



Vernalis

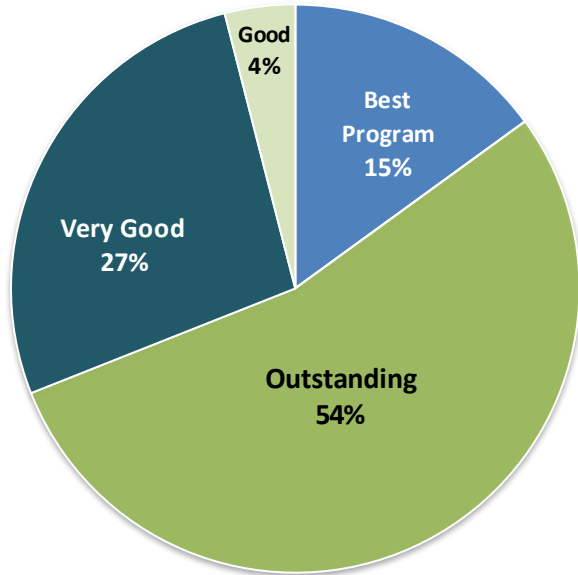
TrueSphere 36

World-Class 360° Solutions Suite

- ▶ Projects
- ▶ Differentiators
- ▶ Deliverables
- ▶ Testimonials
- ▶ Pricing



Participant Feedback



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.



Global leader in agrochemicals

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



A Global Technology Services Provider

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



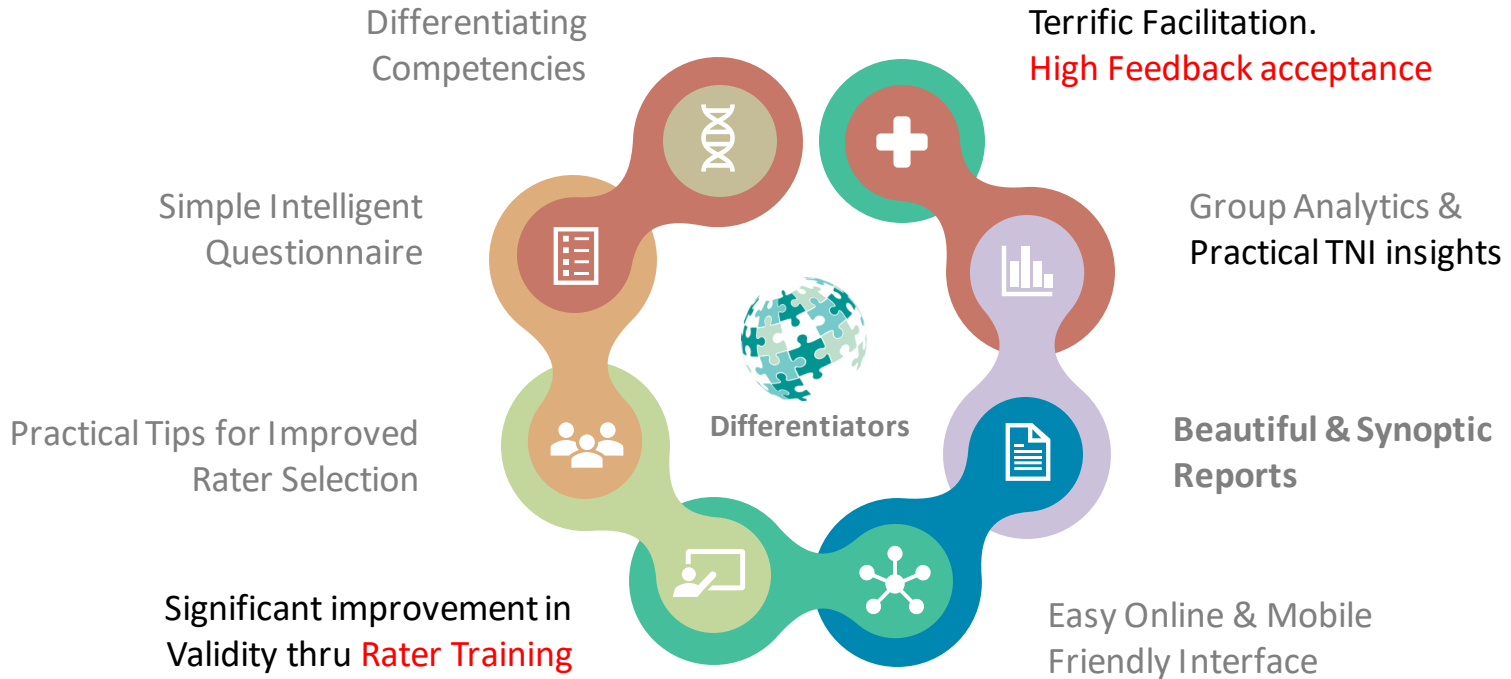
Reputed South American IT Security Company

360° feedback and individual Coaching for the entire Senior Mgmt.



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.





