




HR **Effectiveness**  
Survey

A large, stylized illustration of two hands, one in a darker red and the other in a lighter red, reaching towards each other. The hands are rendered with soft, painterly textures and are set against a light beige background.

Vernalis

# Vernalis

World-Class HR & OD Services





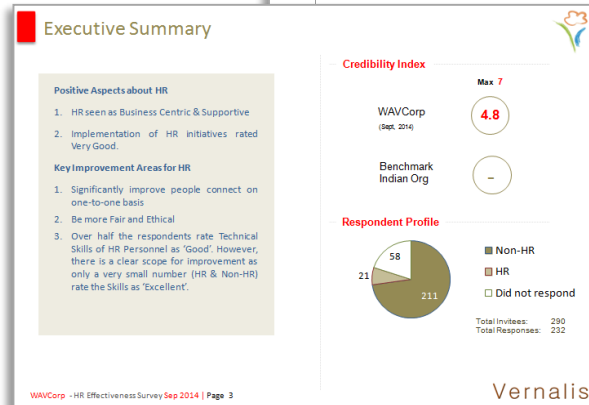
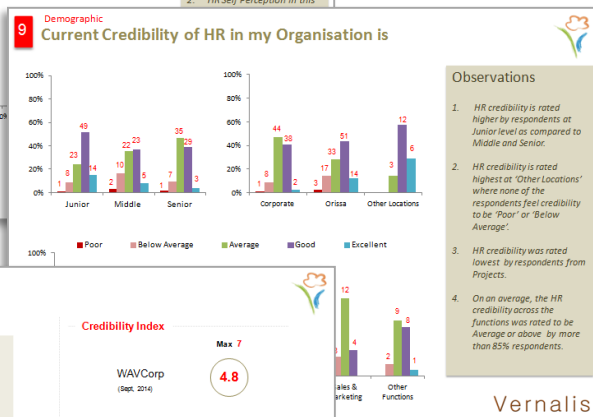
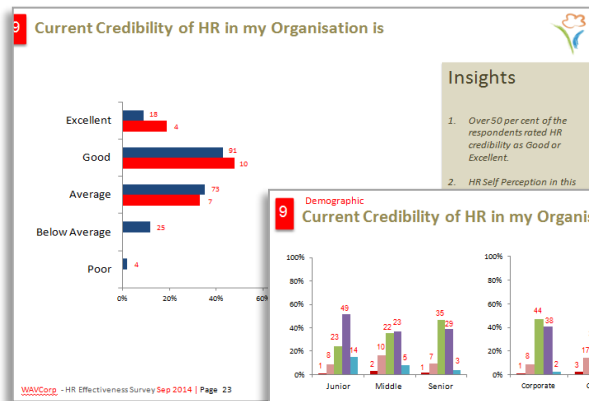
### HR Effectiveness Leads to Success

The HR function is often responsible for success or failure of the Change initiatives in the organisation. If the HR function is not effective, despite all the efforts, the initiative will tend to die down without taking roots. An effective HR function on the other hand, is able to generate credibility and help the initiative succeed. Highly credible HR functions also benefit from a good support network in other functions thereby succeeding with their initiatives.

The Vernalis HR Effectiveness Survey aims to measure this vital but nebulous quality . The survey results will help HR achieve greater leverage with its audience and higher levels of success.







## Report Contents

- A comprehensive report, on 9 questions capturing the essence of Effectiveness.
- Objectively validated Effectiveness Index scored on qualitative & quantitative dimensions.
- Simple, actionable insights based on quantitative & qualitative data.
- Option to have advanced Demographic analysis for deeper insights.
- Vernalis expertise to partner with you for meaningful action plans to enhance Effectiveness.



- Asian Paints
- Audi
- Birla Cellulosic
- Britannia Inds
- Bajaj Auto Ltd
- BankMuscat
- Bestretch
- Cipher Capital
- Essar Group
- FirePro
- Fiserv
- Grasim
- ITC Limited
- IMRB International
- Johnson & Johnson
- Kaivalya Education
- Mahindra & Mahindra
- Maersk
- McDonald's
- Medtronic
- Naprod LifeSciences
- P&O Ports
- Piaggio
- RDC Concrete
- Rohm & Haas
- Texas Instruments
- Thermax
- TCS
- United Phosphorus
- Welspun

# Testimonials



## Leveraging Talent

### Leadership Development

Vernalis partnered us in developing our Leadership pipeline. At the end of the year long initiative, we got better than anticipated results from the programme and most of the people who underwent the same have delivered superior performance at Maersk.

I felt inspired by their commitment and dedication as well as the superlative quality of their service offerings.

**Anupama Garg,**  
Currently - AVP HR - MaxBupa Life

### Sr Mgmt. Development Centers

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

**Mangesh Kulkarni,**  
(Participant - Sr Mgmt Dev Center)  
Currently - VP HR, Piaggio Vehicles

## Org. Design

### Org Diagnosis

My in depth interactions with the Vernalis team have been very meaningful and useful. They have given us a better understanding of the organization at all levels. The findings have enabled the management to identify strategic initiatives to become a World Class Organization.

**Ravi Chopra**  
Chairman & MD, Piaggio (India)

### Competency Mapping

Competency Mapping Methodology is very rigorous and sound and creates high involvement of role holders.

**Trupti Mohan,**  
GM- HR, Johnson & Johnson

## Org. Transformation

### Operational Excellence

The Sliding Gear Cell of Transmission PU was taken up for intensive turnaround work to raise performance - output quality, quantity, and continuous improvement. This led to significant improvements in motivation, continuous improvement activities, time management, daily planning, housekeeping and discipline.

**K J Davasia**  
Director Mahindra & Mahindra

### Organization Transformation

It has given the company a simpler, cleaner structure, brought in role clarity, introduced a fair and transparent performance management framework and a uniquely designed developmental framework.

**Sridevi Rao**  
Vice President, HR, IMRB



# Vernalis

Leverage Talent | Energise Performance



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## Org. Transformation



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