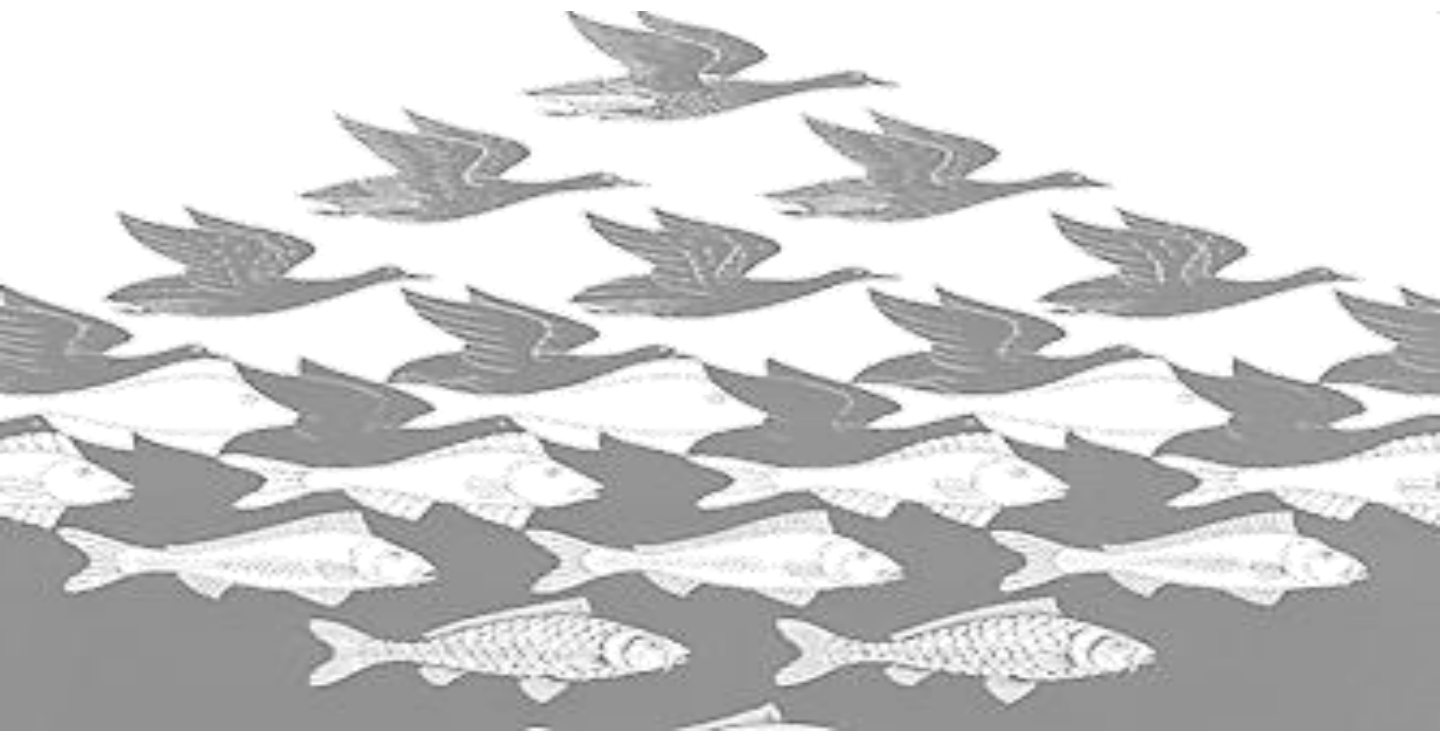


Change Facilitation Services

Taking the Uncertainty out of Change





**Leadership
Excellence**

**Hi Performance
& Future Readiness**

**Strategic
HR**

Vernalis Consulting

*Architecting
Hi-Performance Organisations
... since 2000*

Experiencing Vernalis



Vernalis has set blazing standards of HR Innovation and Excellence by bringing measurability, speed and effectiveness to Organisation Development & HR. Organisations across industry sectors have successfully used Vernalis' Change & Transformation solutions to accomplish extraordinary outcomes by successfully harnessing New Performance Paradigms.



"You were not counting time. You patiently kept on dialoguing till we fully agreed to the change agenda. You behaved as if our success was of personal interest to you.."

Ms. Sridevi Rao

Sr. VP-HR (APAC), Kantar IMRB

Succeeding with CHANGE

Rapidly changing marketplaces require rapid internal re-alignment. However, frequent failures testify to the difficulty of change implementation. Sustainable transformation thus often remains a pipe dream: launched with fanfare and buried quietly.

Vernalis actively supports clients in planning & implementing change to achieve the goals planned. Relentless focus on outcomes, openness and patient engagement, endless tying up of threads, and willingness to walk the extra mile have forged an outstanding record of success in difficult situations.



CHANGE Experts

Vernalis' Future Readiness Practice offers end-to-end solutions to accelerate change adoption in organisations. Services include conceptualising change, Change implementation, and achieving planned outcomes.

