



#MDPreferredWorkplace

## Pulse of Progress

WHERE PURPOSE POWERS PEOPLE

## BS MARKETING INITIATIVE

AHMEDABAD, BENGALURU, BHOPAL, BHUBANESWAR, CHANDIGARH, CHENNAI, HYDERABAD, JAIPUR, KOCHI, KOLKATA, LUCKNOW, MUMBAI, NEW DELHI, PUNE

## HEALTHCARE'S FINEST SHOWCASE THE PULSE OF PROGRESS

> Team Marksmen Network's Most Preferred Workplaces 2025-26 – Healthcare, Pharma, and Biotech celebrated those committed to shaping purpose-led, people-first workplaces that inspire excellence and resilience

This one-of-a-kind platform served as a powerful crucible where vision met courage—bringing together leaders committed to shaping purpose-led, people-first workplaces that inspire excellence and resilience across India's healthcare ecosystem.

The Indian healthcare ecosystem stands at a definitive crossroads where economic potential meets human paradox. While the sector is projected to reach unprecedented

market volumes by 2031, this trajectory faces a critical stress test in the form of a talent crunch and pervasive burnout. The mandate for leadership has therefore shifted from purely clinical excellence to cultural resilience. It is no longer enough to build facilities that save lives; we must build organisations that sustain the lifesavers. This reality underscores the “why” behind Team Marksmen Network's Most Preferred Workplaces 2025-26 – Healthcare, Pharma, and Biotech.

This initiative is not merely a recognition ceremony, but a strategic intervention designed to identify those institutions that have successfully humanised the business of care. These are the organisations that understand that the next competitive advantage lies in employee wellbeing, learning agility, and a purpose-driven culture. By prioritising the people behind the progress, they are ensuring that India's growth story is both robust and humane.

This platform recognised a select cohort of industry leaders who have set the gold standard for people-first practices. The distinguished list of organisations felicitated includes:

- Alembic Pharmaceuticals Ltd.
- Apollo Hospitals Enterprise Limited
- CADILA PHARMACEUTICALS LIMITED
- Dr. Reddy's and Nestlé Health Science Limited
- INDOCO REMEDIES LIMITED
- Kauvery Hospital
- Kokilaben Dhirubhai Ambani Hospital
- Matrix Pharmacorp
- Medtronic
- P. D. Hinduja Hospital & Medical Research Centre
- WOCKHARDT LTD
- Zota Healthcare Limited



(Panel Discussion L - R ) Namita Patwari, Alembic Pharmaceuticals Limited | Dr. Jagmohan Singh Rishi, Wockhardt Ltd | Rajan B. Saawant, Indoco Remedies Ltd | Rashma Nathani, Kokilaben Dhirubhai Ambani Hospital | Vishnupriya Manoharan, Kauvery Hospital | Vamsi Garimella, Matrix PharmaCorp | Mandar Dani, PwC

## BUILDING A WORKPLACE WHERE CARE BEGINS WITHIN

> Dr Manivannan S, Founder & Managing Director, Kauvery Group of Hospitals, expounds on how creating a world-class healthcare ecosystem calls for great care and thoughtfulness

If healthcare teaches you anything early on, it is this: systems matter, but people matter more. Buildings, technology, and protocols can only go so far. In the end, it is the collective effort of many—those at the bedside, behind the scenes, and across functions—who shape how care is experienced. Often, it is a small act of attentiveness, consistency, or empathy that makes the biggest difference. Over the years, this understanding has shaped how we think about work and workplaces at Kauvery.

Being recognised as a Most Preferred Workplace is therefore meaningful to us—not as a trophy, but as reassurance that we are moving in the right direction.

## Many Journeys, One Organisation

A large part of our workforce comes from backgrounds very different from one another. Some are first-time professionals. Some are stepping into organised healthcare for the first time. Many are balancing demanding roles with responsibilities at home. This reality keeps us grounded. It reminds us that policies cannot be generic and leadership cannot be distant.

We invest heavily in training, mentoring, and role-based development, but more importantly, we try to create an environment where people feel confident asking

questions, learning from mistakes, and growing at their own pace. Titles matter less than intent. Leadership, we have learned, often shows up in small, consistent actions.

## Recognition That Feels Personal

In hospitals, good work can easily blend into routine. That is something we consciously try to counter. Some of our recognition initiatives are simple, but they carry meaning. When we introduced Flying Angels, the idea was not reward—it was experience. Watching a staff take their first flight is a reminder of how aspiration changes when someone believes in you.

Similarly, Thangamanasu came from the realisation that kindness often goes unnoticed. Our housekeeping, patient care assistants, and security teams carry the emotional weight of the hospital as much as anyone else. Recognising them is not about applause; it is about respect.

## Well-being Cannot Be an Afterthought

Healthcare is emotionally demanding. Over time, we realised that resilience cannot be left to individual strength alone. It has to be supported. That is why we speak openly about emotional well-being, offer confidential counselling, and create spaces where people can ask for help without

fear of judgement. Physical health, financial stability, and even digital safety matter because life does not stop at the hospital gate.

When people feel supported as individuals, they show up differently at work—with more clarity, patience, and empathy.

## Learning That Shapes Everyday Behaviour

Learning at Kauvery is not limited to clinical or technical skills. How we speak to one another, how we respond under pressure, how we take responsibility, these behaviours shape culture more than any handbook. We focus on continuous learning, shared knowledge, and leadership development across levels because culture is built daily, not announced once.

## Why This Recognition Matters

As we grow, recognitions like this act as reminders, not conclusions. A preferred workplace is not something you become and move on from. It is something you work at every day by listening better, correcting faster, and leading with humility.

In healthcare, when caregivers feel valued, patients feel it too. That connection is simple, human, and powerful and it continues to guide us forward.

