Vernalis

SENIOR MANAGEMENT
ASSESSMENT & DEVELOPMENT



74%
'Outstanding'
Feedback

Brochure 2026

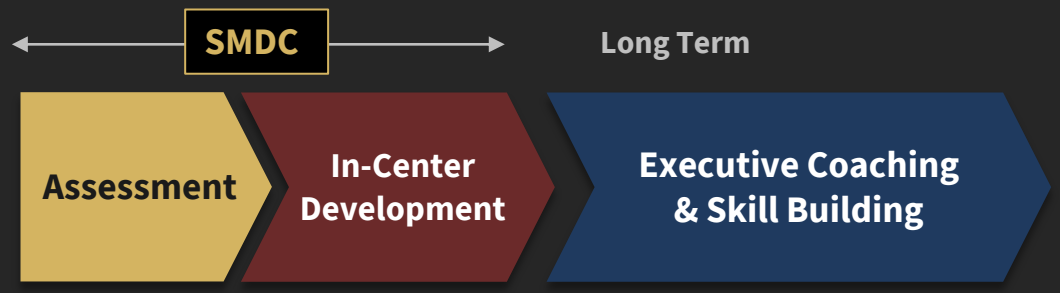
SMDC : Senior Management Development Center

Unleash the power of Leadership

Have you ever attended a program that made you sit and wish that it had happened a decade earlier? One you remember vividly even today?

The SMDC is all this and more. Rated 'Outstanding' or 'Best Program Yet' by nearly 74 per cent participants, the SMDC stands tall. Powering this success are amazingly realistic simulations that engage participants and Mature coaches that work alongside participants discussing nuances of Strategy and giving feedback on Leadership. Managers Love it. The application-oriented format helps learn continuously & uninhibitedly resulting in terrific take-aways.

SMDC : Five Days of World Class Leadership Development



Competency Framework

Vernalis SMDC is based on 5 Critical competencies proven to drive success at Senior Management levels. Discover how these 5 competencies combine to create a powerful delivery framework.



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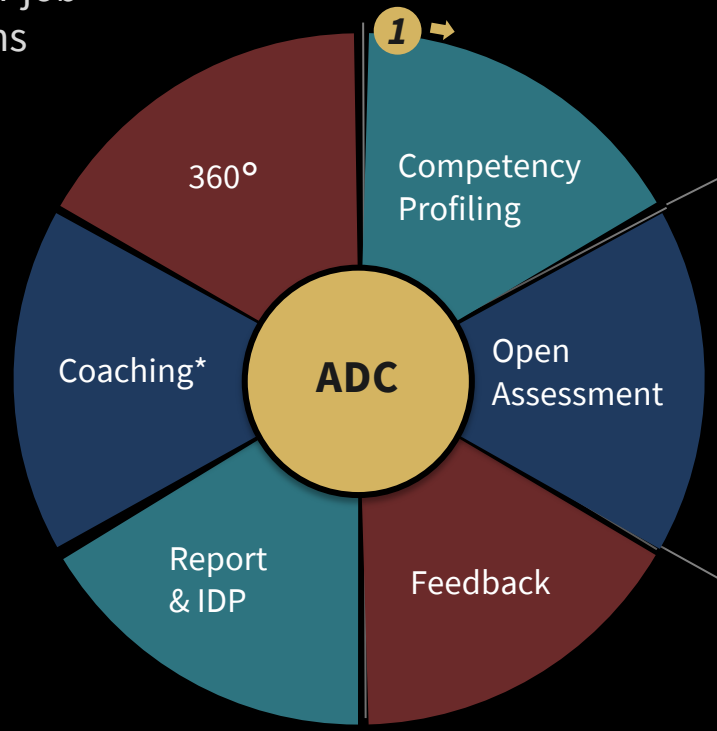
Vernalis SMDC Elements

* Optional
360° Survey * capture on-job perceptions

Hi-Validity Assessment Is done using Realistic, high validity simulations



* Optional
Long Term Coaching * The Coaching Sessions result in significant on-job adoption of ADC behavior change learnings

Open and transparent Assessment builds trust and is the key for Outstanding feedback given by Participants

Open Assessment

- Guided Self-assessment
- Great Insights into own performance
- Personalised Coaching
- Practical insights for development

Detailed Report Is built consensually and is a powerful record for development & change

One-to-One Feedback Is data-based and very harmonious even in case of Low-scoring candidates

