



Voice @ Exeltis India

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ISSUE - 17

1977



First commercial office in Spain

1984



INDUSTRIAL & R&D

Manufacturing of hormonal APIs in Italy

1988



API

Acquisition of WL

2003



BRANDED

Starts branded pharma business with the acquisition of Effik.

2008



BIOTECH

Chemo Wan Bang, new-joint venture agreement.

2010



FDF

Gets FDA approval for manufacturing in Spain

2012



BIOTECH

Launches mAbxience, biopharmaceutical company

2013



BRANDED

Creation of Exeltis, a branded pharmaceutical business worldwide

Dear colleagues,

As we embark on a journey through the opportunities and challenges that 2024 presents, it is imperative that each employee of our organization operates with unwavering commitment to the principles that drive our success.

It is evident from our recent performance metrics that while manufacturing has performed higher than budget, marketing has fallen short of targets. As I have repeatedly highlighted, there are territories experiencing alarming levels of underperformance, requiring urgent and decisive action to reverse the trend and deliver better productivity. I expect all managers and BEs to immediately take cognizance of this fact and take decisive measures to enhance productivity and meet targets.

The upcoming months are pivotal for our business due to seasonality. Now is the perfect time to embrace a mindset that can help us reach our goals.

I have identified three critical areas that I expect each one of you to pay immediate attention to: Sense of Urgency & Speed, Responsibility & Accountability.

Sense of Urgency & Speed:

Teams that move fast tend to succeed. I expect everyone to work quickly and efficiently. We must adopt a proactive mindset and an efficient approach to meet the fast-paced demands of our industry. This means prioritizing tasks with a clear understanding of their importance and urgency. Quick decision-making, proactive problem-solving, and dedication to completing tasks promptly are essential. Success requires detailed planning, organizing tasks well, and acting promptly. It's important to know what's important and what's urgent. Being proactive, setting realistic timelines, and being ready for challenges helps us solve problems before they become big. Staying alert helps us handle unexpected problems smoothly, and sticking to our commitments ensures things keep moving forward.

Responsibility:

Responsibility goes beyond simply completing tasks; it involves fully committing to our work with dedication. This means taking ownership not only of our assigned duties but also of the broader goals and mission of our organization.

Leaders bear the responsibility for their teams' performance. Effective leaders ensure their team remains motivated by actively engaging with each team member, understanding their individual challenges, and helping them overcome these challenges. Leaders need to guide their team members toward achieving targets. For Example, a Regional Business Manager (RBM) should closely monitor each member's performance and focus on key result areas like call averages, compliance, fieldwork efficiency, customer prescriber base expansion, and enhancing product and therapy knowledge. Similarly, zonal managers should concentrate on executing marketing strategies in the field, such as RWE, CME, etc to drive success.

Accountability:

With responsibility comes accountability. This means taking full ownership of the outcomes of our actions and decisions, recognizing achievements, and promptly rectifying errors. All of us need to understand our tasks thoroughly, communicate transparently, and continuously pursue improvement. Acknowledge that each action has consequences.

By making a conscious choice to fully embrace the outcomes, we take ownership of our contributions. Accountability goes beyond surface-level acknowledgment. Dive deeper into understanding the context and expectations surrounding your tasks to ensure a holistic approach. Errors are inevitable, but true accountability lies in acknowledging them promptly and taking corrective measures.

In conclusion, let's come together to embrace these principles. Remember, tough times do not last, but tough people do. Let's embody speed, responsibility & accountability, driving Exeltis India to unmatched success.

Ketan Dhamanaskar,
Managing Director



#GROWToGETHER

Know your Leader



Nishita Nair

DGM - Human Resources

to implement in my life: -

1. Perseverance is the key to success
2. Setbacks are a part of life
3. Find joy in life's small victories amidst endless pursuits for happiness.

5. What's your favorite way to unwind after a busy day?

Spend quality time with my daughter.

6. Share a childhood hobby or interest that shaped who you are today?

Sports shaped me. As a state level hockey player and district level footballer, I learned teamwork, resilience, and time management. My father's encouragement ignited my competitive spirit, and even now, playing sports energizes me.

7. Beach or mountains - which one do you prefer for a getaway?

Beach - Sunset, the voice of the waves

8. If you could learn any skill instantly, what would it be?

Doodling / Contemporary Dance form

9. What's a personal motto or quote that resonates with you?

Sometimes you Win, sometimes you Learn.

10. What is that one thing you can't live without?

My daughter

11. Describe a thing about you that people don't know of?

I never give up, I am positive in situations, seek out knowledge and never stop learning.

