



Pioneering Excellence in Pharma Workplaces

MOREPEN LABORATORIES LIMITED INDIA

The significance of an exceptional workplace environment cannot be overstated in the pharmaceutical manufacturing industry. It is a cornerstone upon which groundbreaking advancements are made. Morepen Laboratories Limited India stands as a beacon in this industry, redefining the very fabric of a nurturing work culture. Innovation permeates the air, intertwining seamlessly with a culture of collaboration, culminating in an environment where excellence isn't just encouraged; it's an implicit expectation.

Within the walls of Morepen, safety transcends mere protocols; it is a foundational commitment embedded in every operation. Recognition is not a sporadic event; it is a norm, a tangible acknowledgment of every professional's unwavering dedication. Here, scientists and technicians find themselves in an environment where their contributions are acknowledged and actively fostered for continual growth. Collaboration is an integral part of the professional ethos here. Partnerships, both internal and external, form the bedrock of mutual success, seamlessly

aligning with Morepen's steadfast commitment to excellence.

In an exclusive conversation with TradeFlock, Rolli Saxena, Head of Human Resources at Morepen, unveils the intricacies of this transformative collaboration. It's a unique synergy where ambitious business objectives merge seamlessly with a work culture pulsating with innovation, dedication, and unwavering professionalism. Rolli sheds light on how Morepen has not only elevated industry benchmarks but set a new standard where the fusion of business acumen and a culture of excellence propels the company towards unparalleled achievements.

What initiatives support employee well-being, mental health, and work-life balance? How do these programmes benefit employees, particularly women?

We are deeply committed to our employees' well-being and work-life balance. We have introduced meditation and rest spaces, free in-office fitness classes, and therapy programmes, all promoting mental health and relaxation. Notably, our flexible work hours initiative has had a profound impact, significantly enhancing overall well-being and reducing stress. This, in turn, has led to higher employee happiness and lower burnout rates. Additionally, we encourage strong social connections among our team members, fostering a supportive work environment that contributes positively to our employees' overall wellness.

How do you nurture emerging leaders through mentorship and leadership development?

Mentorship and leadership development are integral to our approach to fostering job satisfaction and growth. We've implemented robust mentorship programmes that guide emerging leaders through organisational challenges, enabling them to advance in their careers. These programmes not only equip mentees with essential skills but also enhance their engagement, motivation, productivity, and loyalty.

Furthermore, we highly value the role of mentors within our organization. Serving as a mentor showcases a commitment to our company's growth. These programmes not



only empower mentees but also sharpen the skills of our current leaders, enabling them to lead more effectively, empathise with colleagues, and create a positive impact within the organization. It's a mutually beneficial process that propels both mentors and mentees towards continued success.

How does your company promote adaptability and encourage employees to embrace change and navigate new challenges?

In today's rapidly changing landscape, adaptability is a core competency we highly value. Our approach to encouraging employees to embrace change is structured and effective. First, we foster a growth mindset, encouraging our team to view challenges as opportunities for learning and development. We provide continuous training and development programmes to enhance skills and knowledge. Second, transparent communication is key. Keeping employees informed and involving them in decision-making reduces resistance to change. Third, innovation is promoted; employees are empowered to propose and test new ideas. Cross-functional teams enhance collaboration and problem-solving. Lastly, we prioritise resilience and self-care, providing resources for stress management and maintaining a healthy work-life balance. Through these strategies, we ensure our workforce remains agile, ready to face any challenge head-on. ♦