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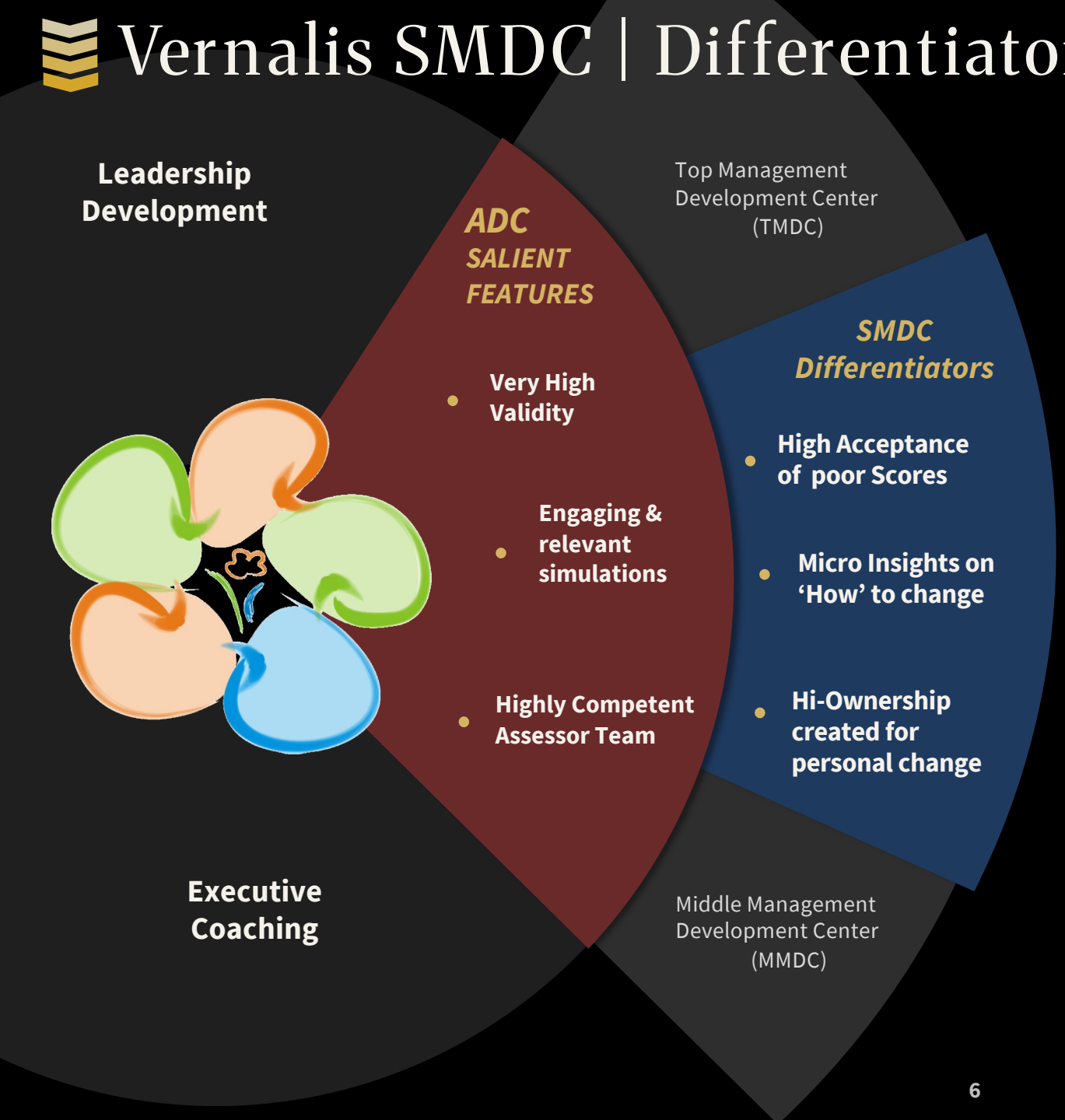
Vernalis SMDC | Differentiators



Other Takeaways

Immediate increase in productivity of Sr. Management

Better Alignment in Senior Team across functions

Significant insights unlocking potential of Subordinates

A world class experience that improves trust in training & builds HR credibility.

