

The **INZIDE** EDGE

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FOR **INTERNAL**
CIRCULATION ONLY



THE PATH OF GROWTH



Ms. Dhanashree Sawant

As we turn the page to a new financial year, we carry forward the essence of last year's guiding philosophy-**ShuHaRi: Control, Change, Create**. This powerful mindset helped us navigate challenges, transform with intent, and build with purpose. The journey through ShuHaRi wasn't just about strategy—it was about personal and professional evolution, and we thank each Inzperan for being part of this transformative path.

As we step into a **new financial year**, this philosophy becomes even more relevant. It's a time to **reflect on our learnings, embrace change with confidence, and create new possibilities for growth**. With evolving market dynamics and fresh opportunities ahead, our ability to **adapt, innovate, and lead** will shape our success in the coming months.

As Bruce Lee once said, "**Absorb what is useful, discard what is not, add what is uniquely your own.**" This mindset fuels our vision, inspiring us to **lead with expertise, evolve with change, and create with purpose**-shaping a healthier future for all.

Wishing everyone a successful and prosperous financial year ahead-filled with new achievements, growth, and endless possibilities! May we continue to inspire healthier habits and create happier lives for those we serve.

TARGET TRANSCEND TRIUMPH



Rajesh Ramadurai

Every new beginning brings it with its own set of excitement, expectations, challenges and hope. As we begin another new financial year, it's time for us to learn from the year just gone by and plan well to achieve every goal that we have set for ourselves – both personal and professional. Inzpera can no more be called a mere start up as we enter the 9th year of operations. Over the last few years, we have surely and steadily made our presence with our products and communication. But what's more important is that we have a dedicated bunch of Inzperians, who have with their committed efforts been responsible for this recognition. We have also maintained our unique culture and belief in innovation and science.

Resting on past laurels is, however, only for the retired and not for a young organisation. We have many miles to go and it is time to renew our efforts and commit ourselves to achieving our **TARGETs** set for the year, from month 1. The entire marketing, supply chain, accounts and other support functions are totally tuned to provide all support required to enable all of us to not just achieve, but also **TRANSCEND** our goals. A sign of a great organisation is one of consistent achievement. Hence, it is important that we plan to be ahead of our goals at all times. Some amongst us have already shown us the path to do this very successfully and consistently. They have, through their efforts been true performers in the past year. Kudos to all of them for their efforts and successes. Each one of us can learn from them and imbibe best habits to become successful and **TRIUMPHant** this year. It is well said that, "The harder the struggle, the more glorious the **TRIUMPH**"



AT INZPERA



Phani Bhushan Lanca

As we celebrate key milestones within our team, we shine a spotlight on Mr. Phani's remarkable five-year journey at Inzpera. His time with the organization has been defined by dedication, resilience, and growth. Reflecting on his experiences, Phani shares valuable insights into his professional evolution, the challenges he has overcome, and his aspirations for the future. His journey is a testament to hard work, leadership, and a commitment to driving success.

Phani's Remarkable 5-Year Journey at Inzpera

Phani's five-year journey at Inzpera is a story of dedication, leadership, and growth. From overcoming challenges, including the tough corona period, to driving business expansion, his impact has been significant. Under his leadership, the region grew from ₹70K to ₹35 lakh with 13 SBAs, earning him a promotion to Senior Regional Manager. His mentorship has also helped team members, like Siva Krishna, step into leadership roles. Grateful for the trust and support he has received, Phani remains committed to fostering innovation, driving growth, and shaping future leaders at Inzpera. His journey continues with passion and purpose.

Growth Through Challenges

Phani's journey at Inzpera showcases his resilience, adaptability, and commitment to success. Rising from the last position to securing the second spot in India, he has transformed challenges into opportunities. Facing rejections at new headquarters, he persevered, leveraging strategic thinking and strong customer relationships. His collaboration with the team and mentorship from Amit played a crucial role in driving growth.

Through self-awareness and continuous learning, Phani has refined his leadership and problem-solving skills. As he looks ahead, he remains committed to adapting, growing, and contributing to Inzpera's ongoing success.

Embracing Responsibility and Driving Growth

Over the past five years at Inzpera, Phani has taken on increasing responsibilities, shaping his professional growth and leadership skills. Leading the Central Zone, he successfully launched new regions like Vidarbha, Madhya Pradesh, and Raipur, expanding business and strengthening team performance. His role in launching new headquarters, including Karimnagar and Andhra Pradesh, has set industry benchmarks.

