



Voice @ Exeltis India

JUL 2020

ISSUE - 3

1977



First commercial office in Spain

1984



Manufacturing of hormonal APIs in Italy

1988



Acquisition of WL

2003



Starts branded pharma business with the acquisition of Effik.

2008



Chemo Wan Bang, new-joint venture agreement.

2010



Gets FDA approval for manufacturing in Spain

2012



Launches mAbxience, biopharmaceutical company

2013



Creation of Exeltis, a branded pharmaceutical business worldwide

Rebooting for Success!

It is said that change is the only constant. Formation of new habits is the key to changing mindsets. Typically habits are a set of thoughts, behavior or actions that are acquired by repetition. These habits are most often than not wired by our past experiences. To make a change, we need to make a choice! A choice to break away from the shackles of normalcy and routine. A change is created out of conscious efforts to make different choices than yesterday to be a better version of ourselves for a better tomorrow.

When you make a different choice, your body puts you in a realm of cold water, in a zone of discomfort. Only those who can swim through these testing times can make a change in their daily lives. One way to make this easier is to visualize the effect of this change. These are mental caricatures will fill your minds with renewed vigour- it will reaffirm your vision and prevent you from falling in to the shackles of negativity and futility.

So, how do we reboot ourselves?

The answer is fairly simple- let's mimic technology by following the Ctrl+ Alt+ Delete mantra. Alike computers, we too can reboot ourselves using this formula.

Delete

Delete and erase all the fears, negative thoughts and inhibitions from your mind. Replace these thoughts with belief. Believe in the power of the positivity. With onslaught of new challenges from technology and globalization, we need to adapt. It is time to embrace novel ideas.

Control

Find your purpose. If you haven't been able to zero down on your eminent priorities, channelize your thoughts to define your goals. Your purpose is a Northern Star which will guide you through uncertain times.

Alternate

As your beliefs become clear and you remove what controls you, you want to look at creating new and exciting alternate solutions to the problems you experience in your organization. To reboot you have to create new ways of doing things. This will immediately create a sense of fear of and failure. Look at things in terms of ALT (or an alternate solution) that makes change easier for most leaders.

Bishal Roy,
Chief Operating Officer

New Joinee

January 2020



Amruta Shinde



Mathialagan Muthukamatchi
Plant Director

Know your Leader



1. Who is your role model and why?
MuthuKamatchi, My father. He's a man of self-discipline, who values everyone. He was my inspiration, teacher and my role model
2. What is the last book that you have read/ the last movie that have watched?
Book: The GO- GIVER written by Bob Burg and John David. Movie: The Iron Man 3 watched last night in TV.
3. Name your favourite cuisine
South Indian Dish: Pongal, Vada, Sambar and Chutney
4. Who is your favourite sportsperson?
Cricketer M.S Dhoni
5. What is your dream travel destination?
Venice.
6. If given a chance who would you like to be for a day?
I am good being myself.
7. What is your nick name at home/ what do your loved ones call you?
Mathi
8. Describe a thing about you which people don't know of
I am also looking for it...
9. If you could relive this life on a time machine, which profession would you choose?
Pilot
10. What is that one thing you can't live without?
My Family

Indian Pharma Market NEWS



A) Roche Pharma India partners with Cipla for key Oncology Medicines

After a successful partnership in 2018 for the treatment of arthritis, Roche India partners with domestic pharma giant, Cipla Ltd, yet again to market and distribute its key oncology medicines including trastuzumab (Herclon), bevacizumab (Avastin) and rituximab (Ristova) in India. This partnerships aims to resolve the unmet needs of cancer patients in India.

B) State of Punjab aims to set up a pharma park if the Centre approves of it

The Punjab government has decided to set up an industrial park preferably for the pharmaceutical sector on a piece of land of the now defunct Guru Nanak Dev Thermal Power Plant in Bathinda. The Government of India is currently focussed on setting up 3 such parks in India with an allocated investment of Rs 700 crores for each of it.

C) Glenmark launches Flabiflu.

Glenmark has received approval for manufacturing and marketing of Favipiravir from Drug Controller General of India under the brand name Fabiflu. This will be used for the treatment of patients having mild to moderate COVID 19 infection. According to the company's claims, this can be used by patients having comorbid conditions like hypertension and diabetes

Know your Team: Pharmacovigilance

Pharmacovigilance:

Definition: "Science and activities relating to the detection, assessment, understanding and prevention of adverse effects or any other drug-related problem"

Pharmacovigilance & COVID 19:

Our work as a global community of pharmacovigilance professionals is more important than ever. As the medical and scientific community work tirelessly to find suitable treatments for COVID-19, pharmacovigilance research is essential to understanding the safety and efficacy of treatment alternatives. The efforts of the WHO Program for International Drug Monitoring and other pharmaco-vigilance stakeholders are vital to the success of public health initiatives across the globe.