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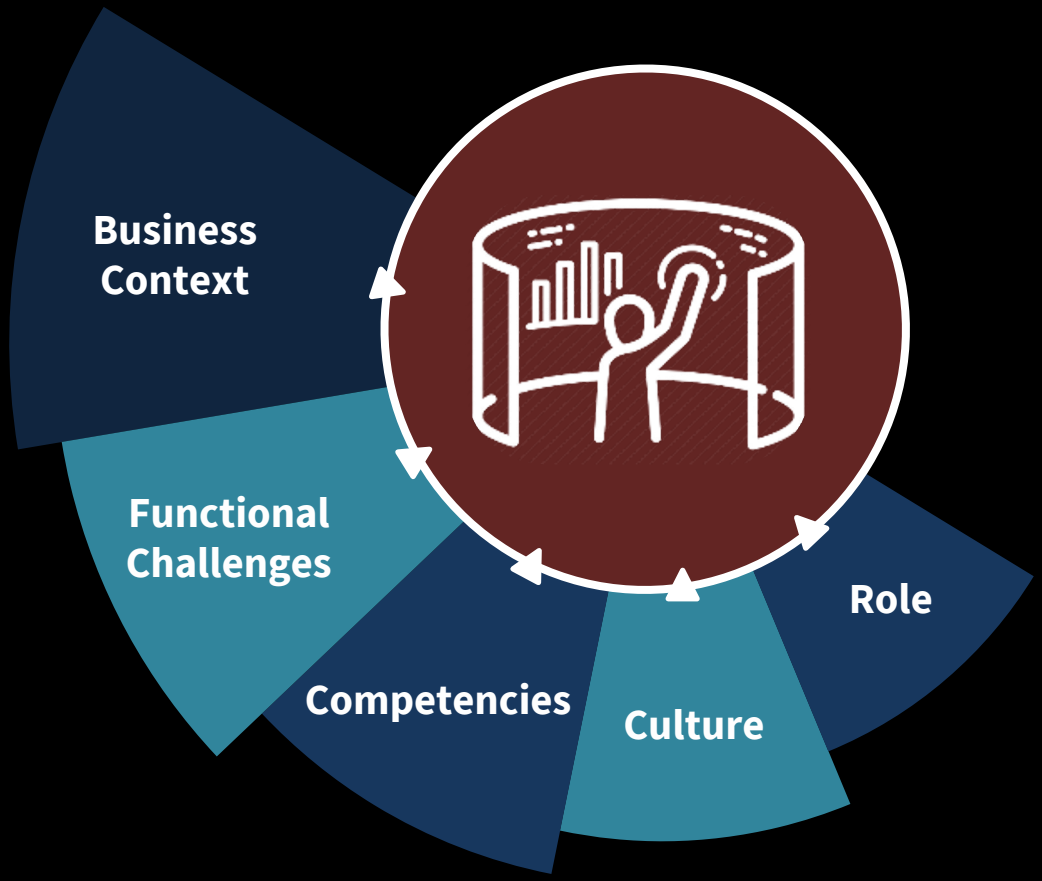
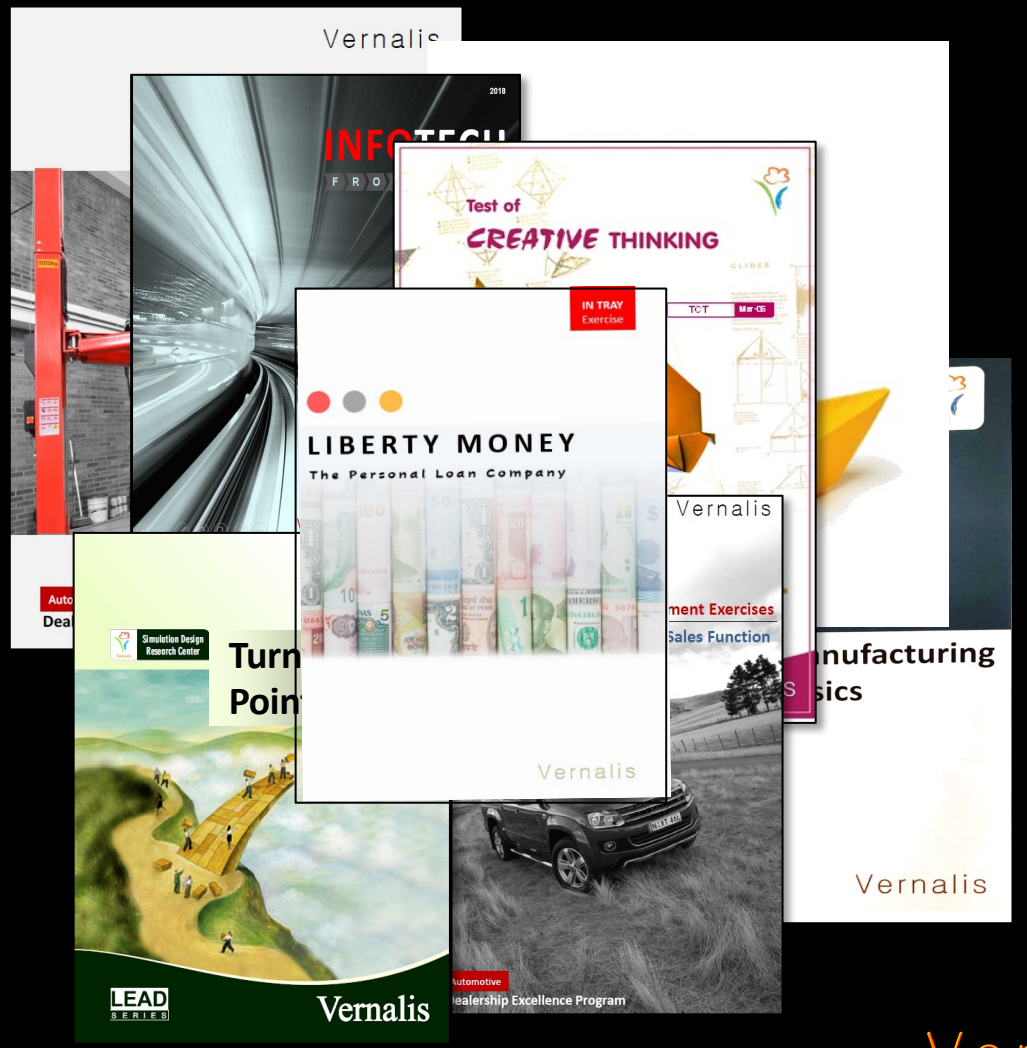
Vernalis World Class Business Simulations Library