1. If you could have dinner with any historical figure /celebrity/ actor, who would it be?

Sudha Murthy Ma'am

2. What is your nickname at home/ what do your loved ones call you?

Nishi

3. Name your favorite cuisine

Chaat (all types of Chaat items)

4. What's a book or movie that has had a significant impact on your life, and why?

Movie - "The Pursuit of Happyness"

Key learnings that I have taken and trying

A Glimpse of 'Hiring Right - Beyond the gut feel' Inhouse program for field leaders



Events, Activities & Festival Celebration



Effective Business Communication: Email and Telephone Etiquette

In today's rapid corporate environment, effective communication is the linchpin of success. As Exeltis India employees, we recognize the paramount importance of clear and concise business communication. Let's explore some best practices tailored to our organization, focusing on two indispensable tools in our communication arsenal: email and telephone.



By mastering these email and telephone communication practices, we contribute to a culture of effective communication within Exeltis India. Clear communication not only fosters collaboration but also strengthens our professional relationships.

EMPLOYEE OF THE MONTH AWARD Winners

January



Mathialagan Muthukamatchi
Director - Manufacturing



Vinod Dhuri
RBM - Chronic Care



Thilakdurai P
Senior Manager - Manufacturing



Kuntal Karar
BS - Chronic Care



Ashita Admane
Assistant Manager - HR



Mohammed Muzafar M
Assistant Manager - HR



Swapnil Jadhav
Assistant Manager - IT



Bhagyesh Nikam
Management Trainee - Pharma

February



Tamilarasan A
Executive - Manufacturing



Murugan M
Senior Operator - Manufacturing



Babu R
Executive - Manufacturing



Abhishek Bajpai
Business Executive - Health Care



Mohammed Javeed Shariff D
Business Executive - Eye Care



Rohibhai Joitaram Prajapati
RBM - Pharma



B.Sivakumar
Sr. Manager - Finance & Accounts



Debapriya Majumder
Business Executive - Pharma



Syed Tausif Iqbal
Senior Manager - Distribution

Employee Spotlight



Debangshu Mukherjee
Senior Zonal Business Manager

1. What is your favorite book?
"Don't count your chickens before they hatch."
2. What is your go-to snack at work?
Samosa.
3. Which is your favorite travel destination?
Puri.
4. What is your favorite movie?
"Disco Dancer."
5. Can you tell us your nickname?
Bumba.
6. Are you a morning or night person?
Night person.
7. What is your favorite cuisine?
Posto.
8. What was your dream job as a child?
To work in a renowned organization
9. Which is the most used app on your phone?
WhatsApp.
10. What is your favorite season?
Winter.

Indian Pharma Market News

Pharma Powerplay in Uttar Pradesh: Boosting Industry Giants Set to Transform State into Hub

Dr. Reddy's Laboratories and Rockwell Automation are set to boost Uttar Pradesh's pharmaceutical sector. Dr. Reddy's eyes Lalitpur Bulk Drug Park and Greater Noida for expansion, while Rockwell Automation plans investments in Noida. Pro-pharma policies attract investment from four leading Telangana-based companies, aiming to turn UP into a pharmaceutical hub.

GSK Finalizes Acquisition of Aiolos Bio

GSK plc has successfully concluded its acquisition of Aiolos Bio (Aiolos), a clinical-stage biopharmaceutical company dedicated to addressing the unmet treatment needs of patients suffering from respiratory and inflammatory conditions.

Blacksmith Medicines and Zoetis Partner for Animal Health Antibiotics

Blacksmith Medicines, specializing in metalloenzyme-targeted medicines, and Zoetis, a global leader in animal health, join forces to develop innovative antibiotics. With concerns over antibiotic resistance highlighted by key authorities, this collaboration aims to target bacteria in animals, addressing urgent needs in veterinary and human medicine.

Interesting Facts - 'Phagocytosis'



Your brain is constantly eating itself. This process is called 'Phagocytosis', where cells envelop and consume smaller cells or molecules to remove them from the system. Don't worry! Phagocytosis isn't harmful but helps preserve your grey matter.

New Joinees



- A Aasif
- Akash A More
- Akash Banerjee
- Anjan Kumar Manik
- Ankush Sikka
- Arun Kumar C P
- Arveti Pedarayudu
- Ashish Charan
- Avneesh Kumar
- Bommidi Chandra Sekhar
- Debabrata Basak
- Dhivakar S
- Gauri Rajwardhan Misal
- Gopal Bhimraj Kumavat
- Gourav Kumar
- Haradhan Sarkar
- Harikrishnan V V
- Jankinath Wahengbam
- Karthikeyan
- Krishkarthikeyan
- Kumar Vineet
- Lakkarsu Rakesh
- Magapu Nagababu
- Matta Chaitanya Kiran
- Mukesh Singh
- Nabed Rahman
- Palumuru Suman Yadav
- Parag Barman
- Prajyot Pradeep Patil
- Prashant Sanjay Panchal
- Rajendra Balkrishna Kadam
- Rajendra Prasad Mallick
- Rajneesh Srivastava
- Ravula Srinu
- Sachin P Bongade
- Sahidul Hussain
- Noorislam Shaikh
- Sakshi Ajay Chaturvedi
- Shaik Dada Vali
- Shivprakash Ramshringar Varma
- Shahana Naaz
- Shrikant Suresh Pawar
- Shubham Ramesh Ramteke
- Sidhdi Ajay Khanke
- Suhas Shamrao Chavan
- Sagar S D
- Syed Vazeer
- Tanzim Khan Salim Khan
- Thota Harish
- Udumula Jagadeswar Reddy
- Ujjal Kumar Ghosh
- Utsav Kumar
- Vignesh
- Vysakh A P
- Vedant Surendra Pardeshimath
- Zahangir Alom SK
- Zahurudeen Sherif S