His strategic shift from CH to Rx business secured the second position in India. By mentoring teams and implementing process improvements, he has driven efficiency and growth. With his adaptability and vision, Phani continues to play a key role in Inzpera's success.



Yuvraj Arkel

Yuvraj Arkel's Inspiring Journey at Inzpera!

Yuvraj Arkel's journey at Inzpera has been nothing short of transformative. He expresses deep gratitude to his mentor Siddhu and leader Rajesh for guiding him, especially during the challenging times of COVID-19. Despite the uncertainty, he embraced the opportunity to contribute to the launch of Tasiron drops and AD lotion-an experience that not only enhanced his productivity but also set the stage for his professional growth.

Facing a challenge with the **Tasiron dropper issue**, he turned a setback into success. By effectively promoting Inzpera's **new dropper pack**, he regained doctor confidence, leading to an impressive **1,000-unit sales** in **September 2023**.

Yuvraj's dedication and perseverance did not go unnoticed. His hard work led him to achieve an individual sales milestone of 2 lakh at the Solapur HQ, a feat he had never imagined possible.

Yuvraj thrives at Inzpera, driven by its **unique products** like **Tasiron and Babeaze** and a **supportive work culture**. Inspired by teamwork and leadership, he aims to **reach 4 lakhs in sales at Solapur HQ**, fuelled by confidence and growth opportunities. Looking ahead, Yuvraj envisions **Inzpera as a pioneer in paediatric healthcare**, offering innovative solutions that set it apart from competitors. With his unwavering passion and dedication, he is ready to contribute to the company's bright future for years to come.



Vikas Bhalerao's 5-Year Journey at Inzpera

Over the past five years at Inzpera, Vikas Bhalerao has grown both personally and professionally, valuing time and work as top priorities. He constantly learns and receives guidance from Jay and Rajesh, making his responsibilities enjoyable and fulfilling.

His journey has been full of happiness, and he takes pride in contributing beyond his role—such as offering tea or coffee to colleagues as a gesture of warmth. His dedication is evident as he arrives early to open the office every morning.

With a deep sense of belonging, Vikas envisions a long future with Inzpera, committed to growing with the company for years to come.

All India Toppers



Aman Kumar

Setting the Benchmark: India's All-Time No.1 Sales Champion

Aman exemplifies the key qualities needed for success in the medical field. His deep product knowledge, ability to highlight benefits, and keen understanding of competitive advantages set him apart. He builds strong relationships with doctors, pharmacists, and hospital administrators through trust and effective communication. Aman actively listens to customer needs, addresses objections with confidence, and handles rejections with resilience. His strategic visit planning ensures a balance between existing accounts and new opportunities, while his commitment to industry regulations reinforces credibility and long-term success.

Aman thrives in the highly regulated and competitive pharma industry by staying updated on compliance through continuous training. His strong research, sales, and marketing skills give him a competitive edge, allowing him to adapt to industry changes effectively. His commitment to learning and strategic approach ensures sustained success.

For future success, Aman will continuously enhance his understanding of new developments in the products. He actively seeks process enhancements and ensures clear communication for alignment on key objectives. His leadership shines through his willingness to take on responsibilities, and his motivation and growth mindset drive his ongoing success in the industry.

All India Toppers



Durga Prasad

Key to Success

Durga's success at Inzpera is driven by his adaptability and strategic execution. Despite coming from a different organizational background, he quickly embraced Inzpera's culture, learning and implementing new approaches with Sunil's support. His focus on fundamentals, setting monthly targets, and ensuring brand-wise conversions helped him achieve strong sales performance, establishing a solid base in Vijayawada.

Overcoming Challenges

Initially, adapting to a new organization was a challenge, but Durga's willingness to learn and implement new strategies helped him navigate this transition smoothly. By focusing on a structured approach, he consistently grew his sales, reaching ₹6.5 lakh PCPM individually and ₹8 lakh collectively. His ability to overcome these challenges positioned him as India's 2nd topper in monthly sales.

Insights for Future Success

Durga believes in continuous learning and mentorship. He actively supports his colleague, guiding him on product knowledge and sales strategies. Together, they aim to achieve ₹10 lakh for Vijayawada, showcasing the power of teamwork and strategic growth for long-term success.

