

Future Readiness Roadmap Exercise (FRR)

BROCHURE Nov 2026

Vernalis

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FRR Exercise

- ☑ 50+ FRR Exercises done
- ☑ Consistently Highly Rated by Clients
- ☑ Friendly, Nonintrusive Approach

Your Roadmap to a World-class Organization

Program Outcomes


Clear Action Plan


Identification of Performance Blocks


Focused & Energized Sr. Management


High Buy – in for Change

Future Readiness Roadmap

First Step Towards A High Performance Organisation

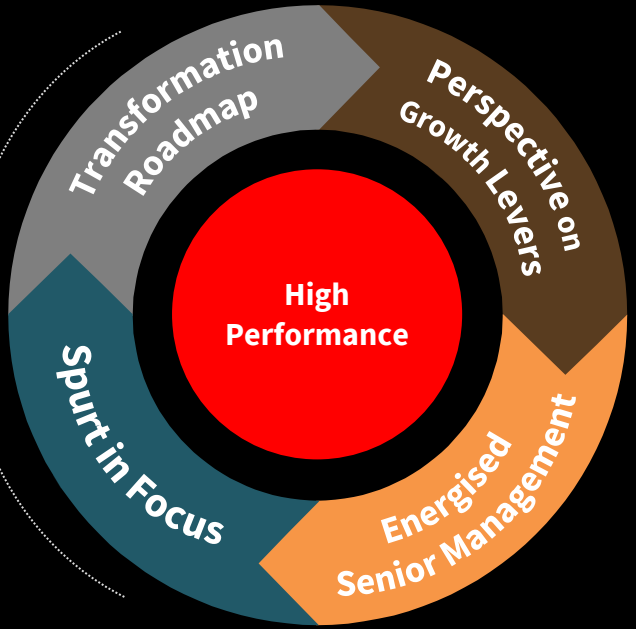
Top Mgmt Concerns

- How should a Function respond to changing Biz environment?
- Why do Strategic Initiatives fizzle out?
- How to improve Productivity?
- Great opportunities are passing by. How to energise managers to take initiative?
- How to stop firefighting & get work done?
- How to create a Hi-performance Culture?
- How to shift from person based to 'systems' based functioning?

Future Readiness

(FRR)

Outcomes



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Scope

To understand the Current organizational reality & recommend actions for Growth & Hi-performance

Focus on Managerial & Employee Learning Aspects

Financial

Customer

Internal Processes
Managerial Processes
Business Processes

Employee Learning & Growth

The Balanced Scorecard

9 KEY Areas and 40+ Dimensions

01 **Context**

02 **Steering**

03 **Control & Coordination**

04 **Org Climate & Culture**

05 **Quality of HR Processes**

06 **Development**

07 **Quality of Business Processes**

08 **Constraint Identification**

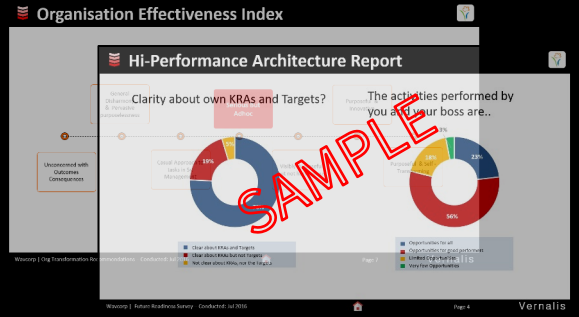
09 **Output**

Deliverables

A B

Hi-Perf Architecture Report & Org. Effectiveness Index

- The survey gauges the status of critical performance-enabling factors including role clarity, performance metrics, delegation, empowerment levels, and more.
- It plots the organisation on a scale of purposefulness, harmony & transformation.
- Provides a snapshot on vital parameters, triggering focused action.

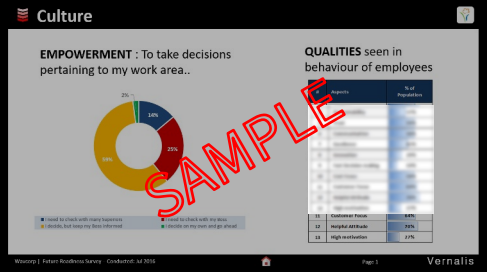


NB : 14 Qns
OG: 14 Overall Graphs
DG: 39 Demographic Graphs

C

Organisation Culture and Values Report

- The Vernalis Culture and Values survey focuses on key cultural behaviours driving productivity.
- The survey also aims to uncover the Practiced Values in the organisation.
- This helps identify specific Action points to drive holistic growth.

