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Claris Lifesciences

The Winning Spirit Redefined...

Carrying the *Right DNA*

The US \$20 million investment in Claris Lifesciences by the Carlyle Group in 2006 pushed Claris' growth plans to expand its existing capacity and establish new facilities, R&D and product development initiatives. Their strategy to enter the top regulated markets in the United States and Europe is a stupendous achievement from how it started as a privately held company in Ahmedabad.

Business growth at Claris Lifesciences stems from its prime focus on people, which is reflected in its recent ranking in the Great

Place to Work® Institute Study. This is reflected in many employees who have expressed their appreciation of the development programs which have provided them internal growth opportunities. Celebration of special events and impartial treatment with easy accessibility of top management, further strengthens the sense of belonging to the organization.

Initially, the company was very inward looking with respect to culture building. Though they believe that "people are everything," a test was important to realize if the belief is reflected in tangible perception of their employees. Now,



“ Today growing is the new survival. For us to grow, having the right people with the right DNA is essential; and being a great workplace means that our people processes address our employees’ needs at work”

- Arjun Handa, MD & CEO, Claris Lifesciences



people who can ingrain the culture and maintain it. Their focus is on hiring young people and thereafter investing on their development. They hire for energy, ability to learn and adapt, and the right mindset, which is then supported by the Claris induction process and the subsequent development programs.

Development happens at four levels - leadership, managerial, operational and support; each with a different capability program that aims to achieve continuous learning and high engagement of every individual at all levels. The talent philosophy is to leverage on people’s strengths; every individual when appraised by the manager gets a candid feedback on his/her performance and has a career plan drafted along with a roadmap for growth. There is a unique focus on every single individual, which makes people feel cared for and this adds to their sense of security in the company. The system allows for special attention to high performing individuals who are handpicked for the fast track career path.

Talent being a key contributor to business excellence, there is no doubt that the people factor forms an integral part of the CEO’s role as well, along with HR. The CEO spends around 30 percent of his time on talent activities including, building systems and processes in the talent management process, one-on-one communication with the top 50 people in the company, and connecting with the employees at large making Claris a company where every single employee is cared for from the moment they join. ■

being ranked in the Great Place to Work® Institute Study for the second consecutive year is really a great milestone. Their movement from being ranked 37th in 2010, moving up to 9th rank in 2011, is an affirmation for the team that Claris is a place where people can grow, learn and achieve their aspirations.

Of the many reasons which qualify Claris Lifesciences to feature in the Study, the first is the company’s strategic operation in a very niche product space, which involves highly innovative technology, and a sense of pride in employees for working in a company which makes products that save lives. This sense of pride unites the team to a common vision. The second element is the work culture which revolves around the mantra of ‘think big and bring pride to the company and self’ that makes excellence the foundation of everything they take upon. The third element has been their ability to create a work environment that is full of joy and camaraderie, where everybody is connected and work in tandem.

To ensure that the culture is carried forward as the company grows, their present strategy is to ensure they recruit the right DNA, the right

Claris Lifesciences Ltd.

Sterile injectables products delivered in glass ampoules & vials, glass & plastic bottles, PVC & non-PVC bags

2011 Rank: **#9**

Previous Ranking: **#37 (2010)**

India HQ: **AHMEDABAD**

Founded in India (year): **1999**

Employee Strength: **1,325**

Gender Ratio (F to M): **1:16.43**

Other Ranking: **#1 (HEALTHCARE)**