

Building the Right Culture

BY FINDING THE RIGHT PEOPLE

AUTOMATIC CANDIDATE COMPARISON for the Veterinary Industry

EFFICIENT AND EFFECTIVE HR SUPPORT HIRING PLATFORM



No. 1 business challenge is finding the right people.

How can you be certain you will find people with the right underlying strengths who are :

- Empathetic Communicators
- Those with great attention to detail, reducing risk and error
- Sales people who can sell
- Professional people who can cross over into sales
- Main stayers - those with no ambition, happy to churn out the work, the 9-5 ers.

It can be a financial risk every time you hire. ACC highlights candidates underlying signature strengths driving their behavior, potential road blocks or frustrations.



Compare candidates against industry champion role models or internal champions and gain more certainty when hiring.

Screening candidates and comparing against industry champion role models or internal champions will help with the decision to interview candidates or to keep looking.

High Optimism scores for business leaders or sales people is a crucial element for success in most industries.

[Click here to see why Co-Founder Sam Bowden of United Vet Group explains why he introduced to over 300 Veterinary Practice Clients](#)

You can continue hoping for a better result or...

Have your own A.C.C. software platform and compare candidates against Vet Industry Champion Role Models



How can you be sure to maintain culture and team positivity when hiring new people?

Team Strengths Audits were conducted throughout Veterinary Practices in Australia. A Champion Ideal Role Model Benchmark was created for seven key roles:

- Practice Owner
- Practice Manager
- Consulting Vet
- Technical Vet
- Technical Nurse
- Head Nurse
- Receptionist

Everyone recognizes good people would like to employ similar people. By measuring the sub-conscious DNA drivers, creating behavior, it is a simple process to find the right people by comparing candidates against ideal role model champions.

See attached examples of:

- Benchmark/Graph Ideal Practice Manager Candidate Comparison
- Vet Practice Ideal Role Model Benchmark with 7 key roles

How it works

- Each Veterinary Practice is sent instructions via email to log into the ACC platform
- Profile codes are used to compare candidates against role model champions
- Frustrations around current staff? Profile and compare to see where issues come from and understand how to resolve
- No registration fees. Invoice provided when champion profile codes sent to delegate



“Innovation has nothing to do with how many R&D dollars you have. When Apple came up with the Mac, IBM was spending at least 100 times more on R&D. It’s not about the money, it’s about the people you have, how you are led and how much you get it.”

Steve Jobs

