Vernalis

Hi - Performance Conversations



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Hi-Performance Conversations | Why It Matters

Why conversations fall short

Managers avoid tough conversations or turn them into judgement.

Vernalis Hi-Performance Conversations builds objectivity, task focus, listening and harmony, so the feedback conversation adds value.

WHAT GOES WRONG TODAY

Avoided

Tough conversations get put off or skipped

Judgemental

Feedback turns into a verdict on the person

Diluted

The real message gets softened and lost

Unfair

Reviews feel unfair, so performance does not move

What the programme delivers



30%

Productivity increase



82%

Rated the programme outstanding



350+

Participant managers



42

Skill parameters tracked

Hi-Performance Conversations | Differentiators

MICRO SKILLS MANAGERS PRACTISE

Objectivity

Facts, not opinions

Task focus

The work, not the person

Listening

Hear before responding

Harmony

Agree the way forward

01 **Expert guidance**

Experienced faculty, skilled facilitation and coaching.

02 **Personalised practice**

1 faculty to 3 participants, with 3 supervised practice rounds.

03 **Micro skill building**

Each skill is broken down and practised until it shows up in real conversations.

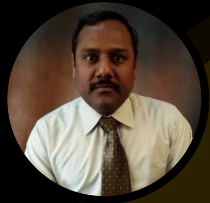
82% of 350+ participant managers rated the program outstanding

Hi-Performance Conversations | Testimonials



Ravi Chopra
VP HR
Orient Electric

"Excellent delivery & content. Different from other similar workshops I attended. Lot of takeaways."



Pradyumna Agarwal,
GM & Unit Head
UPL Ltd.

"It helped the Reviewer and Reviewee both on the importance & process of Performance Review System. The model used was very practical."



Sridevi Rao,
VP HR,
IMRB International

"Performance Reviews designed by Vernalis have brought in objectivity, clarity, & transparency in our organisation. It has also improved fairness and goal orientation."

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Hi-Performance Conversations | 3 Program Variants

Three program variants

A workshop-based program with faculty facilitation, coaching and supervised practice, backed by a mobile testing and development platform.

LITE

1 day | Mid-level managers

- Highly relevant training videos
- Top quality presentations
- Real-life examples
- Light practice on 1 module
- Mobile-based exercises
- 1 faculty to 20+ participants

STANDARD

2 days | Seasoned managers

- *Everything in Lite, plus*
- 3 faculty to 12 in practice
- 3 supervised practice rounds
- Video playback coaching
- Skill tracking on 42 parameters
- Pre-program survey

COMPREHENSIVE

2 quarters | Critical roles

- *Everything in Standard, plus*
- 1 coach to 1 participant, on the job
- Coaching across 2 quarters
- 2 supervised on-job reviews
- Skill benchmarked report
- Certificate of competency

Hi-Performance Conversations | Methodology

STAGE 1 Prepare

1. Understand managers and review cycle
2. Pick the variant and plan the calendar

STAGE 2 Practise

3. Workshop with videos and real examples
4. Supervised practice with video coaching

STAGE 3 Apply

5. On-job coaching and reviews
6. Track skills (42 parameters, benchmarked report)

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Enabling Growth & Transformation .....with Harmony

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