

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)



1 Assessor:
3 Assessee



10-13 Participants
in a Batch



Data Integration –
Assessors' Rating & Statistical Analysis



6 Competencies



5 Exercises –
Individual & Group



3-4 Opportunities
for each Competency Assessment



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@namanhr.com to explore how we can support your talent strategy.