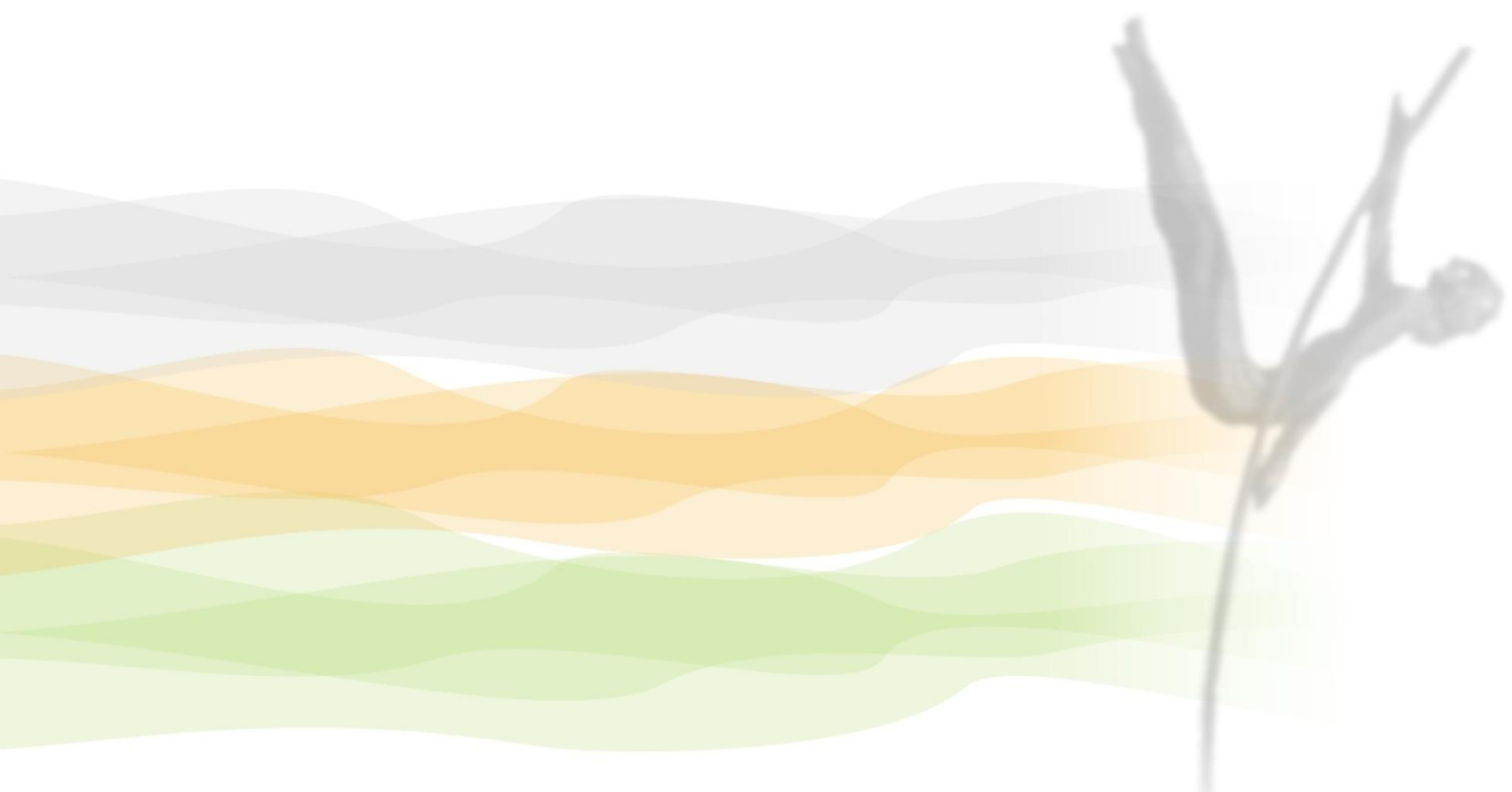


Assessor Training Workshop



Assessor Training



The Vernalis Assessor Training Workshop (ATW) imparts rigorous training in competency-based assessment. It aims to make participants proficient in competency Assessment, especially in high validity techniques, such as Assessment Centers. Skill building covers several competencies such as leadership, People Development, creativity, influencing etc. Globally, Assessor Training Workshops are offered only by a few organizations.

1 Highlights

- In-depth understanding of assessment methods & tools
 - Intensive Skill-building in all aspects of Behavioural assessment
 - Insights on Design & Conduct of Assessment Center
-

Benefits



Trained internal assessors form a valuable asset and can be used in a several Critical interventions.

1 **High Buy-in:** Participation of Internal Assessors with high credibility, can at times results in high buy-in from line managers, ensuring long term success.

2 **Great Personal Take-Away:** The training transforms participants & often makes them highly objective. Moreover, it also improves their own effectiveness in day-to-day feedback & appraisal of situations as well as in coaching and counselling.

