



Hi-Performance Conversations

A Skill building workshop

Stretch

Correct

Catalyse

Jan 2017

Vernalis



Contents

1. Scope
 2. Gains from the Program
 3. Vernalis Advantages
 4. Testimonials
 5. Program Variants
 6. Contact
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Description

Vernalis Hi-Performance Conversations is a *program for radically improving productivity by transforming the Manager - Subordinate Dialogue.*

This document details various facets of the program.



Setting Goals

1. Purpose & Importance
2. Types of Goals
3. S.M.A.R.T. & 3S Frameworks
4. Process & Outcome Measures
5. Lead & Lag Measures
6. Direct & Indirect Measures
7. Selecting effective Stretch Targets

Assessing Performance

1. Different types of Assessments
2. 4C & Funnel Frameworks
3. Performance Reviews vs Appraisal
4. Investigating Good Performance
5. Investigating Poor Performance
6. Rating Scales
7. Evaluating Performance
8. Assessor Qualities
9. Assessor Biases

Communicating Feedback

1. Maintaining Objectivity in Feedback
2. Building Harmony
3. Motivating Subordinate

Note

All topics might not be covered in the Lite version of the Program due to Duration constraints



- ▶ **Deconstruct Good Performance. Replicate**
- ▶ **Recognise improvements** needed in self
- ▶ **Investigate** extent of team-member's value-add

- ▶ **Set goals** that are measurable, outcome-focused & stretch
- ▶ **Ask right type of questions** while probing
- ▶ **Find root cause** of non-performance

- ▶ **Rate** subordinate objectively
- ▶ **Identify the behaviours** required to conduct a mature review
- ▶ **Deliver unpleasant feedback** with harmony
- ▶ **Coach subordinates** to enable their performance



Expert Guidance

- Experienced Faculty
- Skilled Facilitation & Coaching



Personalised Practice

- 1:3 Faculty
- 3 Supervised practice rounds



New-Age Learning Environment

- Mobile-based Rating platform
- Coaching using Video Playback



Micro Skill Building

- Objectivity
- Task Focus
- Listening
- Creating harmony



Ravi Chopra
VP & HR-Head
Orient Electric

“Excellent delivery & content. Different from other similar workshops I attended. Lot of take-aways.”



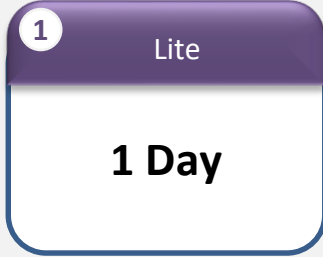
V V Reddy
Ops Head - Unit 2
UPL Ltd

“Gave right direction on how to give feedback with specific examples. During practice, I realised the gaps in my behaviour.”



Kalyan Karmakar
Global Research Director
IMRB International

“Very Good – sensitised us to Behaviour vs Judgement, and to focus on Facts. Applying these will definitely make the organisation a better place.”



1 Faculty: 20 Participants

- Hi Quality Concept Presentations
- Special Training Videos
- Exercises on Mobile based Platform
- Lite practice on 1 module – unsupervised
- Real Life Examples



Lite Program

+

- **Practice | 4 Faculty : 12 Participants**
- Pre-Program Survey
- 3 Practice Rounds
- Video Playback based Coaching
- Micro Skill Building
- Detailed Skill Trackers (42 Parameters)
- Personalised Feedback

**Great Value for Seasoned Mgrs.
Substantial Jump in Proficiency**



Standard Program

+

- **Coaching | 1 Coach : 1 Participant**
- 2 Supervised On-Job Sub-ordinate Reviews across 2 Quarters
- Skill Benchmarked Report
- Certificate of Competency (if cleared threshold)

**Recommended for Mgrs. handling
critical functions**



Vernalis

Hi – Performance Conversations



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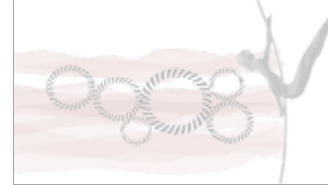
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Org. Transformation



Hi – Performance



Assessment Centers



Leadership Excellence



Executive Coaching



SME ACCEL