All India Toppers



Pasupuleti Manjunadha

Manjunadha's success comes from his dedication, persistence, and ability to build strong relationships. He consistently covers calls, stays compliant, and updates his product knowledge to maintain credibility. His strong communication, demand generation, and follow-ups help drive business growth. By fostering connections with doctors, chemists, stockists, and even support staff, he creates a reliable network. His continuous learning and commitment ensure lasting success.

Challenges are inevitable, but Manjunadha's resilience and strong relationships help him overcome them. When he lost business with a doctor due to financial demands, he quickly adapted by securing orders from other hospitals and doctors. His deep product knowledge helped him regain business the following month. Similarly, when the MD of KVH Hospital declined their products, Manjunadha's strong relationship with a paediatricians turned the situation around, ensuring consistent monthly business.

Focus on the basics—consistent effort and strong fundamentals lead to results. With disciplined work and persistence, success follows naturally. Our brands are unique, and by maintaining dedication and strategic execution, business growth becomes achievable. Simplicity and consistency are key to long-term success.

2nd innings at Inzpera

Returning to Inzpera: Why These Professionals Came Back

In the fast-paced world of healthcare and pharmaceuticals, professionals often seek new opportunities, only to realize that true workplace value lies in culture, collaboration, and innovation. Several individuals, including Balaji Joshi, Fayaz, Nirbhay Pimpalkar, and K. Rajamohan, recently made the decision to return to Inzpera, a company that stands out for its commitment to innovation, supportive work environment, and ethical business practices.



Balaji Joshi

Driven by Innovation and Off-Label Insights:

Balaji Joshi's return to Inzpera was fuelled by his belief in the company's commitment to innovation and groundbreaking healthcare solutions. Inzpera's forward-thinking approach and continuous introduction of innovative products inspired him to come back after a brief stint elsewhere. Additionally, based on doctor feedback, he has been promoting Curkey for periodontal infections—an off-label use that has shown promising results. The dynamic work culture and emphasis on progress made Inzpera the ideal place for his professional aspirations.

2nd innings at Inzpera



For Fayaz, the decision to return to Inzpera was largely influenced by its strong workplace culture. He found that unlike other organizations, Inzpera offered a supportive and interactive environment with senior leaders who encouraged freedom while working. One major factor was financial fairness—while some companies had unfair salary deductions, Inzpera ensured stability and transparency. The company's commitment to clear communication and a positive work atmosphere made his return an easy choice.



Nirbhay Pimpalkar ventured into a vaccine division in another company but quickly realized the drawbacks of an uncooperative management style and ineffective work patterns. At Inzpera, collaboration was key—managers treated employees as colleagues rather than subordinates, fostering mutual respect and teamwork. His strong disapproval of unethical practices, such as product dumping to meet targets, further solidified his decision to return to a company that upholds integrity and values its employees.

Stepping Up: Transition from SBA to ABA



Nitin Udage

Nitin's journey from SBA to ABA has been driven by dedication and continuous learning. In his previous role, he focused on ensuring doctors prescribed Inzpera, and now, as a manager, he aims to instil the same commitment in his team. His ability to learn from mistakes and enhance communication and scientific knowledge has shaped him into a strong leader who is always eager to grow.

Stepping into this new role is both exciting and fulfilling for Nitin, as it marks the realization of his dream. With added responsibilities like team management, doctor and chemist engagement, and stockist coordination, he is ready to take on new challenges. His primary goal is to motivate his team to achieve their targets while fostering a culture of learning and excellence. With a sense of excitement and responsibility, he looks forward to driving success and making a lasting impact.

Healthy Habits for a Strong Foundation

"Instilling healthy habits in children from an early age is crucial for their physical, mental, and emotional well-being, laying the groundwork for a healthier future."



Dr. Mahesh Sulakshane
Pune, Maharashtra

Developing healthy habits early in life is key to ensuring long-term well-being. As parents and caregivers, guiding children toward a balanced lifestyle can make a lasting impact.

