

Vernalis

SENIOR MANAGEMENT ASSESSMENT & DEVELOPMENT



74%
'Outstanding'
Feedback

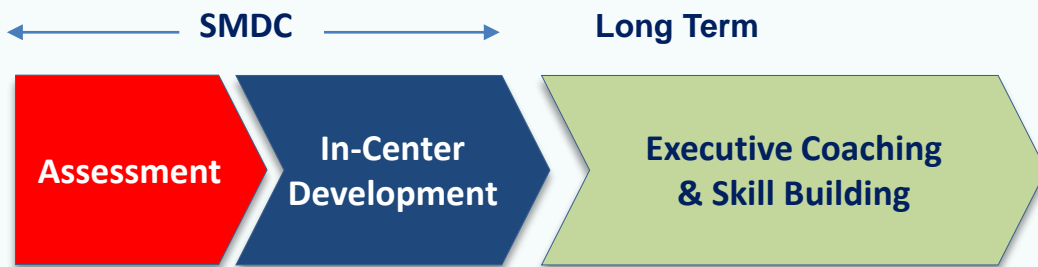


Unleash the power of Leadership

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.





** Optional*
360° Survey *
 capture on-job perceptions.

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

** Optional*
Long Term Coaching *
 The Intensive Coaching results in significant on-job behaviour change.



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

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

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

Open Assessment





Investment Banking

Great Insights into individual, group and organisation functioning.

RAVI SAXENA
CEO, Cipher Plexus

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

Automobile

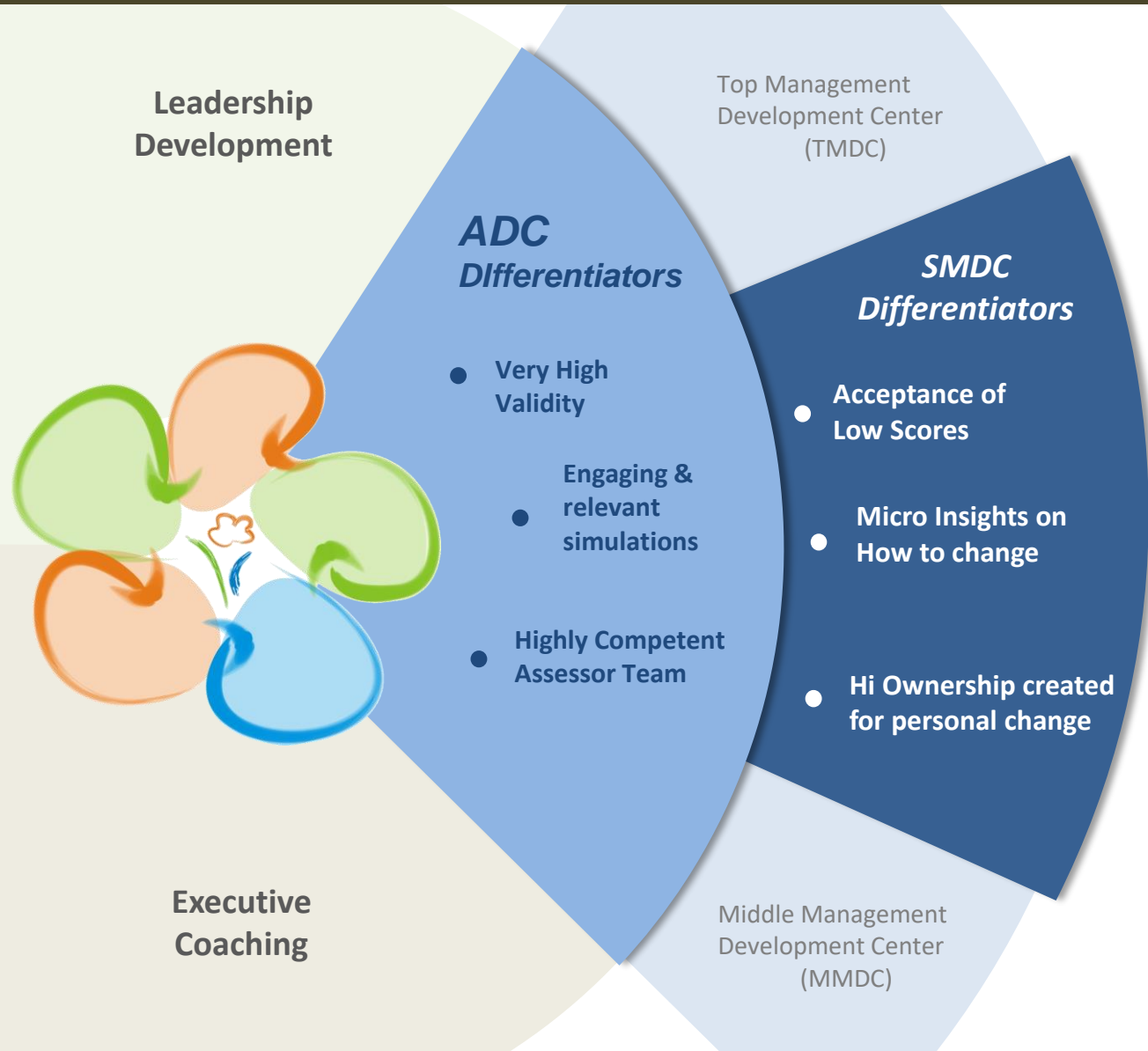
I had six wonderful days in the SMDC. I got objective feedback on what I am, with specific developmental actions. There was a significant change in me, acknowledged even by my boss. Today, even 5 years later, I feel immensely benefitted. All should go thru the program.

