



**Indian Pharma Industry...  
A coming ( r )evolution?**

**5x Leadership for 5x Growth**

**28<sup>th</sup> June 2024**

# Pharma Industry – Nation Builders

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## VISION 2047

- Make India a **global leader** in the manufacturing of affordable, innovative & quality pharmaceuticals & medical devices
- Vishwaguru in **innovation & Research**
- Identifying critical suppliers, de-risking & decarbonising the supply chain, and **promoting local sourcing**
- **Medical Devices** to be an integral part of global supply chains
- **Digitisation and technology upgradation** in the delivery of services & products

> **2.2 million employees\***



# Unprecedented Growth of Indian Pharma



Projected 2024 Revenue

Contribution to Indian GDP

Growth by 2030

Growth by 2047



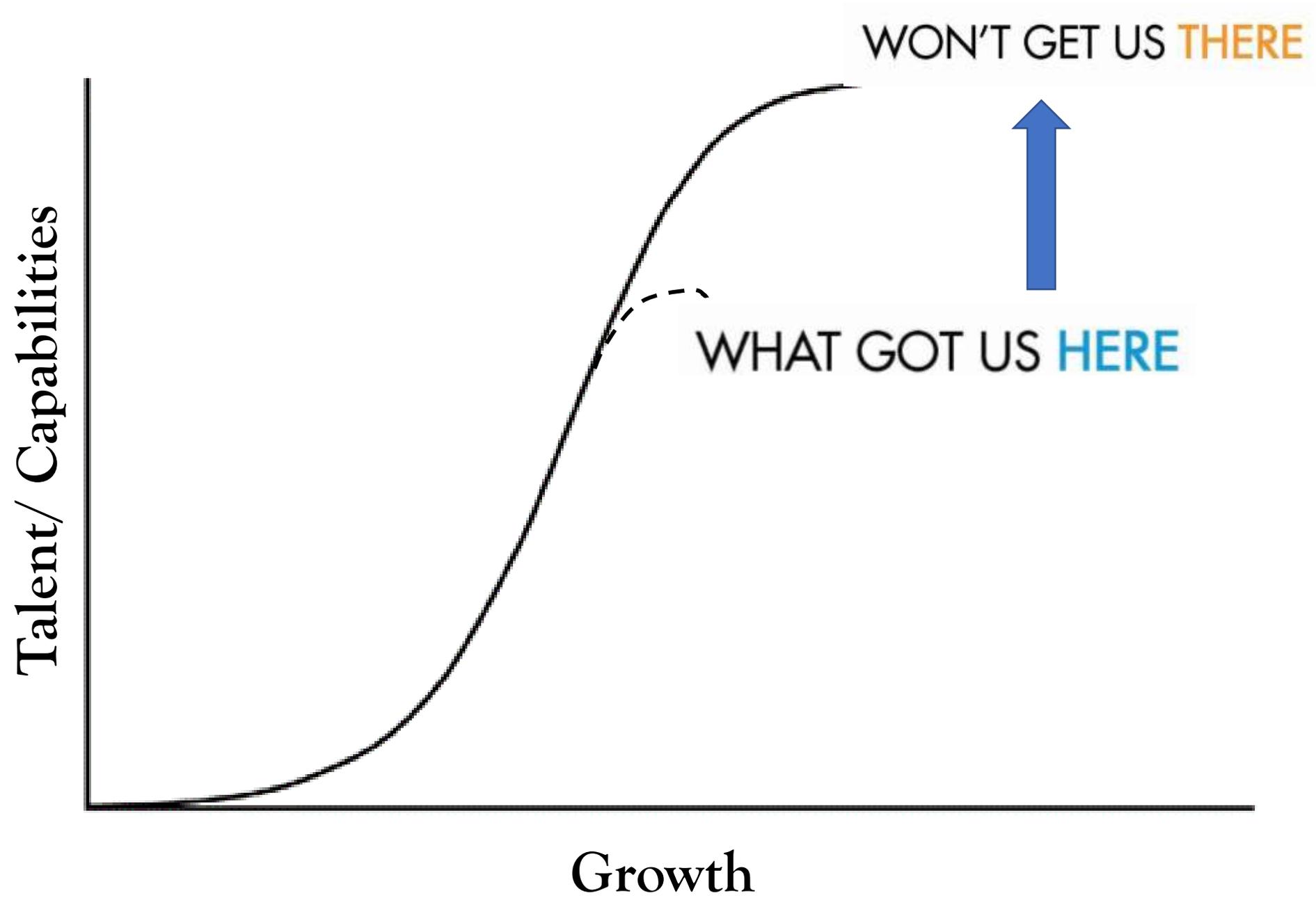
2000 – 2010  
Decade of IT Boom



2010 - 2020  
Decade of Auto/ Mfg Boom



2020 -  
Pharma Boom



# 5x Leadership for 5x Growth: BIG SHIFTS

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<b>Generics</b>		<b>Generics + Specialty</b>
<b>Short Term, Cost, Reactive</b>		<b>Long Term, Holistic, Proactive, Agile</b>
