



FOR CLIENTS

Why is Aspire Recruitment using a revolutionary tool, such as The GC Index?
Because it will transform your recruitment process and your businesses performance.

The most significant challenge facing the industry is the issue of placing the wrong candidate into the wrong job. According to new research by REC, 85% of HR decision makers admit to having made a bad hire at some point in the past. REC also identified that 2 in 5 of all new hires turn out to be bad hires within 18 months of the start of their employment.

This equates to an alarming 40% of all new hires. To put this into perspective, a poor hire at mid-manager level with a salary of £42,000 can end up costing a business an enormous £132,015. With 40% of all new hires proving to be bad hires within the first 18 months, it is fair to say that the cost to business is immense. This is not a small problem (John Hackett, 2017)

Introducing The GC Index®

When used in recruitment, The GC Index® acts as an underpinning framework to enable an organisation to articulate the Impact and Contribution they require from the candidate within a specific role or team and provides a means of assessing and benchmarking candidates against these criteria.

The model draws a distinction between individuals who seek to make an impact through ideas (The Game Changer / The Strategist) and individuals who are focused on making an impact through tasks (The Polisher / The Implementer). There is also an accommodation for individuals who prefer to contribute through bringing people together (The Play Maker).

The GC Index will underpin any Recruitment Framework. It is designed to serve as a practical and adaptable framework with outcome focused language to:

a) Enable the hiring manager to practically articulate the impact and contribution they require from the successful candidate within a specific role and/or team.

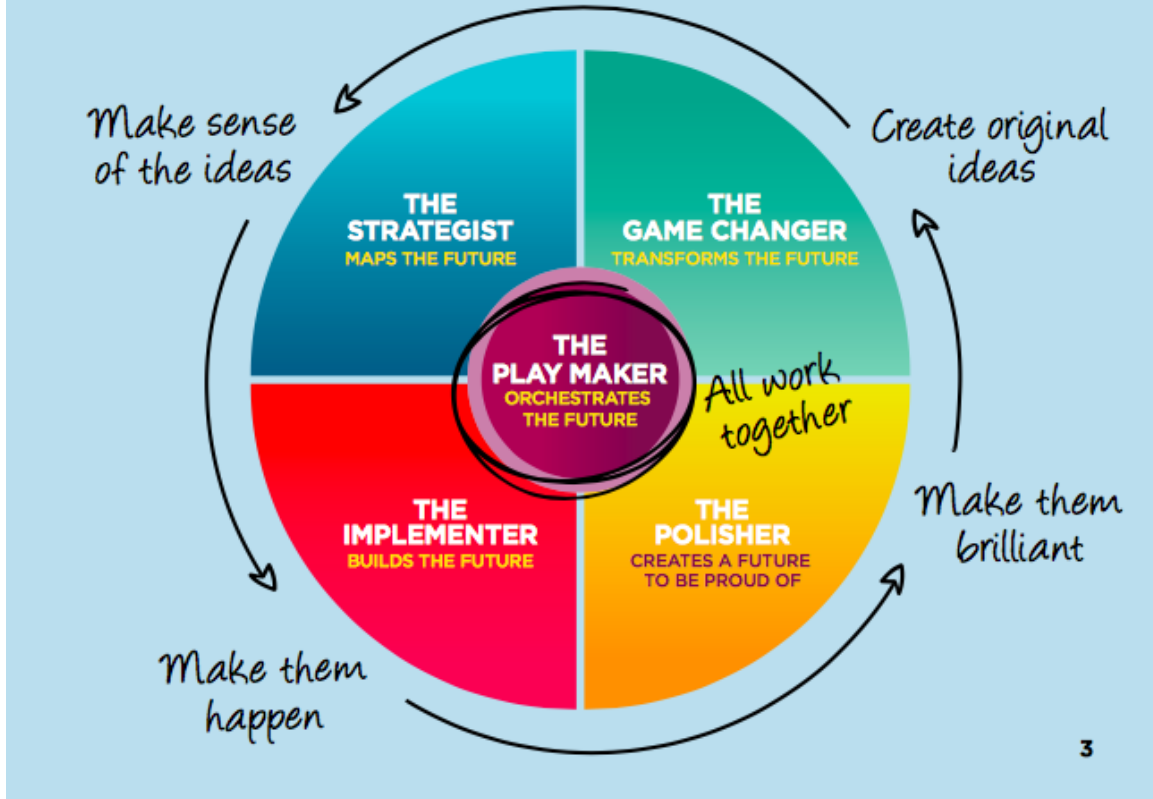
b) Provide the framework for the hiring manager to effectively assess and benchmark candidates against the desired impact and contribution to a role and/or team.

The GC Index® is not a measure of experience or competence but will provide data to a recruitment process along a number of areas, not limited to the below examples:

- **THE CAPACITY FOR CREATIVITY:** i.e. Do our candidates need to have an openness for original ideas and creativity?
- **THE ENERGY AND CAPACITY FOR INNOVATION** (different from creativity): i.e. Insights into, and energy for, continuously improving things.
- **INCLINATION FOR COLLABORATION:** i.e. Do our candidates value shared endeavour, team work, building complementary relationships?
- **ADAPTABILITY:** i.e. Do we need adaptable individuals?
- **TASK FOCUSED:** i.e. A focus on pragmatism and realising tangible outcomes.
- **CONCEPTUAL THINKING:** i.e. An ability to make sense of complex/abstract notions and ideas.
- **AN INCLINATION FOR CONSCIENTIOUS PRECISION:** i.e. an attention to concrete details.

INSERT GRAPHIC AND MODEL

Aligning everyone to the process of innovation...



For further information, please contact Rivero Consultancy.

info@riverohr.com

www.riverohr.com

+44 (0) 7540 267 189

ADD LOGO