To collect sufficient information about the efficacy and adverse drug reactions of treatments used against COVID-19, it's crucial that all adverse events are recorded and reported as quickly as possible

The work of pharmacovigilance is driven by an ideal of patient safety that can never be reached but must always be pursued

10 critical steps to improve patient safety:

1. Raise public and professional awareness of the adverse effects of medicines and devices.
2. Make the regulatory and health care management systems more transparent.

3. Enforce existing regulation, revise ineffective ones, and implement effective regulation in those areas lacking appropriate regulatory infrastructure.

4. Transfer from industry to healthcare system the responsibility for providing information and support to healthcare providers regarding the use of medicines and devices.

5. Encourage and enable prescription and use of medicines and devices that are tailored to the needs of individual patients.

6. Facilitate access to all relevant data.

7. Recognize case reports, including those written by patients, as a valid and important form of evidence of harms.

8. Improve baseline knowledge and continue the education of all stakeholders, including healthcare professionals, policymakers, and the public.

9. Recognize the importance of patients and care givers, as well as healthcare professional, in studying all aspects of therapy

10. Establish and continuously develop effective communication with patients and other relevant stakeholders about the potential benefits and harmful effects of interventions to enhance decision making process.

Lets All Pledge To Say Safety First!!

Updates Exeltis India

1. Our training team has embraced digital learning and trained around 500 field employees each month, starting from the month of April. For the month of June, this training was conducted from 3rd June, 2020 - 12th June 2020.
2. To keep up with the capricious times, we held 29 webinars for doctors of various specialties. involving KOLS, 2 patient awareness workshops and 3 webinars for internal field force training using KOL doctors.
3. Amid these unprecedented times, most of us are confined within the boundaries of our houses. During these testing times, all the support and sales functions have stepped up their gears to support all the stakeholders including the global team.
4. As a part of our cohesive effort, our leaders have decided to not implement any pay cuts in our employees' salaries. This is an act of gratitude to thank our teams for their sincere efforts. Together, we can tide over any difficulty.
5. Plant operation was carried out in all days during the lockdown period with 50 % strength. Appropriate measures against COVID 19 outbreak have been adopted while catering to the market demand.
6. Celebrated the World Environmental Day on June 5th by planting saplings at manufacturing plant.
7. Cipla has partnered with us for manufacturing their products New C pink Total and C dense Tablets.

Events @ Exeltis

Safety initiatives at work



The health of our team mates is of foremost importance to us. Numerous initiatives have been adopted by our teams at the manufacturing plant, warehouse and head offices to ensure maximal safety of our employees. These measures include awareness programs held by internal and external experts, establishment of hand sanitization booths at different points, regular monitoring of employees body temperature, enforcement of social distancing norms and setting up visual displays for building mass awareness. The offices and manufacturing unit are subjected to periodic disinfection and sanitization. Our manufacturing unit continues to function uninterrupted even in the current crisis. The team worked in a general shift at 50 % manpower in accordance to governmental guidelines.

Additionally, we Dr Soumen Roy from the Medical Affairs team conducted an elaborate session on "Measures we can adopt to protect us against COVID-19" for all our fellow colleagues on June 10th, 2020. As we inching towards normalcy, we thank our teams for their endless support

Employee Spotlight



Ravi Radhakrishnan
General Manager-Finance & Accounts

1. Who is your role model and why?
It's none other than Mr Carlton Young, Professor at Loyola College, Chennai
He inspired most of us in the college to face any challenges thrown at you with confidence. Above all he still inspires.....
2. What is the last book that you have read/ the last movie that have watched?
The last book I read was Who Says You Can't YOU DO - Daniel Chidiac & movie Chhichhore
3. Name your favourite cuisine
Nothing specific... anything that fills my appetite but strictly no brinjal
4. Who is your favourite sportsperson?
There are lots to choose but Kapil Dev stands first
5. What is your dream travel destination?
Ladakh
6. If given a chance who would you like to be for a day?
I would like to be myself
7. What is your nick name at home/ what do your loved ones call you?
People who have known, call me 'Peter'
8. Describe a thing about you which people don't know of
Let me not divulge it
9. If you could relive this life on a time machine, which profession would you choose?
I would choose my current profession only
10. What is that one thing you can't live without?
My spectacles : Yes, I have been wearing it since I was in 4th grade. I have dry eyes so contact lens are a big no for me. So, we have a pure "chasmish" here !!!!
Without wearing it, I would feel world is looking weird