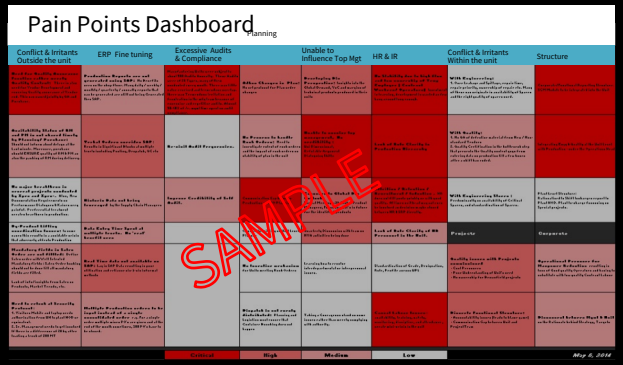


NB : 6 Qns
OG: 31 Overall Graphs
DG: 93 Demographic Graphs

D

Dashboard of Pain Points

- Comprehensive collection of Pain Points across functions and managerial levels shown as a Heat Map, to indicate severity.
- Provides an Excellent platform to launch change initiatives.



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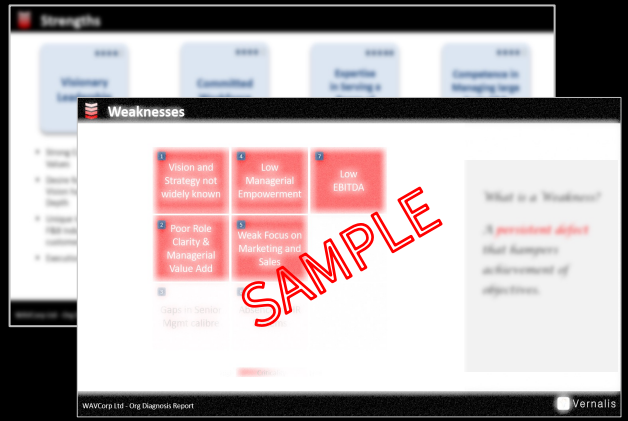
Deliverables

E

Strengths & Weaknesses

- This report identifies key Weaknesses limiting organisational growth, productivity and success.
- It also highlights Organisational Strengths - which need to be leveraged well for differentiation & market success.



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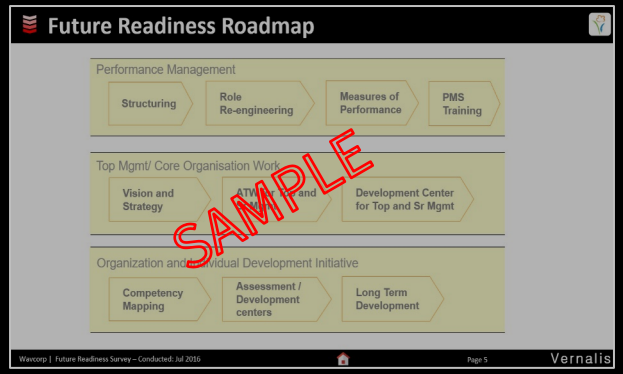
Future Readiness Roadmap

- The Diagnostic study consolidates all insights into a list of Interventions that address the challenges.
- It also simultaneously stimulate performance improvement, growth, and strategic alignment in the organization.



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Appreciation for Vernalis FRR



Praveen Sengar
Ex – CIO APAC
NTT

Vernalis helped us understand the path ahead. With them, we identified the top strategic initiatives & formulated the execution plan.



Ravi Chopra
Chairman
Piaggio

My in-depth interactions with the Vernalis team have been very meaningful. Their findings have enabled the management to identify strategic initiaves to become a World Class Organisation

Appreciation for Vernalis FRR



Suresh Bharwani
Chairman
JetKing

Compared to Other Consultants, Vernalis has very high Integrity. They understand problems at ground level so they can be solved forever.



Sridevi Rao
Director - HR
South Asia, Kantar Insights

The exercise mapped vicious circles - causal linkages between various internal and external phenomena - resulting in Attrition in IMRB. It has clearly set the roadmap for HR interventions.

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Enabling Growth & Transformation .....with Harmony

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