

Vernalis World Class Assessment Centres

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Assessment Centres | Why It Matters

Evidence or impressions?

A high-performing manager may not succeed in a larger leadership role.

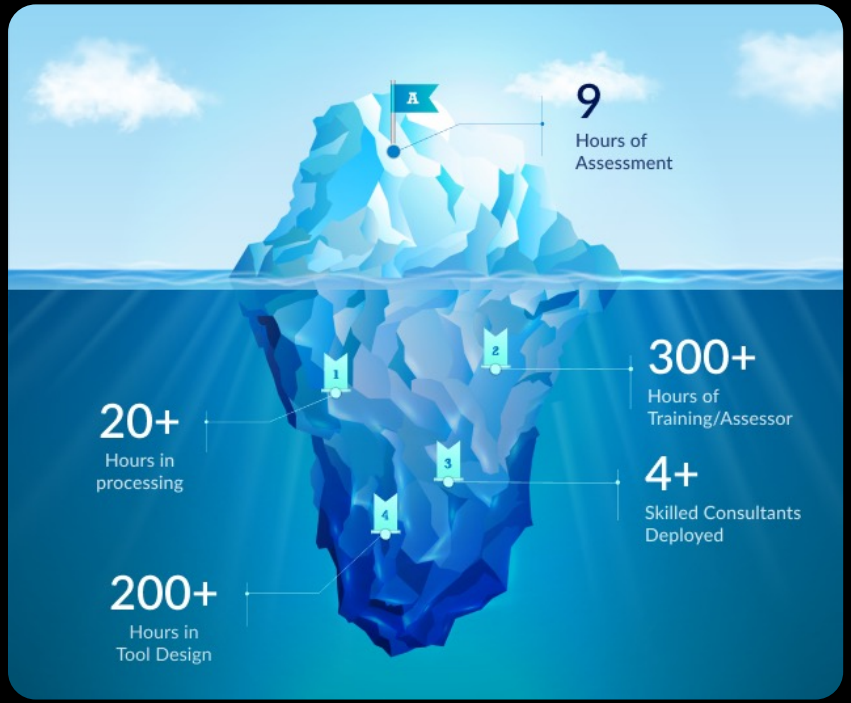
An impressive interview may not reveal how someone handles complex decisions, conflicting priorities or difficult people situations.

THE QUESTIONS HR LEADERS ASK

- **Who is genuinely ready for the next leadership role?**
- **Which employees can take on greater responsibility?**
- **How can we reduce subjectivity in hiring and promotion?**
- **Which development needs should we address before a critical move?**

2,000+	400+	15	20+
managers assessed	programs conducted	industries served	functions covered

Assessment Centres | Differentiators



01 **High quality and rigour**

Behind 9 hours of assessment sit 200+ hours of tool design and 300+ hours of training for every assessor.

02 **200+ well-researched simulations**

Realistic business situations show how people decide, communicate and lead.

03 **Feedback people accept**

80% of participants accept their findings, even when scores are low.

77% rated it outstanding or the best program they had ever attended

Vernalis

Assessment Centres | Key Deliverables

What you receive

Clear, evidence-based findings on every participant, ready to use in your talent decisions.

01

Structured behavioural assessment findings



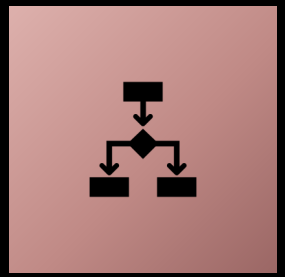


02

Individual profiles of strengths and development areas

03

Assessment findings to support talent decisions





04

Individual feedback and development plans, where in scope

Assessment Centres | Testimonials



Ms. Sindhu John
VP HR
TCS

"We chose Vernalis for our ADCs due to their focus on Fairness and Quality. Post ADC, many participants spoke about the program's contribution towards their self and professional development."



Ms. Sridevi Rao,
VP HR,
Kantar IMRB

"You did not treat this as another job, just give ratings, convey the bad news and go away. You patiently and with a constant smile kept on dialoguing till we fully agreed with what was conveyed."



Mr. Avadesh Dixit,
Global Head HR
Moody's Analytics

"One of the best developmental interventions I have experienced in many years… Precise diagnosis and personal customized feedback makes the programs very effective."

Assessment Centres | Applications



Assessment Centres | Methodology



1. Understand the business requirement
2. Define the competencies to assess
3. Design the assessment approach
4. Conduct the assessment centre
5. Consolidate the findings
6. Share findings (with development feedback, where in scope)

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Enabling Growth & Transformation .....with Harmony

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