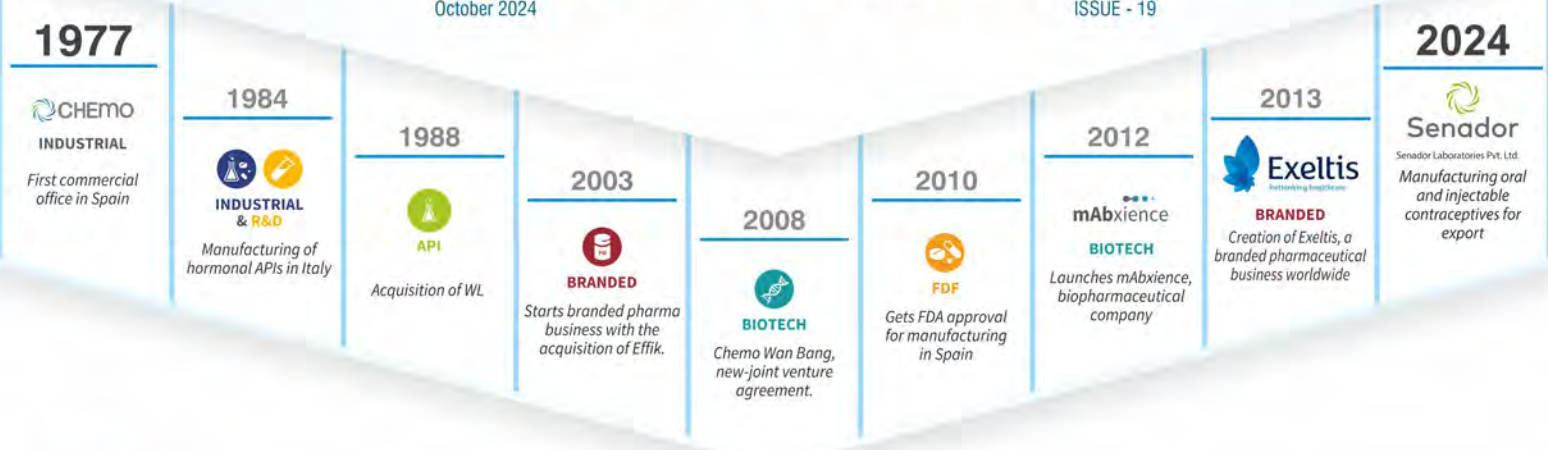




Voice @ Exeltis India

October 2024

ISSUE - 19



Drive the Momentum with Consistency and Focus



As we enter the final quarter of the year, it's essential that we stay focused on achieving our goals at Exeltis India. Each of you is key to our collective success, and with the right strategies, we can make significant progress in these last few months.

Consistency is crucial in how we approach our customers, and it is this consistency that drives exceptional results. We aim to serve 95% of our customers with 85% compliance, and by adhering to these practices, we can ensure our efforts translate into meaningful outcomes.

Here are some strategies to help you drive growth:

1. Consistency in Approach

Ensure that every customer interaction is aligned with our standard of 95% coverage and 85% compliance. By delivering consistent, high-quality service, we can establish trust and reliability with our customers.

2. Action Plans for Territories

Develop targeted action plans for each territory. Understand what works and what doesn't. Focus on improving prescriber engagement and tracking prescriptions to measure what drives success.

3. Execution

Conduct scientific activities in low-yielding territories & segments to build rapport, create face value, and demonstrate Exeltis India's purpose. This will not only increase visibility but also strengthen our credibility in those regions.

4. Strengthen Relationships

Focus on building long-term relationships with doctors in every territory. Host scientific activities that provide value and engage them consistently. Relationships built on trust and credibility are critical to sustained success.

5. Growth as a Constant Focus

Ensure you are growing month by month across every parameter. Whether it's increasing prescriptions, expanding your network, or enhancing your knowledge, make growth a habit.

6. Value and Incentives

Ultimately, our collective success means not only achieving targets but also creating significant value for everyone. Meeting your goals translates into wealth creation and earn incentives.

By focusing on these core strategies, we can continue to grow, serve our customers with excellence, and finish the year on a high note.

- Bishal Roy
COO, Exeltis India



#GROW TOGETHER

Know your Leader



Sumit Bhattacharjee
General Manager - Sales

Make hay while the sun shines.

