

Vernalis TrueSphere 36

World-Class 360° Solutions Suite

BROCHURE | OCT 2026

TrueSphere 360° | From Feedback to Priorities

Feedback is scattered. Patterns stay hidden.

Leaders may have an incomplete picture of how others experience their behaviour.

Scattered feedback makes it hard to spot patterns or decide what to change.



Turn feedback into development priorities

TrueSphere 360, the Vernalis 360 Degree Feedback service, gathers views from the people who work with a leader.

It turns that feedback into reports, development plans and clear priorities.

> Vernalis brings every perspective together in individual and organisation-wide reports.

USED FOR

Development: find training needs or start a plan

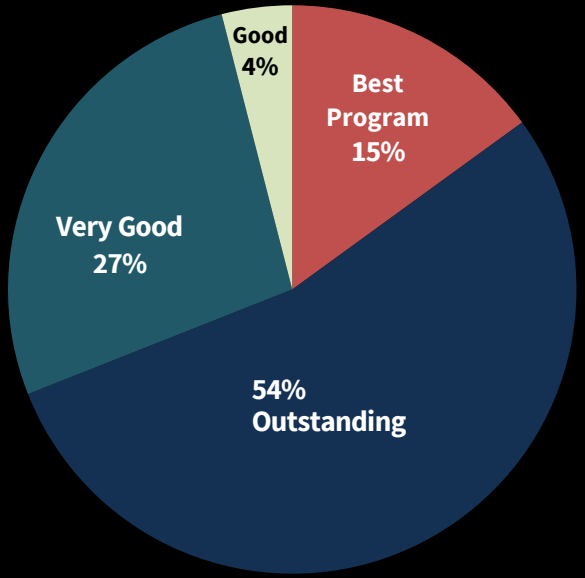
Appraisals: stakeholder views on a person's KPIs

Executive coaching: check progress on coaching goals

Vernalis

TrueSphere 360° | Recent Projects

Participant Feedback



fiserv. — *Fortune 500 I.T. Solutions Company*

360-degree feedback and Individual Coaching for the Entire Top & Sr. Mgmt. of Fiserv India including CEO. Global Participation.

UPL — *Global leader in agrochemicals*

360-degree survey for Sr Leadership in Mfg, Sales & Supply Chain. Global Participants. Also, 360^0 Appraisals to improve appraisal quality & acceptance.

NTT — *Global Technology Services Provider*

360^0 feedback and individual Coaching for the entire Senior and Middle Management of the internal IT team.

ESET — *Reputed South American IT Security Company*

360^0 feedback and individual Coaching for the entire Senior Mgmt.

TATA HOUSING — *Most Reputed Indian Real Estate Company*

360 degree feedback to support the development initiative for the Project Heads. Conduct of one-to-one competency based coaching.

TrueSphere 360° | Testimonials



Jaydeep Goyal
Vice President
Fiserv India

Very structured and pragmatic methodology. The feedback analysis and counselling proved very insightful & highly relevant to my management style. The follow-up development plans too were practical and resulted in overall improvement in my own outlook.



Juan Manuel Munoz
Head, Transformation
ETEK, Colombia

I really loved this experience, I fully appreciate all the feedback and valuable insights that came out of this exercise. Compared to previous 360 assessment exercises this was by far the best.



V Selvaganesh
IT Infrastructure Head
NTT Asia Pacific

Best Program with good content, report and approach. Vernalis' team's approach and attitude set a "good" example to others.

TrueSphere 360° | Differentiators

1 AI based biased detection

Flags rushed, biased or inconsistent ratings in real time and prompts raters to reconsider before submitting

2 Rater Training

Every rater learns what each question and rating means, so scores reflect observed behaviour, not guesswork