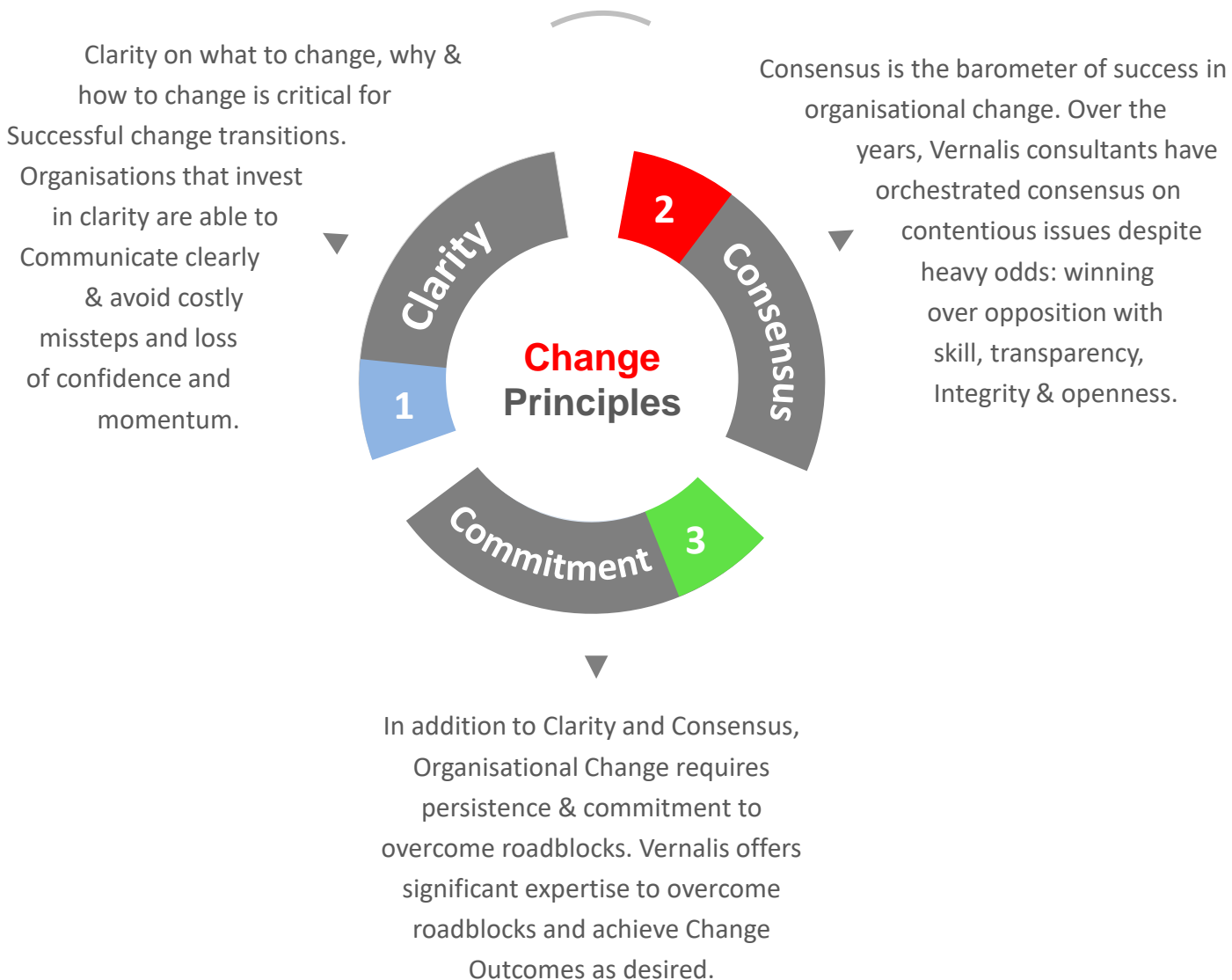
Over the past two decades, Vernalis has executed over 40 Large and small scale Change and transformation projects covering areas such as Radical Performance Improvement, Future Readiness Interventions, LEAN value adding Restructuring, etc

Client Feedback has consistently rated Vernalis on par with Global majors and a clear winner in Value for Money.





CHANGE Principles





CHANGE Outcomes

(Samples)

98%

Reduction in Cross
Functional Issues

Cross-Functional Issues Resolved from the root

Over 80 contentious Issues between various Departments of the Global Supply Chain were resolved for an Indian MNC. Apart from issue resolution, the methods applied by Vernalis (of data- based dialogue and openness) were appreciated by all.

14 to 4

Org. Hierarchy Levels

LEAN & Clean Structure

A leading MNC Service Firm wished to serve clients faster, improve role clarity & Employee Motivation. A year-long change process included a consensual transition to a 4-level structure, down from 14 levels. The smoothness of the change process caused Significant Jubilation.

Rescuing BPR

from Failure

Succeeding with Business Process Re-engineering

Radical overhaul of structure & processes created significant angst in the purchase dept. of a large MNC with global sourcing. Expected gains were not realised due to resistance. Vernalis was invited to resolve the deadlock. Patient engagement and systematic buy-in helped smoothen the acceptance. This eventually helped the firm achieve the cost savings and manpower efficiencies desired.



Testimonials



Melwyn Moses
MFG Director, UPL Ltd.

“Restructuring by Vernalis created a Value Added Hierarchy (VAH) releasing substantial time for managers to deliver on strategic initiatives for Benchmark Performance by MFG operations.”



Sridevi Rao
Sr. VP-HR APAC, Kantar IMRB

“The implementation plan was well thought out and worked brilliantly. It has brought in objectivity, clarity, transparency, fairness, completeness into performance management culture, as also goal orientation.”



Ravi Saxena
Director, Cipher Capital

“We are reaping great benefits of focus, alignment & a motivated Team from the new goal oriented performance culture!”

Contact Us



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Org. Transformation



Hi – Performance



Assessment Centers



Leadership Excellence



Executive Coaching



SME ACCEL