4. If you could visit any place in the world, where would it be?

Ans. **Antarctica.**

5. What's your go-to hobby in your free time?

Ans. **Watching futuristic action movies.**

6. If you had to describe yourself in three words, what would they be?

Ans. **Tall, bald with an infectious smile.**

7. Who is your role model?

Ans. **Swami Vivekananda.**

8. What's your comfort food?

Ans. **Rice, aloo posto and fish curry.**

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

Ans. **Quizzing: I participated in various competitions, which enhanced my learning and kept me grounded.**

10. What inspires you to be a part of Exeltis India?

Ans. **A young, dynamic organization that offers opportunities to contribute and grow, empowers people and shows empathy towards employees.**

1. What's your favorite way to start the day?

Ans. **Over a cup of hot tea, reading the newspaper, and planning the day ahead.**

2. Craziest thing on your bucket list?

Ans. **Bungee jumping.**

3. What's the best advice you've ever received?

Ans. **Stay honest in your efforts to pursue your goals and be relentless.**



Star Awardees - Trip to Malaysia



Navratri Celebration

Enhancing Leadership Excellence

Manager to Leader (M2L) Workshop for RBMs, ZBMs, and DBMs



No One is a BORN Leader

6 WAYS TO BECOME A LEADER

Practice Active Listening

Listen to understand others' perspectives and make informed decisions.

Show Respect

Value everyone's contributions and create an inclusive culture.

Take Initiative

Seize opportunities and handle new challenges without waiting to be asked.

Be Proactive

Anticipate problems and suggest solutions before they arise.

Develop Emotional Intelligence

Manage your emotions and understand others to build strong relationships.

Give Honest Feedback

Offer clear, constructive feedback that encourages growth and improvement.



EMPLOYEE OF THE MONTH AWARD Winners

June



Eswaraselvam A
Deputy General Manager - Manufacturing



R Gnanasekaran
Manager - Manufacturing



Sivakumar G
Officer - Manufacturing



Abiraham Vijay
Senior Manager - Manufacturing



Prasenjit Paul
Business Executive - Eye Care



Pedagogi Yemparala
Business Executive - Chronic Care



Siva Prakash S
Business Executive - Chronic Care



Rajashekar B Kalabulagi
Business Executive - Chronic Care



Sandip Pakhare
Manager - Direct Products



Anirban De
Business Executive - Eye Care

July



Kuntal Mitra
Business Executive - Eye Care



Pradeep G
Senior Operator - Manufacturing



Karthick M
Senior Operator - Manufacturing



Kokkiralal Bhaskar
Regional Business Manager - Chronic Care



Dr. Bino Ebin Singh R
Medical Advisor - Medical Affairs



Sunando Roy Choudhury
Senior Manager - Business Development



Gauri Misal
Manager - People Communications



Aneesh S Unni
Regional Training Executive



Michael D Bird
Zonal Training Manager



Ninosh R Dsouza
Senior Product Manager - Pharma



Dipak Mhamunkar
Assistant Manager - SFE



Rajesh Lokhande
Manager - Designing



Partha Bhattacharyya
Regional Business Manager - Pharma



Rohit Kale
Deputy General Manager - Sales - Pharma



Bhavika Sachdev
Marketing Manager - Pharma



M A Gouse Khan
Zonal Business Manager - Chronic Care



Prakash Gopinath
Zonal Business Manager - Chronic Care

August



Namrata Tayade
Product Manager - Chronic Care



Vijayakumar R
Business Executive - Chronic Care



Pedagogi Yemparala
Business Executive - Chronic Care



Sumit Mandil
Business Executive - Pharma



Nagarajan M
Chief Technician - Manufacturing



Karthikeyan S
Senior Technician - Manufacturing



Sumit Bhattacharjee
General Manager Sales - Chronic Care



Samota Roy
Marketing Manager - Chronic Care



Raghavendra S Poojary
Manager - SFE



Mahmudha Banu
Manager - Sales Administration



Chandrasekar Jayapal
Executive QA - Manufacturing



Ramachandra Moharana
Regional Business Manager - Eye Care



Rinku Lal
Business Executive - Eye Care



Subhanakar Suradhar
Business Executive - Pharma



Subhra Kumar Bose
Sr. Zonal Business Manager - Pharma



Kalanidhi V
Senior Operator - Manufacturing

Employee Spotlight



Eswaraselvam A

Deputy General Manager - Quality Assurance

- Do you enjoy books or movies more?
If so, which one is your favorite?
I enjoy movies. Nayagan (Tamil) is my favorite film.
- If you could have any superpower, what would it be?
To eliminate partiality between people across the country.
- If you could only eat one dish for the rest of your life, what would it be?
White rice, Rasam with pickle.
- What's your favorite indoor activity?
Cooking.
- If you could meet any celebrity, who would it be?
Music Director Ilayaraja.
- If you could learn one new skill, what would it be?
I am willing to learn AI technology.
- Are you a beach or mountain person?
Beach person.
- Can you tell us your nickname?
Esu.
- Which is your favorite travel destination?
Kerala, Alleppey.
- What is the one thing you can't live without?
My family.