3 World Class Report

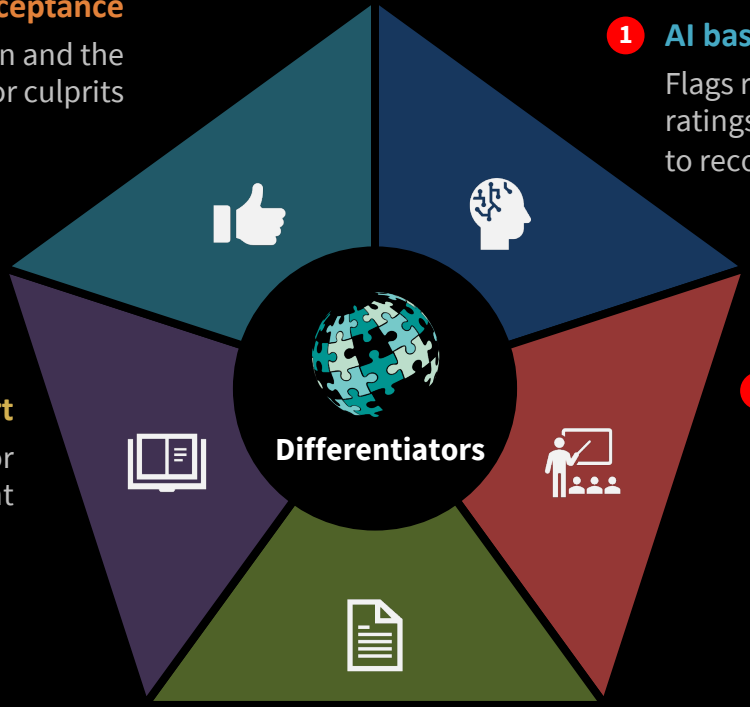
Visual reports with side-by-side comparisons across rater groups and competencies

4 Development Report

A superbly insightful report for long term development

5 High Acceptance

Designed to spark introspection and the motivation to change, never a hunt for culprits



TrueSphere 360° | World Class Accuracy

Vernalis Innovations in 360 feedback exercises such as Rater Training and Response Monitoring result in radical improvements in data collected.

1 Rater Training Pre-work



- Identify Raters
- Finalise dates & slots for Trg
- Sending Invitation
- Schedule Raters for Training

2 Rater Training Sessions



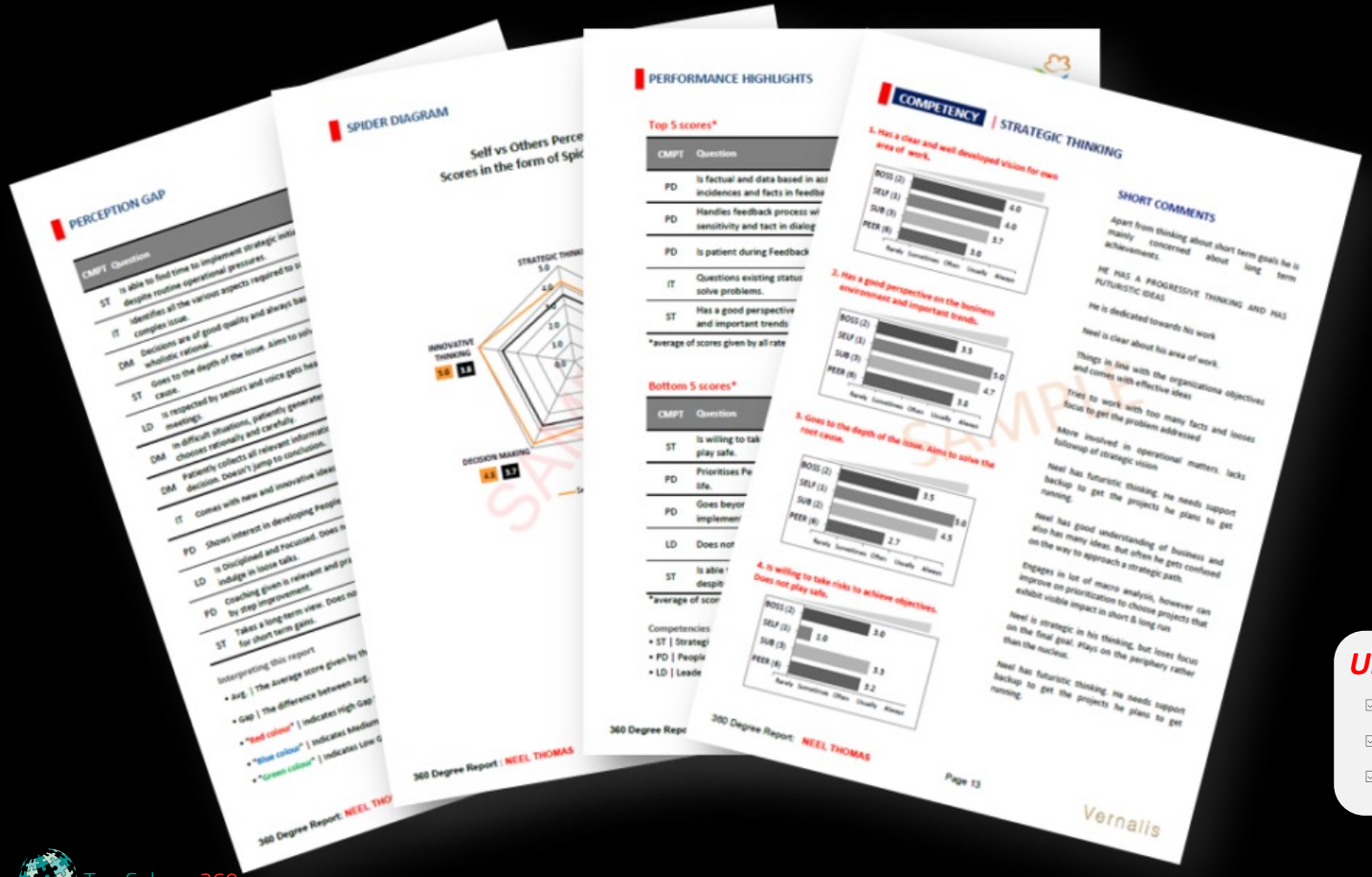
To share the important aspects of the project and sensitise raters about their roles and responsibilities.

