

# How a Leading Indian Pharmaceutical Company Transformed its Managers with NamanHR's Assessment Center



## Key Highlights of the Projects:



Conducted by NamanHR Certified Assessors & Industry Experts



Competency framework developed through 8 Personal Interviews & 1 Focused Group Discussion



Stakeholder collaboration for a 360-degree talent evaluation

## The Need

With a rapidly evolving pharmaceutical landscape, a leading Indian pharma company sought to strengthen its managerial pipeline.

They needed a scientific, data-backed approach to assess 77 managers across therapeutic segments—identifying their competencies and unlocking development opportunities.



# The Approach

To ensure precise talent insights, we designed a structured and customized assessment process:



## Competency Mapping & BARS Development

Insights from Personal Interviews & Focused Group Discussions helped define role-specific success behaviours.



## Customized AC Exercises – Industry

Relevant simulations and behavioral assessments provided an accurate evaluation of managerial capabilities.



## Expert-Led Assessments & Personalized Reports

A combination of in-person evaluations and virtual feedback sessions fostered self-awareness and action-driven growth.

## Key Highlights of the Assessment Center:

Dedicated onsite AC for **1\*7 days** for identified SMS, (N=77)



**6 Competencies**



**1 Assessor: 3 Assessee**



**5 Exercises – Individual & Group**



**10-13 Participants in a Batch**



**3-4 Opportunities for each Competency Assessment**



**Data Integration – Assessors' Rating & Statistical Analysis**



# The Impact

## At Organisational Level



1

Data-driven, scientific approach ensured reliable, consistent talent insights.

2

Competency mapping enabled informed succession planning & leadership development strategies.

## At Individual Level

1 Objective evaluations empowered managers to take ownership of their professional growth.

2 Personalized reports & feedback sessions provided clarity on strengths and targeted development areas.

3 Strategic coaching & insights helped managers refine leadership behaviours for long-term success.



Discover how NamanHR's Assessment & Development Center can help you build a stronger, more agile leadership team.

Connect with us at [inquiry@namanhrc.com](mailto:inquiry@namanhrc.com) to explore how we can support your talent strategy.