#BeAHero Campaign:

As we struggle to come to terms with our new normal, some of our teammates have gone beyond their calling to create a difference in the lives of fellow humans. As a part of our efforts to celebrate this virtue, we initiated the "Be A Hero" campaign. As a tribute to this spirit of resilience, we shared these stories on our digital platforms and are humbled by the overwhelming response. From helping their elderly neighbours and distributing essential goods to the needy to feeding the starving animals, our heroes have done it all! These stories motivate us to be better versions of ourselves



Rattle your Brain Cells!

Correct answers from the previous edition

1) I have no life but I can die. What am I?

Answer: Battery

2) People buy me to eat but can never eat me.

What am I? **Answer: Plate**

3) A man is looking at a photograph of someone. His friend asks who it is. The man replies, "Brothers and sisters, I have none. But that man's father is my father's son." Who was in the photograph? **Answer: His son**

4) People say I put doctors out of business, sometimes I am sour, sometimes I am sweet, I can be eaten and can also be drunk. What am I? **Answer: An apple**

5) I am a word. If you pronounce me correctly, it will be wrong. If you pronounce me wrong it is right? What word am I? **Answer: Wrong**

6) You can break me without touching or seeing me. What am I? **Answer: Promise**

7) A man stands on one side of a river, his dog on the other. The man calls his dog, who immediately crosses the river without getting wet and without using a bridge or a boat. How did the dog do it?

Answer: It was frozen

8) When can you add 2 to 11 and get 1 as a correct answer?

Answer: add 2 hours to 11 o'clock to make 1 o'clock

9) If your uncle's sister is not your aunt, what relation does she have with you? **Answer: Your Mother**

10) I look at you, you look at me, I raise my right, you raise your left, what am I? **Answer: Your reflection**

Nutrition quiz

a) What mineral is found in dairy products and helps build strong bones? **Answer: Calcium**

b) Which vitamin is important for maintaining eyesight? **Answer: Vitamin A**

c) A----- is an unit of energy that indicates the amount of energy contained in food
Answer: Calorie

d) A diet rich in unsaturated fats can be linked to the following? **Answer: Cardio vascular disease**

e) All of the following nutrients are found in food except? **Answer: Plasma**

Entries with correct answers

1) Satyam Khanna, RBM- Gastrex

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For any queries, contributions or feedback drop an email to khushboo.shroff@exeltis.com



Exeltis
Rethinking healthcare

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Puzzles for all

1) Count the no of Fs in the following statement

"Finished files are the result of years of scientific study combined with the experience of years."

2) Find the number in the missing triangle



3) Which word is spelt incorrectly in the dictionary?

4) Fill in the missing numbers

	X		+		11
-			-		+
	+			+	15
X			-		-
	-		X		-47
-54		-4		-4	

5) Can you find the the mistake?

1 2 3 4 5 6 7 8 9

Quiz time

1) Who was the president of Indian National Congress at the time of partition?

- a) J.B Kriplani b) Jawaharlal Nehru
- c) Maulana Abdul Kalam Azad d) Rajgopalachari

2) In 1930 from where did Mahatma Gandhi started Civil Disobedience Movement

- a) Wardha b) Sabarmati c) Sevagram d) Dandi

3) Which of the following scripts of ancient India was written left to right?

- a) Brahmi b) Sharada c) Kharoshti d) Nandanagari

4) Hemis National Park is located in which state?

- a) Kashmir b) Shimla c) Nainital d) Ladakh

5) Which of the following river valley is considered to be rift valley?

- a) Chambal Valley b) Narmada Valley c) Mahanadi Valley
- d) Krishna Valley



Creative- Paint A Bit Winners



Age Group : till 5 years



Ayushman Dasgupta

Son of Anirudh Dasgupta

Age Group : 5-10 years



Dikshaya

Daughter of Shreya Sharma

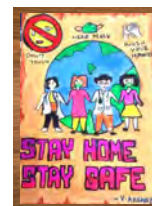
Age Group : 5-10 years



Shreya Sharma

Daughter of Gagan Sharma

Age Group : 11-15 years



V Akshaya

Daughter of Viswanathan

Age Group : Senior Category



Anmol Kapoor