

Valorem Partners powered by The GC Index®

Solving your business challenges by helping you hire game-changing talent for your organisation, ensuring you create diverse, engaged and impactful teams that maximise performance.



THE GC INDEX®



A recent study compiled by the REC, found that

“Two fifths of new hires turn out to be bad hires within 18 months” and “On average a bad hire will cost a business £132,000”.

Here at Valorem Partners, we help you make more impactful hires that solve your business challenges, helping to drive your business forward and achieve your overall business and financial goals.

Our solutions, now powered by **The GC Index®**, provide you with absolute confidence and clarity in making accurate and impactful hiring decisions, whilst eliminating the risk of a bad hire.

How The GC Index® helps you hire game-changing talent.

The game-changing organimetric, **The GC Index®**, is a powerful and revolutionary way to gain exclusive insight into potential new hires for your business and your existing teams, by identifying the tangible impact they will have on your business.

This insight is not available with any other form of candidate profiling and Valorem Partners are extremely proud to make it possible for you to obtain this game-changing information during the hiring process, that will provide significant value to your business.

The GC Index® eliminates the risk of bad hires by going way beyond skills, experience and personality profiling, helping you to understand exactly the type of individual you need on your team by measuring the impact and contribution they will have in their role and on your business.

It measures and describes five different ways in which people are inclined to make an impact and contribution, allowing you to identify the difference between the impact a candidate will prefer to make versus the impact that is required by them to successfully fulfill their role. It provides a language and framework for people that is simple, effective and outcome-driven. It is scalable, reliable and adaptable, but most of all it creates a level playing field where everyone can contribute and make a positive impact.

Valorem Partners are extremely proud that **The GC Index®** will form an important part of our unique client and candidate engagement process and our trusted partners can now enjoy the following benefits:



Attract game-changing talent that delivers a game-changing impact

By clearly defining the type of candidate you need, you can now create laser-focused role specifications and assignment briefs that use the required language to naturally appeal to those types of people you are looking to attract to your business.

The result

Hiring time is reduced as unsuitable candidates are identified immediately, while the talent you hire is able to make their best and preferred contribution in their role, delivering the highest impact on your business from day one.

Build a workplace of wellbeing and happiness to improve retention

By making a meaningful and positive contribution, your team will love what they are doing and feel valued for doing so. This will have a huge impact on their sense of wellbeing and overall happiness at work; they will leave every day feeling happy and wanting to do it again tomorrow.

The result

Happy teams are more productive, more creative, less stressed, and naturally more inclined to make the game-changing decisions that have the biggest impact on your business.

How happy would you be knowing that you are supporting your team's wellbeing and mental health?

Create more diverse teams

By using robust insightful data to highlight which candidates will have the highest positive impact and contribution on your organisation, implicit bias and subjectivity are removed from the hiring process altogether. Exceptional talent shines through – regardless of their gender, race, religion, sexual orientation or background. In a male-dominated sector, your business demonstrates its proud support for the Women in Finance charter.

The result

Diverse teams are more creative and innovative, more engaged, and better at solving problems and making big decisions. According to **McKinsey & Co.**, companies in the top quartile for gender diversity are **21%** more likely to enjoy above-average profitability, while ethnic and cultural diversity results in a **33%** increase in performance.

Reduce hiring risk

The GC Index® is the only proven, 21st-century tool that mitigates the risk of a bad hire by measuring the tangible business impact of individuals and teams, rather than relying on the same three criteria – expertise, experience and personality – that have been used to inform hiring decisions for many years. It reduces the risk of a mismatched hire by complementing the existing assessment criteria and allowing business impact to be identified and hired against.

The result

By using the data to highlight which candidates will have the highest impact and contribution required by the business, you will better safeguard the investment costs of a new hire, ensuring they are best placed to help you achieve your long term business and financial goals.

To find out more about how Valorem Partners powered by **The GC Index®** can help solve your business challenges by hiring game changing talent for your organisation, ensuring you maximise performance and stand out from the competition, then please contact Valorem Partners on **0121 751 8758 / info@valorempartners.co.uk**