

## VEREDUS announces game-changing new approach to executive recruitment and assessment

We know that our clients value the depth and quality of the assessment and insight services that set us apart from other executive recruiters. Because Veredus is committed to helping our clients to positively impact their future workforce, we're pleased to announce that we're adding even more value by incorporating a new assessment tool, The GC Index®, into these services.

The GC Index® is a powerful language and framework that scientifically measures impact. Developed at University College London, it describes five different ways in which people are inclined to contribute towards organisations, using incredibly simple, effective and outcome driven language.

The research that The GC Index® is based upon shows that every individual has an inbuilt drive to make a specific business impact. This is composed of a package of energies unique to them, based around five roles: Strategist, Game Changer, Play Maker, Implementer and Polisher. There is a powerful link between self-esteem and the ability to make and be rewarded for one's preferred impact. The GC Index® can illustrate over 100,000 possible combinations of these roles, exposing even the most subtle differences between individuals, which creates great opportunities for improved engagement, development, and performance.

The GC Index® also provides ground-breaking insight into the impact of teams, identifying how the collective energies of a group of individuals will translate into tangible business outcomes. The data shows the positive impact that everyone can bring to the team and serves as an outcome focussed framework to make real decisions. Through using The GC Index® as a language and framework for individual and collective impact teams have a roadmap to become more effective, more quickly.

### Using the The GC Index® data we can now support you with:

- Reliably establishing the impact of your current teams, assessing the fit to required business outcomes and identifying gaps in contribution.
- If gaps exist that need to be filled with external talent, designing roles against The GC Index® framework, identifying the impact required for success and aligning this to the skills needed to ensure high performance.
- Identifying The GC Index® profile of candidates, showing how each will impact your business.
- Establishing the likely synergy of the business impact of potential hires to that of your teams.
- Enhancing the assessment process to identify subtle differences between otherwise superficially similar candidates at assessment centres and interview.
- Identifying the appropriate coaching and development to enable new hires to make the maximum impact and ensure their long-term productivity and well-being.

The GC Index® augments and complements our existing assessment and insight data, enabling our clients to drive better people decisions based upon the business impact and contribution their people can make. By incorporating it into our assessment and insight services, Veredus are helping our clients to:

- Gain unique insight on the different ways individuals and teams will impact their business.
- Improve business outcomes by harnessing individual strengths effectively.
- Create a common language across their business that simplifies collaboration and builds trust.
- Increase individual performance.
- Ensuring team fit.
- Increase team performance.
- Make more informed and accurate people decisions.

For more information please contact [Steven Bell](#) or [Nick Cole](#).