



Organisation Diagnostic & Future Readiness Roadmap

BROCHURE 2021

Vernalis



Vernalis : Org Transformation Credentials

Vernalis helps organisations achieve Radical Performance Improvement thru people-focussed strategies. Over the past 20 years, it has delivered superior results in over 400 projects of Org Transformation & Leadership Excellence for market leading companies.

Vernalis has executed several **Diagnostic & Future Readiness Roadmap projects** (FRR) for leading Corporations in India and abroad. While the Exercises have varied in the scope and intensity, they have all been rated as very successful by clients. Done in a friendly, non-intrusive way, the **Future Readiness Roadmap (FRR)** initiatives have the potential to become a watershed in the Organization's history.

INDEX

1. Outcomes
2. Testimonials
3. Deliverables
4. Pricing
5. Terms

Future Readiness Roadmap

First Step Towards A High Performance Organisation



Top Mgmt Concerns

How should a Function respond to changing Biz environment?

Why do Strategic Initiatives fizzle out?

How to improve Productivity?

Great opportunities are passing by. How to energise managers to take initiative?

How to stop firefighting & get work done?

How to create a Hi-performance Culture?

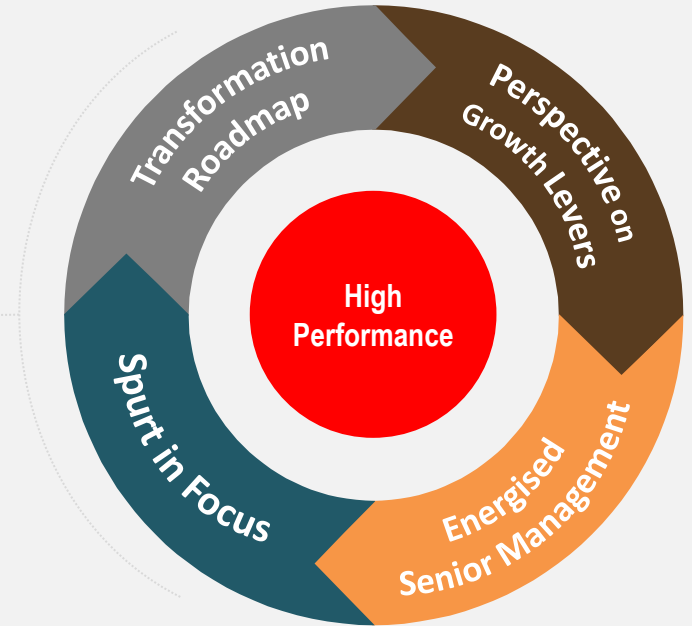
How to shift from person based to 'systems' based functioning?



Outcomes



(FRR)





Terry Moffat
Chairman
ETEK

Our Engagement with Vernalis yielded results beyond my highest expectations. I am confident that Etek is now on the path to rapid growth and high profitability aiming to become the leading Cybersecurity company in Latin America.



Ravi Chopra
Chairman
Piaggio

My in-depth interactions with the Vernalis team have been very meaningful. Their findings have enabled the management to identify strategic initiatives to become a World Class Organisation

Client Testimonials



Suresh Bharwani
Chairman
JetKing



Compared to Other Consultants, Vernalis has very high Integrity. They understand problems at ground level so they can be solved forever.

Sridevi Rao
Director - HR
South Asia, Kantar Insights



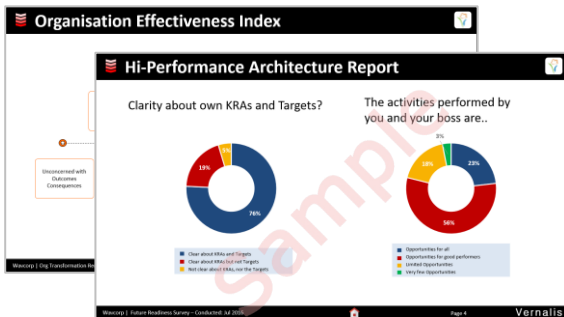
Vernalis led Re-structuring and transformation project at IMRB. The project has given the company a simpler, cleaner structure, brought in role clarity, introduced a fair & transparent performance management process & a unique framework for Leadership Development.



A B

Hi-Perf Architecture Report & Org. Effectiveness Index

The survey gauges the status of critical performance-enabling factors including role clarity, performance metrics, delegation, empowerment levels, and more. It plots the organisation on a scale of purposefulness, harmony & transformation. Provides a snapshot on vital parameters, triggering focused action.



NB : 14 Qns
OG: 14 Overall Graphs
DG: 39 Demographic Graphs

C

Organisation Culture and Values Report

The Vernalis Culture and Values survey focuses on key cultural behaviours driving productivity. The survey also aims to uncover the Practiced Values in the organisation. This helps identify specific Action points to drive holistic growth.

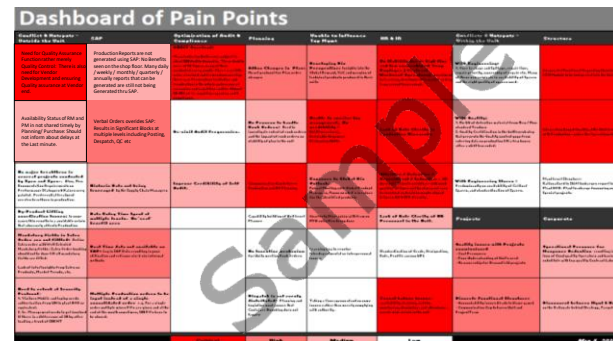


NB : 6 Qns
OG: 31 Overall Graphs
DG: 93 Demographic Graphs

D

Dashboard of Pain Points

Comprehensive collection of Pain Points across functions and managerial levels shown as a Heat Map, to indicate severity. Provides an Excellent platform to launch change initiatives.