<b>Limited Digital Capabilities</b>		<b>AI/ IR 4.0/ Innovative R&amp;D</b>
<b>Narrow Skill Base</b>		<b>Wider + Ecosystem</b>
<b>Domestic Workforce</b>		<b>Global - Multicultural</b>
<b>'Good' People Development</b>		<b>'Great'</b>
<b>Functional Leadership</b>		<b>+ Inspirational</b>

# BIG TALENT CHALLENGES

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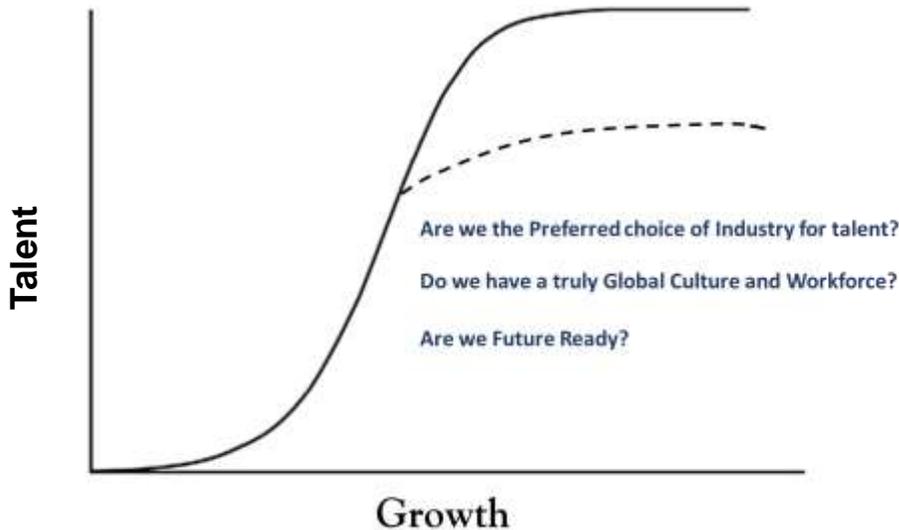
# Transforming the Talent Landscape

## Are we Industry of Choice for talent ?

- Purpose centered Industry branding- Nation Builder/ Saving Life
- Organization EVP

## Do we have Global Mindset and Workforce ?

- Inspirational Leadership : Transactional → Transformational
- Onboard Diverse Talent/ Talent Mobility across geographies



## Do we have Future Ready Leadership and Skills ?

- Leading Digi-tech/ Data / AI/ Automation
- Imitation > Innovation

# Talent Retention

**Brand  
Attractiveness**

**Global  
Careers**

**Holistic  
Development**

**Competitive  
Rewards**

**Future Skills**

**Culture + Inspiring Workplace**



**Future is Rushing at us....**

**How do we best embrace it?**

**5x Leadership for 5x Growth**