3 Rater Training Video



Video link provided in the Survey itself for raters to understand Dos and Donts while responding to survey

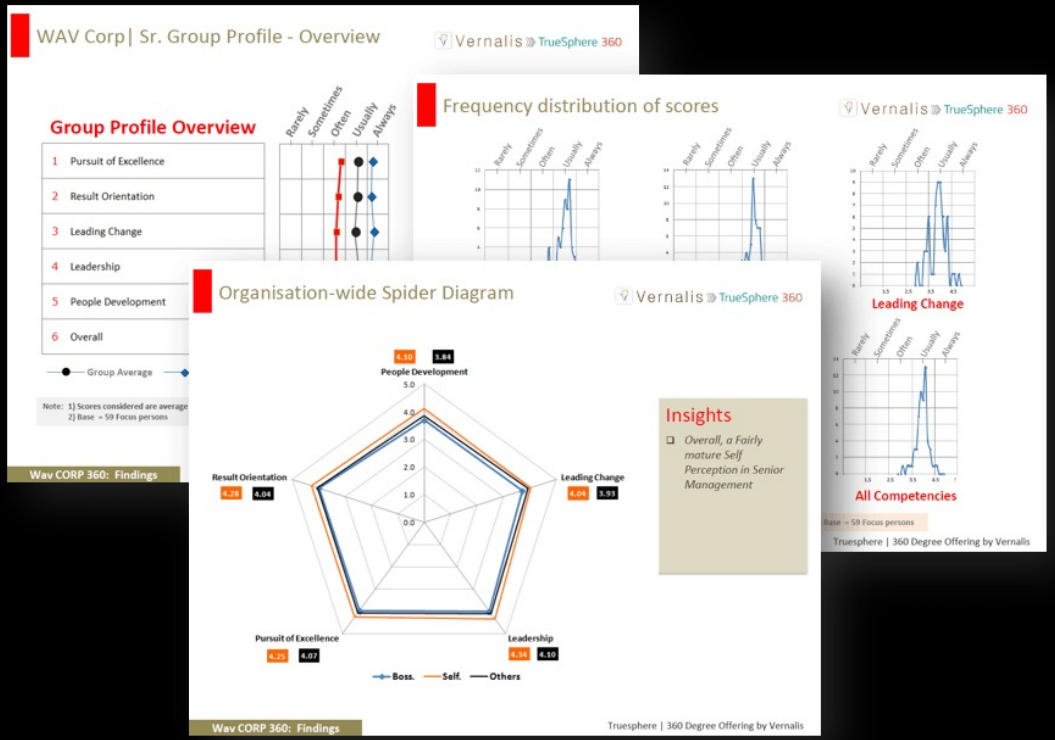
TrueSphere 360° | Beautiful Reports



Unmatched Quality of Reports

- ☑ *Visually Engaging*
- ☑ *Individually Handcrafted*
- ☑ *User-Friendly*

TrueSphere 360° | Org Team Report



Aggregate profile of all 360 participants

A very useful input while **prioritising development programs** for employees

INCLUDES

- Group profile overview
- Frequency distribution of scores
- Organisation-wide spider diagram

Vernalis Consulting



TrueSphere 360

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GLOBAL PRESENCE

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