Paw-some Companions



Meet Simba, the adorable pet dog of our colleague Khushboo Shroff. With his playful spirit and friendly demeanor, Simba is sure to capture everyone's heart. Join us in welcoming him to the Exeltis family!

New Joiners

- A. Samad
- Abhijeet Wagh
- Abhinav Kumar
- Akash Banerjee
- Amarjeet Ram
- Amit Raju Desai
- Angad Keshbhan Yadav
- Arunkumar S
- Ashim Kumar Chanda
- Ashish Pralhad Ade
- Bikash Chasa
- Biplaba Kumar Nayak
- Chandan B K
- Chethan Kumar S G
- Dase Gowda M
- Deepak Kumar S R
- Deepu Anand
- E Marie Joseph
- Firoj Shirajuddin Shaikh
- Ganesan M
- Garaka Bharathi
- Gokul K
- Idrees Mehraj
- Janagam Venkanna
- M Ramakrishna
- Mahendran M
- Mahesh Maruti Patil
- Mallikarjun Ishvarppa Mali
- Mani Ranjan Kumar Chaubey
- Manish Prasad
- Mirza Faisal Baig
- Mrityunjay Banerjee
- Nilabhra Chakraborty
- Prabakaran P
- Pradipta Buragohain
- Rahul Dilip Bhendare
- Raja Guru
- Rajshri Raj Shinde
- Ramavath Naveen
- Rangaswami
- Rohit Kumar
- Roshan Vijay Padwal
- Rupjyoti Sarma
- S Kamalsrivatsan
- Sagar R
- Saravanan
- Sundaramoorthy
- Shaik Khaleel
- Shashikant Shashi
- Shubhajit Das
- Shyam Mishra
- Subrata Nath
- Sudarshan V
- Swapnil Sonkawade
- Valluru Siva Sankara Rao
- Vishwas M



Global visitors



Stress Management Session



Festivals & Celebrations



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?

Last Edition Correct Answers

1. Thilakdurai P 2. Naren Kumar S

Family Flavour Finds



Hyderabadi Chicken Dum Biryani



Head Chef
Lata Rajendra Kadam (Wife)

Assistant Chef
Rajendra Kadam
Zonal Business Manager, Pharma

INGREDIENTS

- 1 kg chicken (bone-in, medium pieces)
- 1 cup yogurt
- 2 tbsp ginger-garlic paste
- 1½ tsp red chili powder
- ½ tsp turmeric powder
- 1 tsp garam masala
- 4-5 green chillies (slit)
- ½ cup coriander leaves (chopped)
- ½ cup mint leaves (chopped)
- 2 tbsp lemon juice
- 1½ cups fried onions (Birista)
- 2 tbsp oil
- 4 cups basmati rice (soaked for 30 mins)
- Salt to taste
- 2 bay leaves, 4-5 cloves, 1 cinnamon stick, 4 green cardamoms, 1 black cardamom, 1 tsp shahi jeera
- 3-4 tbsp ghee
- 1 pinch saffron soaked in warm milk
- Fresh coriander and mint leaves for garnish



INSTRUCTIONS

- Marinate the chicken with yogurt, ginger-garlic paste, red chili powder, turmeric, garam masala, green chillies, coriander, mint leaves, lemon juice, fried onions, salt, and oil. Let it sit for 2 hours or overnight.
- In a large pot, boil water with bay leaves, cloves, cinnamon, cardamoms, shahi jeera, and salt. Add soaked rice and cook until 70-80% done, then drain.
- In a heavy-bottomed pot, layer the marinated chicken at the bottom, followed by a layer of half-cooked rice. Drizzle with ghee, saffron milk, fried onions, and herbs. Add another rice layer and repeat the toppings. Seal the pot tightly and cook on high heat for 10 minutes, then on low heat for 30-40 minutes. When ready to serve, gently fluff the layers to keep them intact, and serve hot with raita and boiled eggs.



Maharashtra State

**BEST EMPLOYER
AWARD 2024**



Exeltis India Ordain Health Care Global Pvt.Ltd., Phoenix Paragon Plaza, Unit No. 4B-11-15, 4th Floor, Phoenix Market city, L.B.S Marg, Kurla (West), Mumbai - 400 070.



Please send your answers to:
gauri.misal@exeltis.com

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