

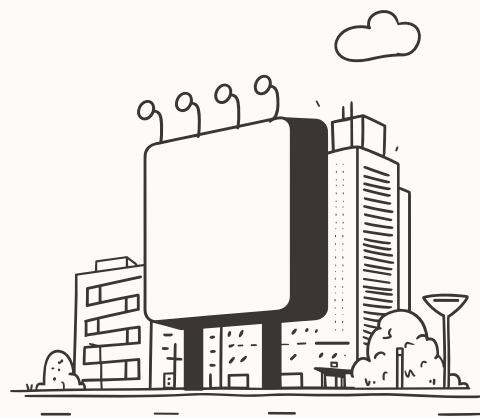
**In 2020, a ₹800 crore Indian pharma company began a new chapter.**

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.**

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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.

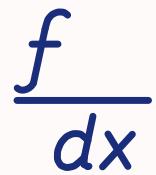


We worked with leadership teams to strengthen capability, align people priorities to growth goals, and embed change with empathy.

# 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.*