

Vernalis

World Class
Assessment & Development Centers

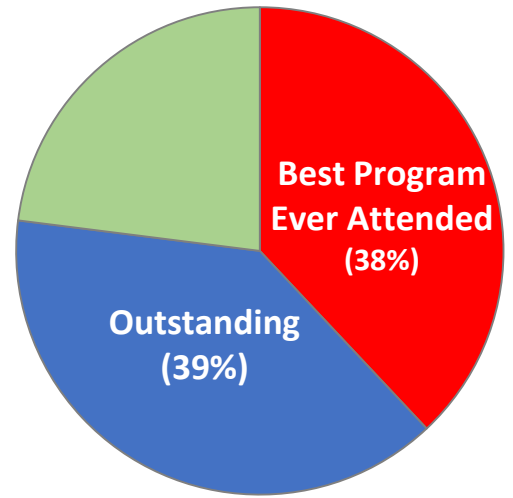


... Need we say more?

ADC Expertise

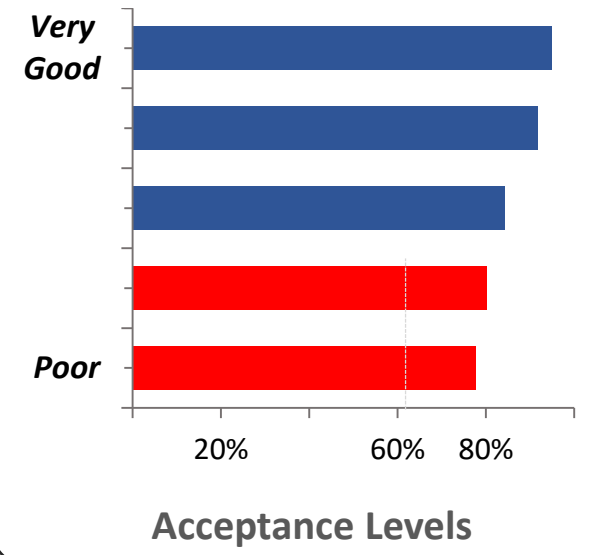


Great Feedback



N = 393 Managers

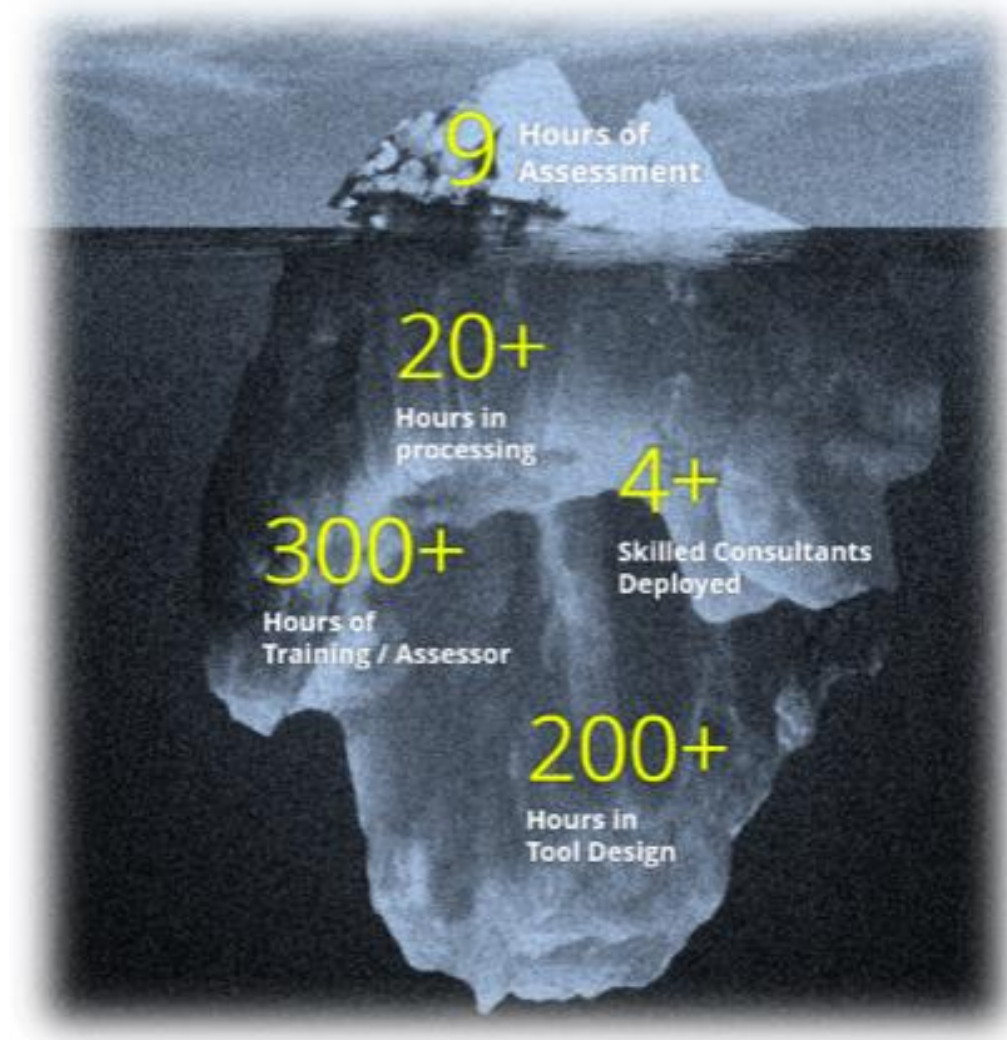
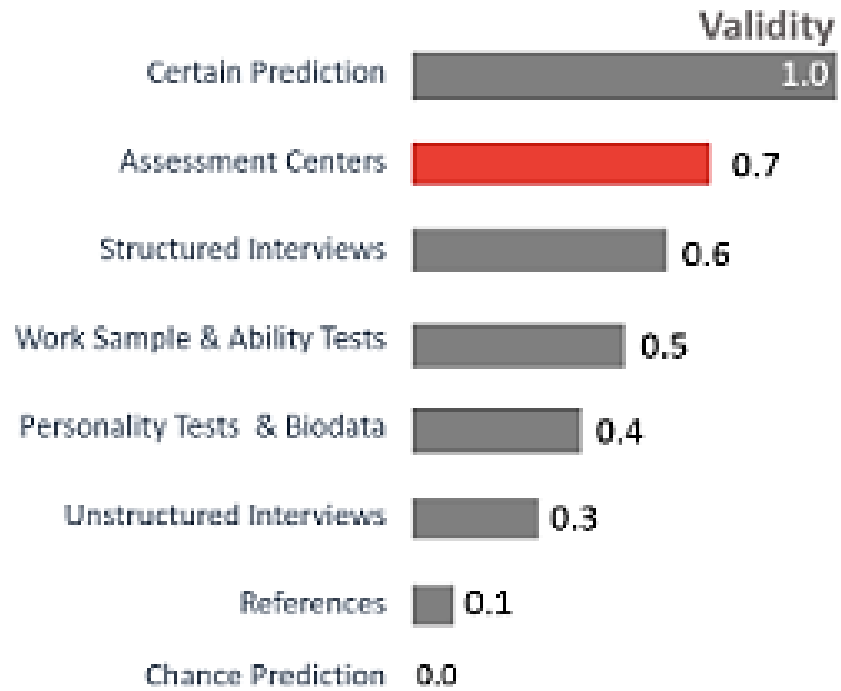
Hi-Acceptance of Low Scores