***Nearly 100 business simulations**, each built from research inside real companies worldwide. We also **custom-build day-in-the-life assessment** centres around your business, something few firms globally can do. Candidates stay engaged, and the **results are far more accurate**.*





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Vernalis SMDC | Testimonials

Investment Banking

Great Insights into individual, group and organisation functioning.

RAVI SAXENA
CEO, Cipher Plexus

Automobile

I had six wonderful days in the SMDC. I got objective feedback on what I am, with specific developmental actions. There was a significant change in me, acknowledged even by my boss. Today, even 5 years later, I feel immensely benefitted. All should go thru the program.

MANGESH KULKARNI
VP-HR, Bharat Forge

Education

The SMDC environment was such that I automatically turned introspective. I was observing the positive and negative aspects of my performance with ease. All that was being understood by my head was being accepted by my heart because of the wonderful facilitation of Vernalis Team. Today, the SMDC learnings are still proving very helpful

NANDITA RAVAL
Head Operations, KEF

Product Development

I wish I had attended the SMDC program 2 years back. This would have helped me immensely to improve at all levels of job performance and across many relevant competencies.

SADANAND RAJPUROHIT
FES, Mahindra

Past Project Profiles

Numerous Development & Selection Centers were designed and executed by Vernalis for Senior Leadership of Tata Housing. Vernalis assessed the entire Sales Team of Tata Housing on Critical Sales Competencies using custom designed simulations focused on the Realty industry. The Group Coaching sessions ensured strong acceptance of results, which were used for Fitment and Promotion decisions.

Vernalis assessed the Entire Sales staff (National head, Regional Heads, Key Account Managers and Sales Managers) for ETEK a Leading IT Security in LATAM. The 5-day ADCs. outcomes were used for fitment and to formulate developmental actions. Simulations were customised to the Information Security industry and incorporated challenges faced in US and Latin America markets.



Vernalis assessed Indian and International Sales Heads of UPL on key leadership competencies over 5 days as part of a Senior Leadership Assessment - Development Program. Participants had strong takeaways for managing their sales regions better. Outcomes were used for fitment and developmental purposes.

Vernalis implemented the global Assessment program for Audi in India for their Sales and Service personnel for over 5 years. Vernalis also assessed the Audi Field Force personnel and worked on their Dealer handling and Sales skills for a year long program.

Vernalis assessed the entire Business Development Team based in the venture capital/ private equity spaces. Outcomes were used to restructure the team and formulate long-term developmental actions leading to a clear jump in results.

Vernalis assessed the Group Business Directors on critical competencies including sales-related competencies. Outcomes were used for promotion and fitment.

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Enabling Growth & Transformation .....with Harmony

Global Presence

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