MANGESH KULKARNI
VP-HR, Bharat Forge

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



 **Other Takeaways**

Immediate increase in productivity of Senior Management

Better Alignment in Senior Team across functions

Significant insights unlocking potential of Subordinates

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



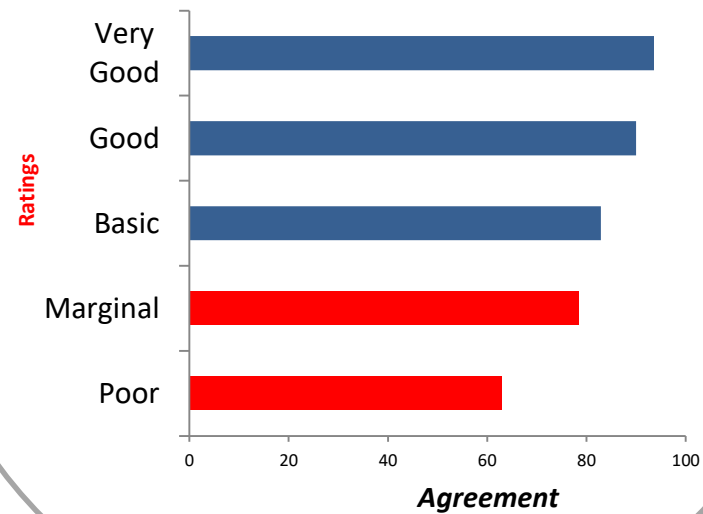
Fully transparent
assessment
process builds
trust & fosters
acceptance of
low scores

EXTRAORDINARY
acceptance of
Ratings by industry
standards

Acceptance is Very
High (60-80%) even
for very low
ratings given (e.g.
Poor & Marginal)

SMDC

Acceptance of Ratings



N = 160 Sr. Mgrs

Comprehensive
capture of
Behavioural
Evidence on 72
micro-indicators



1 Sparing Senior managers for 5 days is impossible! Can't we cut down on the number of days?

Assessment and Development of Senior Managers is a challenging assignment. Developing Senior managers on even a single competency like Leadership or Strategic thinking alone is a task worthy of a few days: the SMDC develops 3 competencies intensively in 5 days. Moreover, the quality of the program is such that even cynical veterans end up rating the program as outstanding or the best ever, making this 5 Day investment very worthwhile. Hence, it is difficult to reduce the number of days from 5.

2 Is assessment essential? Can't we focus entirely on development ?

YES, assessment can be avoided. However, just as good diagnosis is essential for good treatment, so also accurate assessment which identifies strengths and weakness forms the basis for development. Therefore, avoiding assessment is not a good practice. However, if required, the assessment need not be formally taken on board by the organisation.



3 The SMDC uses a Standard model for assessment and development. Will the unique requirements of our industry get covered?

Certain behavioural competencies are critical at the senior management level, irrespective of the industry. The SMDC consists of 5 such well-researched competencies. The model has been deployed successfully with senior managers across diverse industries, and has found near-universal acceptance.

4 What is Vernalis' Experience with Senior Management Assessment & Development?

Vernalis has designed and executed over 400+ ADCs in the past 10 years and designs and executes on an average 40 plus centers every year. These ADCs have covered thousands of managers from market-leading Indian companies & MNCs. Vernalis has also conducted over 30 SMDCs covering over 250 Senior managers. Vernalis assessors are alumni of leading academic institutes and consult with Sr. Mgmt on a regular basis.



Vernalis

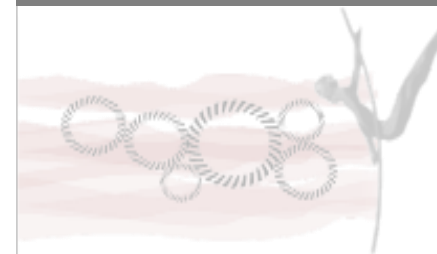
Architecting Hi-Performance Organisations



Org. Transformation



Hi – Performance



Assessment Centers



Leadership Excellence



Executive Coaching



SME ACCEL



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