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



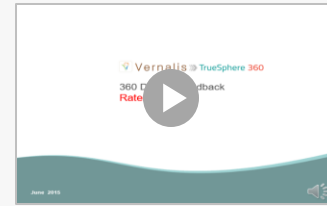
- ▶ Identify Raters
- ▶ Finalise dates & slots for Trg
- ▶ Sending Invitation
- ▶ Schedule Raters for Training

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



PERCEPTION GAP

CMPT Questions

ST: Is able to find time to implement strategic initiatives despite routine operational pressures.

IT: Identifies all the various aspects required to solve complex issue.

DM: Decisions are of good quality and always built on a holistic, rational.

ST: Goes to the depths of the issue. Aims to solve cases.

LD: Is respected by seniors and vice versa based on merits.

DM: In difficult situations, patiently generates choices rationally and carefully.

DM: Patiently collects all relevant information before decision. Doesn't jump to conclusion.

IT: Comes with new and innovative ideas.

PD: Shows interest in developing People.

LD: Is Disciplined and Focused. Does not indulge in loose talks.

PD: Coaching given is relevant and practical by step improvement.

ST: Takes a long-term view. Does not focus on short term gains.

Interpreting this report

- Avg. | The average score given by the
- Gap | The difference between Avg.
- "Red colour" | Indicates High Gap
- "Blue colour" | Indicates Medium
- "Green colour" | Indicates Low G

SPIDER DIAGRAM

Self vs Others Perception Scores in the form of Spider Diagram

PERFORMANCE HIGHLIGHTS

Top 5 scores*

CMPT	Question
PD	Is factual and data based in all incidences and facts in feasible
PD	Handles feedback process w/ sensitivity and tact in dialog
PD	Is patient during Feedback
IT	Questions existing status solve problems.
ST	Has a good perspective and important trends.

*Average of scores given by all rate

Bottom 5 scores*

CMPT	Question
ST	Is willing to talk play safe.
PD	Prioritises People.
PD	Goes beyond implement
LD	Does not
ST	Is able to despite

*Average of score

Competencies

- ST | Strategi
- PD | People
- LD | Lead

360 Degree Report: NEEL THOMAS

COMPETENCY | STRATEGIC THINKING

1. Has a clear and well developed vision for own area of work.

BOSS (2)	4.0
SELF (1)	4.0
SUB (3)	3.7
PEER (6)	3.0

2. Has a good perspective on the business environment and important trends.

BOSS (2)	3.3
SELF (1)	3.0
SUB (3)	4.7
PEER (6)	3.8

3. Goes to the depth of the issue. Aims to solve the root cause.

BOSS (2)	3.5
SELF (1)	3.0
SUB (3)	4.5
PEER (6)	3.7

4. Is willing to take risks to achieve objectives. Does not play safe.

BOSS (2)	3.0
SELF (1)	3.0
SUB (3)	3.3
PEER (6)	3.2

SHORT COMMENTS

Apart from thinking about short term goals he is mainly concerned about long term achievements.

HE HAS A PROGRESSIVE THINKING AND HAS FUTURISTIC IDEAS

He is dedicated towards his work

Need is clear about his area of work.

Things in line with the organizational objectives and comes with effective ideas

Try to work with too many facts and loses focus to get the problem addressed

More involved in operational matters. Lacks followup of strategic vision

Need for futuristic thinking, he needs support backup to get the projects he plans to get running.

Need has good understanding of business and also has many ideas. But often he gets confused on the way to approach a strategic path.

Engage in lot of matrix analysis, however can improve on prioritization to choose projects that submit visible impact in short & long run

Need is strategic in his thinking, but loses focus on the final goal. Plays on the periphery rather than the nucleus.

Need for futuristic thinking. He needs support backup to get the projects he plans to get running.

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Unmatched Quality of Reports

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

Client 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.



S Kumbhar
Head, Customer Support
Kam Avida

The 360 Feedback and Coaching was an 'eye' opener. It helped me understand how others perceive me. These insights provided me an opportunity to enhance my people management qualities and become a more effective leader



Juan Manuel Munoz
Head, Transformation
ETEK, Columbia

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.

360 Services | Contract Terms and Conditions



- 1. Advance Payment:** 25 per cent of the total contracted sum will be billed to the client as advance. Advance paid is fully refundable (excepting taxes) in case of cancellation 7 days before the start of the Program.
- 2. Project Schedule:** Project dates must be jointly agreed upon between the client and Vernalis. Any change in dates must be to mutual agreement and convenience of both parties.
- 3. Survey Completion:** Vernalis responsibility is limited to hosting the survey and for three reminder e-mails.
- 4. Vernalis IP Protection:** The Development Guide-sheets used during this project remain the Intellectual Property of Vernalis. These are shared for use by the candidates undergoing the 360 Process. Any use beyond this purpose requires prior written consent from Vernalis.

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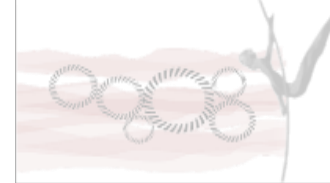
Leadership Excellence



Org. Transformation



Hi – Performance architecture



Assessment Centers



Hi – Performance Organisations



Executive Coaching



SME ACCEL



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