3 **Self Development:** Sharpened understanding & acceptance of one's own development needs

4 **Establishment of performance norms:** The ATW helps create a vivid picture of good performance

5 **Cost efficiencies:** Significant cost efficiencies can be achieved by using internal assessors in large-scale assignments

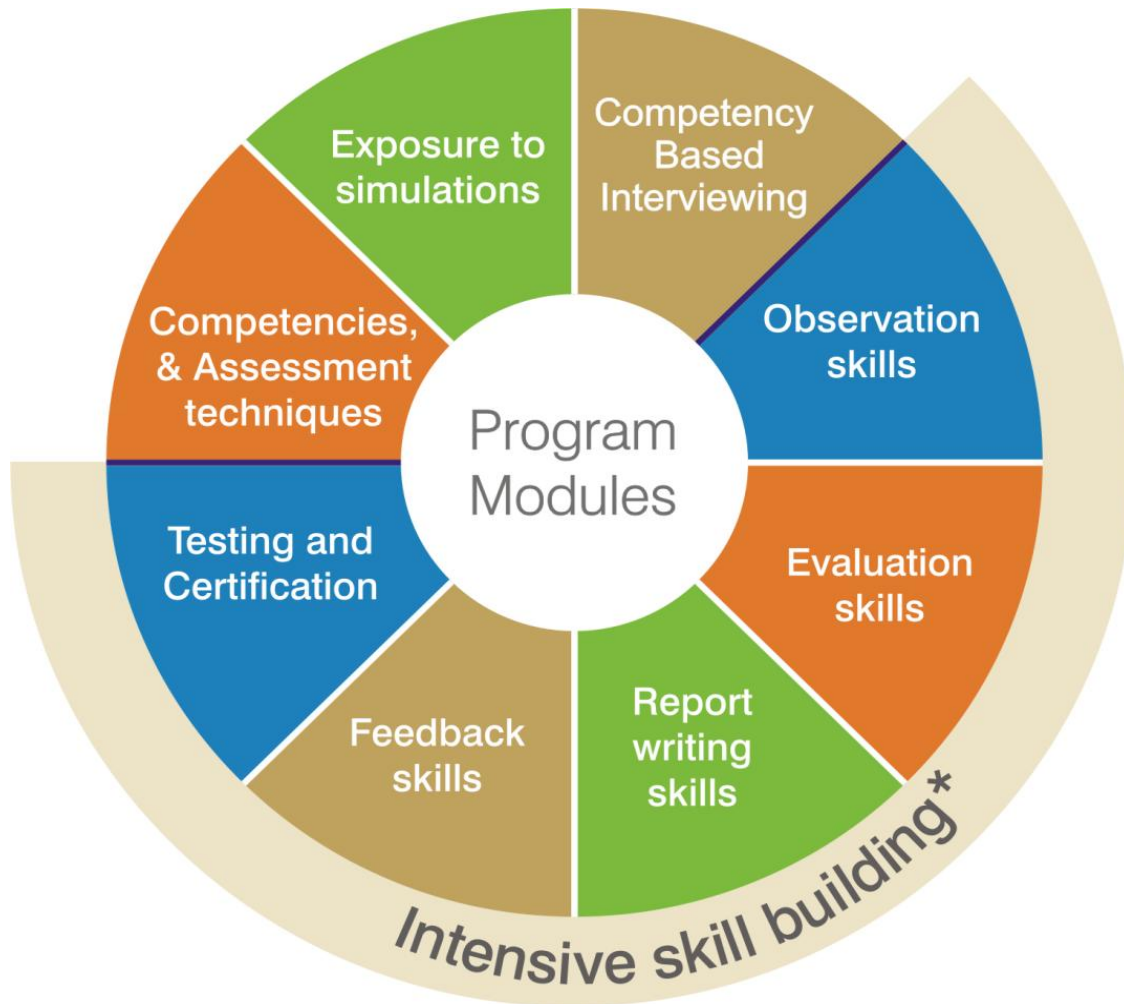
2 Participant Profile

Prospective participants for the Workshop are screened for certain basic competencies which are desirable in assessors. Participation in an ATW is useful if prospective assessors meet minimum criterion on these attributes. .

- Good Critical Reasoning
- Openness
- Emotional maturity
- High Internal Credibility
- High Integrity
- Good Communication*

[*: Written & Oral Communication]

Design & Costs



3 Salient Features

- 5-day residential program
- Significant skill building
- High Focus on Practice
- Exciting modules
- Personal Assessment

Feedback



The Vernalis ATW was rated 'one of the most effective' workshops for Sr. Managers by Participants from Leading Organisations.

- *The quality and content of this workshop is world class* **COO, Essar Steel**
- *This is much more than training - it is opening my eyes to a different way of behaving and judging “* **HRD Head, Bajaj Auto**
- *The kind of skill building over the last few days is unparalleled* **Executive V.P., ITC**
- *A completely hands-on HR workshop. I feel much better equipped now to assess and develop my team* **HR Head, BankMuscat**

4

ATW CLIENTS

* Multiple ATW's

- **Asian Paints***
- **Bajaj Auto***
- **BankMuscat***
- **Essar Group***
- **ITC ***
- **Rohm & Haas ***
- **IMRB ***



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