) to identify suitable careers / jobs

<b>Content Information:</b>	<p>The workshop will equip you to do the following:</p> <ul style="list-style-type: none"> <li>➤ Know when to use the GPI™ and what advantages and benefits will be gained as a result</li> <li>➤ Explain the theoretical background of the GPI™ test and the extent of its validity</li> <li>➤ Administer the GPI™ in an ethical and professional manner</li> <li>➤ Use the GPI™ in a coaching context to support effective behavioural change and/or decision making</li> <li>➤ Use the GPI™ in a recruitment context to enhance the likelihood that successful candidates will go on to give a good performance at work</li> <li>➤ Manage the practicalities of ordering and paying for tests on line</li> <li>➤ Know what additional tools are available to supplement the GPI™</li> </ul>
<b>Other Information:</b>	<p>The GPI2™ is a version of the GPI™ which has been specially designed for youth. We use this for career counselling with students and for personal development as part of our ‘Future Leaders’ workshop</p>

## More About the GPI™

The Glowinkowski Predisposition Indicator was developed by renowned occupational psychologist, Professor Steven Glowinkowski, specifically for use in the world of work. It accurately assesses a person’s preferred style for managing:

- **Tasks** - their problem solving and implementation style
- **People** and relationships - their communication & interpersonal style
- **Emotions** - their emotions & self control

The GPI™ questionnaire is completed on-line in about 30 minutes and presents its output data in a highly compelling visual manner, using language which is positive and empowering. It’s based on 20 years of truly international research, which has included African participants, so we believe it works better in an African context than other tests on the market, whilst still working excellently for other nationalities.

“I have used the GPI methodology for many years. The GPI is easy to use, understand and its outcomes are in non-technical speak that is easily translated in business and individual development actions. It provides a common language for developmental feedback that keeps conversations objective and avoids the subjective or the overly personal. The database of talent now on the GPI means that true cross-industry benchmarking is possible. Most importantly, there is a very strong link between developing people using GPI and business performance outcomes.”

**Richard Beavan | Lloyds Banking Group | General Insurance**

The GPI™ combines the best features of both ‘type’ and ‘trait’ tests: participants come to understand their overall style, allowing them to easily compare themselves to others and make adjustments to enhance communication and harmony.

In addition, participants receive an in-depth individual profile which is totally unique to them (and which can be used for recruitment purposes).

For team building interventions, the team report enables participants to tackle the real issues in a non-threatening way. The GPI™ is also available in a youth version, making it ideal to support young people in career choices.

## More Information

To find out more about the GPI (including downloading the technical manual) please copy this link into your browser: <http://www.glowinkowski.com/GPI.html>

## Contact Us

For further information about this solution, or to receive a formal proposal, please contact [info@theleadershipteam.org](mailto:info@theleadershipteam.org)