

- ## The Challenge

- Established in 2009, our customer had an unplanned steep growth posting revenue of ₹ 30 Million operating in the industry of fine chemical and formulation manufacturing as contract manufacturer for leading pharmaceutical brands from India, South Asia and Southeast Asia*

- Informal manufacturing set up during early stage of incorporation of enterprise
- Engaging skilled but less literate factory personnel during early stages of business
- Steep growth in short span and adding new factory personnel
- Being in Pharma industry, need for inducting qualified and educated personnel
- Enterprise did not have an organization structure and compensation model to cope with growth needs

- Review the current status of the enterprise
- Perform various analysis such as current personnel roles, responsibilities, education, experience and current compensation
- Recommend a
 - ✓ Suitable organization structure
 - ✓ Compensation structure
 - ✓ Banding of personnel levels
 - ✓ Develop policies around compensation and career progression

- Deployed Sagesse Abundance Strategy Consulting methodology with blend of –
 - ✓ Understanding industry standards
 - ✓ Regional talent availability and compensation status where factory was located
 - ✓ Ensuring current status is not much disturbed
 - ✓ Considering all applicable labour law

- Formal organization structure with clear definition of roles and responsibilities
- Well defined HR Policies around
 - ✓ Compensation
 - ✓ Career Progression
- Compensation commensurate with education, experience, the local talent market dynamics and industry standards

