Indian Pharma Industry…
A coming (r)evolution?

5x Leadership for 5x Growth

28th June 2024
Pharma Industry – Nation Builders

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** *

*IPA Report 2019*
Unprecedented Growth of Indian Pharma

- Projected 2024 Revenue: $65 B
- Contribution to Indian GDP: 1.72%
- Growth by 2030: $130 B
- Growth by 2047: $450 B

Decades:
- 2000 – 2010: Decade of IT Boom
- 2010 - 2020: Decade of Auto/ Mfg Boom
- 2020 - Pharma Boom
Growth

Talent/ Capabilities

WON'T GET US THERE

WHAT GOT US HERE

Growth
5x Leadership for 5x Growth: BIG SHIFTS

- Generics vs. Generics + Specialty
- Short Term, Cost, Reactive vs. Long Term, Holistic, Proactive, Agile
- Limited Digital Capabilities vs. AI/IR 4.0/Innovative R&D
- Narrow Skill Base vs. Wider + Ecosystem
- Domestic Workforce vs. Global - Multicultural
- ‘Good’ People Development vs. ‘Great’
- Functional Leadership vs. + Inspirational
Are we Industry of Choice for talent?
Do we have Global Mindset and Workforce?
Do we have Future Ready Leadership and Skills?

What got us here…

… will not get us there.
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