

In **2020**, a **₹800 crore Indian pharma company** began a new chapter.

With a leading global private equity investor on board, the focus was clear: build scale, speed, and stronger people systems **for 3x growth in five years.**

Understanding what makes such change work?
Ask TalentCo.

From Legacy to Global Excellence



A five-decade-old specialty pharma company set out to modernize how it worked, evolving from legacy-led operations to a globally aligned, performance-driven organization.

The Transformation Challenge

Shifting from founder-led culture to structured governance

Building leadership and functional depth for rapid growth

Managing integration of a new business unit

Ensuring compliance and cultural harmony during expansion

TalentCo partnered through this transformation to:

1

Support **people and organization restructuring**

2

Drive **policy harmonization** across entities

3

Provide **advisory on compliance and legal readiness**

4

Enable **smooth employee integration** and change alignment



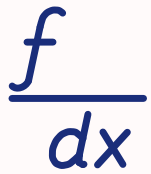
Transformation meant **balancing legacy and agility.**

We worked with leadership teams to strengthen capability, align people priorities to growth goals, and embed change with empathy.

Measurable Impact




 **Growth from ₹800 Cr → ₹1,800 Cr in under five years**




 **Seamless integration of a ₹200 Cr business unit**



 **Process and quality systems upgraded across manufacturing**



 **Organization ready for global scale and governance**

Impact achieved through collaborative effort between the company's leadership, partners, and advisory teams including TalentCo.

A Landmark Acquisition

The renewed pace and scale attracted one of **India's largest healthcare conglomerates**, culminating in a **₹13,000+ crore acquisition** marking one of India's standout pharma growth stories.



Why Corporates choose **TalentCo**

 **Experience across complex pharma ecosystems**

 **Strength in integration, compliance, and capability building**

 **Advisory expertise during M&A and transformation**

 **Balance of legacy understanding and modern HR design**

Excellence in execution and strategic support, a powerful combination that drives every partnership forward.

A Long-Term Partnership



What began as a post-acquisition engagement has grown into a long-term partnership supporting people, process, and performance alignment through each new phase of growth.

Your transformation partner

At TalentCo, we help organisations navigate change integrating people, processes, and performance into one seamless system across transformations, mergers, and acquisitions.

 **Share this with anyone looking for partners to manage end-to-end HR.**

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Client details remain private to respect ongoing engagement.