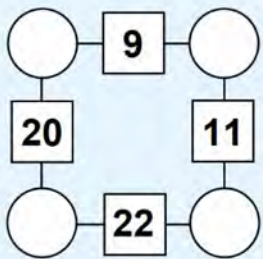
Expanding Horizons

Company Update



Insud Pharma has significantly expanded its presence in India by acquiring two manufacturing plants from Viatrix, located in Sarigam and Ahmedabad. These facilities specialize in the production of oral and injectable contraceptives for export to Europe, North America, and African countries under various United Nations programs. With approvals from prestigious agencies such as the US FDA and EU, these plants ensure the highest quality standards. Together, both these plants employ approximately 1000 skilled professionals. This acquisition has led to the formation of Senador Laboratories Private Limited. With this addition, Insud Pharma now operates four plants in India: the Exeltis plant in Chennai, the Chemo plant in Hyderabad, and the Senador Laboratories Private Limited plants in Sarigam and Ahmedabad reinforcing its commitment to delivering pharmaceutical excellence on a global scale.

Arithmagon



Arithmagon is a puzzle game where you fill empty circles with numbers to match those in square boxes. Each box number is the sum of its adjacent circle numbers. For example, if a box has 10, you might use 6 and 4 in the circles. Remember, the sums must work along all edges.

Answers to the previous Quiz

1. North India 2. Violin 3. Spain
4. M. S. Subbulakshmi 5. Arnold Layne



Entries with correct answers



Suresh Krishnan
Manager Finance & Accounts



Babu R
Executive Manufacturing

Family Flavour Finds

MOCHA CHINGRI PATOORI

A BENGALI DELICACY

Director: Bandana Bose (Subhra's Mother)

Scriptwriter: Subhra Kumar Bose



Imagine cooking as a blockbuster movie, where each ingredient and every step toward crafting the perfect dish parallels the casting and directing of a film, leading up to the climactic showdown. And guess what? You're the director of this culinary masterpiece, seeking something truly unique. Who's your scriptwriter, you ask? Well, that's us!

So, fasten your seatbelts and get ready for a thrilling ride!



Ingredients:

Main characters:

- Banana flower (Mocha in Bengali)
- Shrimp (Kucho Chingri in Bengali)
- Bottle gourd leaves (Lau Pata in Bengali)

Side roles:

- Poppy seeds (Posto in Bengali)
- White mustard seed
- Green chillies
- Mustard oil
- Turmeric powder
- Red chilli powder
- Salt

1) Banana flower: Chop into shreds and boil for 10 minutes.

2) Shrimp: Wash and semi-boil in water for 5 minutes.

(think of this as the intro scene of the plotline before the movie name lights up the screen)

MOCHA CHINGRI PATOORI

A Bengali Delicacy

Act 1:

- 3) Marinate shrimp and shredded banana blossoms with turmeric powder, red chili powder, and salt. Let it rest.
- 4) Grind poppy seeds and mustard seeds into a paste with green chillies.
- 5) Steam bottle gourd leaves to soften.
- 6) Spread mustard oil on in surface of the leaves.

Act 2:

- 7) If you were a fan of mixing a plethora of stuff and stirring away to your heart's content as a child, you'd love this part!
 - Place the marinated banana flower + shrimp preparation in a mixing bowl and add the paste and a few pinches of salt.
 - Add a few tablespoons of mustard oil as you deem fit.
- 8) Form nuggets of the mixture and place them at the center of each leaf.
- 9) Fold the softened leaf from all sides.
- 10) Tie each leaf (nugget inside) with a cotton thread.

You might wonder why you're doing this but keep going; you'll likely feel happy when you experience the climax of our recipe.

Climax:

- 11) Pour mustard oil into the frying pan and let it sizzle.
- 12) When the oil is hot (or the villain of our story has reached his breaking point), release the leafy nuggets into the crackling oil.
- 13) Shallow fry in mustard oil because it saves energy and tastes way better!

Turn off the gas & transfer the fried nugget pockets to a plate. Untie or cut the string, and gently unfold the leaf (the curtain unveiling), revealing your sizzling MOCHA-CHINGRI_PATOORI, ready to be served with hot rice!

Please send your answers to: nishita.nair@exeltis.com

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