E

HR Effectiveness Report

The HR Function can be a powerful catalyst of development and change. However, this is often not the case. The Survey measures the effectiveness of HR, as experienced across functions. It provides valuable feedback for HR - to course correct or accelerate, to play a value-adding role in the change process.

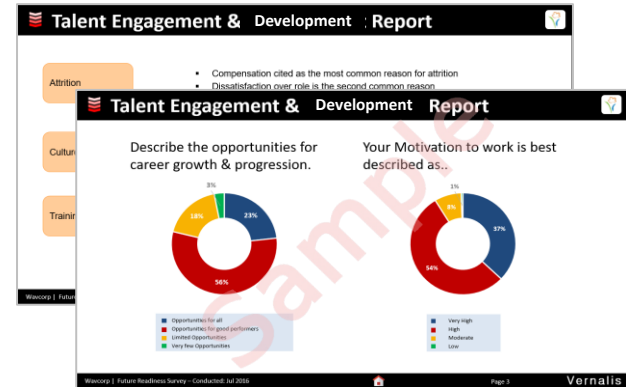


NB : 2 Qns
OG: 6 Overall Graphs
DG: 18 Demographic Graphs

F

Talent Engagement & Development Report

The survey gauges talent engagement and motivation levels, talent acquisition & absorption, and organisational initiatives on employee learning and people development.



NB : 17 Qns
OG: 17 Overall Graphs
DG: 51 Demographic Graphs

G

Strengths & Weaknesses

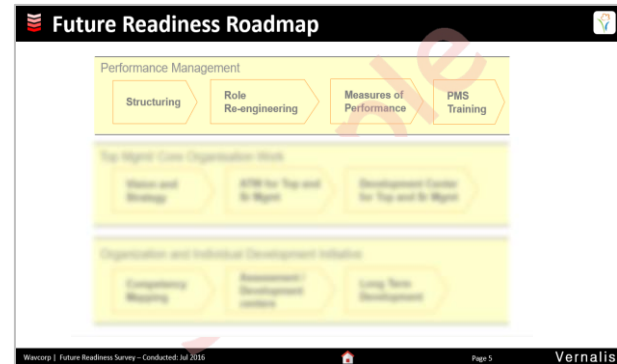
This report identifies key Weaknesses limiting organisational growth, productivity and success. It also highlights Organisational Strengths - which need to be leveraged well for differentiation & market success.



H

Future Readiness Roadmap

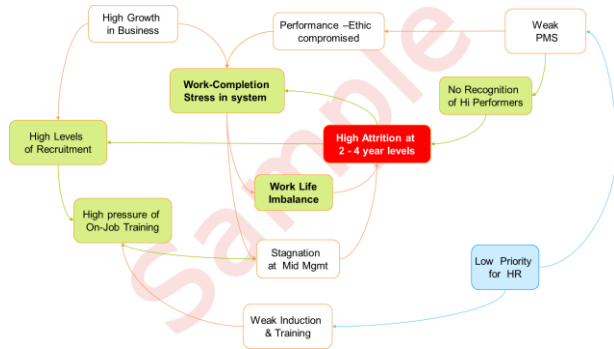
The Diagnostic study consolidates all insights into a list of Interventions that address the challenges and simultaneously stimulate performance improvement, growth, and strategic alignment in the organisation



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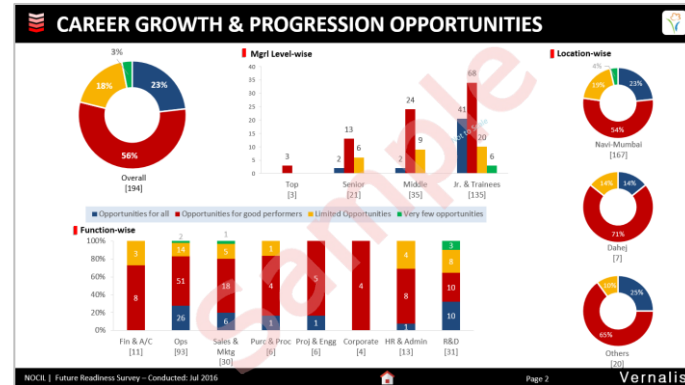
Current Reality Tree ADD-ON

An intuitive and immensely useful representation of the organisational problems and their causes in the form of a Causally connected diagram. It surfaces hidden problems & highlights vicious cycles preventing their resolution.



Demographic Break-up ADD-ON

Break-up of survey responses by location, function, and managerial-levels





...and many many more



Vernalis

Architecting Hi-Performance Organisations



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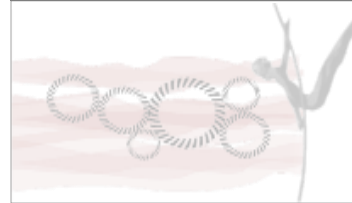
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Org. Transformation



Hi – Performance architecture



Assessment Centers



Leadership Excellence



Executive Coaching



SME ACCEL