Success with Assessment centers requires
tremendous research and design effort



Predictive Validity of Selection Methods



6

APPLICATIONS



**Recruitment
Decisions**



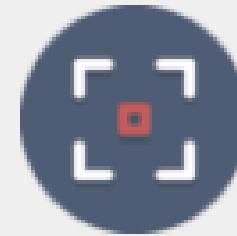
**Promotion
Decisions**



**Succession
Planning**



**Hi-Po
Identification**



**Fitment
Decisions**



**Career
Planning**

Vernalis



B Scores

Includes Scores for Competencies & Self-perception against Norms



Summary Report



C Perspective Report

Lists Strengths & Weaknesses & Highlights Competency-wise Performance.



A Exercise Description



Bank Muscat

Very much appreciate your able professional assistance to help us in identification and profiling of high-fliers

Mr. J S George
Dy. CEO

Maersk

*Vernalis Partnered us in developing our Leadership Pipeline. Thru' the Year-long program, we got better than expected results and most people delivered superior performance at **Maersk**. I was left inspired by the dedication and superlative quality of Vernalis.*

Ms. Anupama Garg
Group Head HR

Moody's Analytics

Vernalis ADC & coaching program is one of the best developmental intervention I have experienced in many years... very competent faculty & coaches... highly engaging, interactive and offered valuable insight into human behaviour. Precise diagnosis and personal customized feedback makes the programs very effective. Learnings are easily transferrable at work place.

Mr. Avadesh Dixit
Global Head – HR



Piaggio India

I had six wonderful days. Got objective feedback on what I am with specific development actions. In key areas like People Development and Decision Making, there was a significant change in me, acknowledged even by my boss. Today even 5 years later I feel immensely benefitted. All should go through this program

Mr. Mangesh Kulkarni

Vice President – HR

Piramal Foundation

The Open Assessment environment was such that I automatically turned introspective. I was observing the positive and negative aspects of my behaviours with ease. All that was being understood by my head was being accepted by my heart because of the wonderful facilitation of the Vernalis Team. Today, weeks later the DC learnings are still proving very helpful in so many situations

Ms. Nandita Raval

Operations Head

Tata Consultancy

We chose Vernalis for our ADCs due to their focus on Fairness and Quality. Post ADC, many participants spoke about the program's contribution towards their self and professional development. Overall, the value addition that Vernalis brings in the process is admirable.

Ms. Sindhu John

Vice President - HR





Vernalis

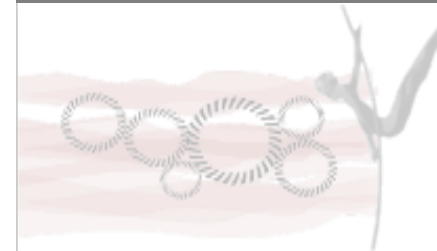
Leadership Development



Org. Transformation



Leadership Development



Assessment Centers



Architect Hi-Performance



Executive Coaching



SME ACCEL



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