- **Nutrition:** A well-rounded diet rich in **fruits, vegetables, whole grains, and lean proteins** is essential. Limiting **sugary drinks and processed foods** while encouraging **water intake and healthy snacks** like nuts or yogurt promotes better health.
- **Physical Activity:** Children should engage in **at least 60 minutes of active play** daily—running, cycling, or swimming. Participating in **sports** and **limiting screen time** fosters a more active lifestyle.
- **Sleep Hygiene:** A **consistent bedtime routine** ensures children get the **9-12 hours of sleep** they need. Reducing **screen exposure before bed** supports better sleep quality.
- **Hygiene & Cleanliness:** Teaching **proper handwashing, regular bathing, and oral care** helps maintain overall health. Encouraging children to **keep their surroundings clean** instills good habits.
- **Emotional Well-being:** Open conversations about **feelings and emotions** are vital. Activities like **drawing, reading, or mindfulness practices** help children express themselves and build resilience.
- **Social Skills:** Encouraging **kindness, teamwork, and respectful behavior** fosters positive social interactions. Teaching **conflict resolution** strengthens relationships.
- **Regular Health Check-ups:** Routine **medical and dental visits, timely vaccinations**, and monitoring **growth milestones** ensure a child's overall well-being.

By gradually introducing these habits and setting a strong example, we can help children build a foundation for a **healthy, happy future**.

-Dr. Sulakshane

Inzpera's Trusted Business Partner - Sharma Medical Agency Noida



As an editor, it's always inspiring to witness partnerships that grow stronger with time. **Sharma Medical Agency** shares a remarkable bond with **Inzpera**, one that is not just stable but evolving each day. Their unwavering trust in Inzpera stems from the reliability of its products—designed with a deep sense of care for life. This confidence continues to soar, fueled by consistent quality and innovation. With this momentum, Sharma Medical Agency is reaching new heights, and their association with Inzpera remains a key driver of this success. Here's to a future of shared growth and excellence!

Arnav Medical's Trust in Inzpera Health Sciences

At **Arnav Medical**, we are delighted to be associated with **Inzpera Health Sciences**, a company known for its **innovative approach and strong market presence**. Their **unique and high-demand products**, along with an **exceptional team**, set them apart. The employees are highly **supportive and committed**, ensuring smooth operations and consistent **prescription flow**, expertly managed over the past year by **Ankit**. Additionally, Inzpera's **efficient supply chain** guarantees timely deliveries, making our experience seamless. Their dedication to both **product liquidation and demand generation** has strengthened our trust in them. We are truly happy to work with Inzpera and look forward to continued success together.





At **Inzpera**, people come first. This sentiment resonates strongly among employees, including **Dinesh, RBA – Kerala Region**, who recently shared his experience after joining the organization.

What sets Inzpera apart is its **freedom to operate**, where every individual is empowered and encouraged to take ownership. The open-door culture ensures **accessibility across all hierarchies**, fostering collaboration and a shared sense of purpose.

Healthcare professionals have embraced **Inzpera's unique brands**, recognizing their **scientific value and innovation**. With this trust comes expectation-doctors actively seek more **insights and inputs** to enhance patient care. Employees, in turn, feel a deep sense of responsibility to deliver meaningful solutions.

Inzpera is not just about business-it's about **transforming healthcare** through a **co-ownership mindset**, where every team member contributes to making a real difference.



After achieving significant milestones in his previous company, **Manish** recently joined **Inzpera Health Sciences Ltd.**, and within just a month, he has embraced its unique work culture. What stood out the most for him was the **informal and inclusive environment**, where calling someone "sir" is discouraged-fostering a **family-like atmosphere**.

Manish is particularly excited about **treatment of employees**, regardless of hierarchy, further strengthens his belief that **Inzpera is the ideal place to grow and thrive**.

Overall, Manish feels **happy and valued**, knowing he has joined a company that truly prioritizes its people. **Inzpera's distinctive product portfolio**, which offers engaging discussions with doctors, making his work both meaningful and enjoyable. The **equal**



Naitik Patel (ABA Gujrat)

Inzpera: A Place to Learn, Lead, and Grow

Naitik Patel, an **ABA at Ahmedabad HQ**, has been a part of **Inzpera** for the past four months and describes his experience as truly enriching. With **strong support from his superiors**, he has been able to **exercise leadership** and contribute to business growth effectively.

Inzpera's **unique and innovative product portfolio** provides constant opportunities for **scientific learning and meaningful discussions** with healthcare professionals. The company's **core values** foster a **positive work culture** that encourages **teamwork and collaboration**, making every day a learning experience.

For Naitik, Inzpera is more than just a workplace—it's an **environment that nurtures growth**. He proudly ranks it as a "**Great Place to Work**", where employees are empowered to **lead, learn, and succeed**.

"Building Healthy Habits at Inzpera: Small Steps, Big Impact!"

"Swap the Sip: Energize Your Day with Fruits!"



With our motto of "**Healthy Habits, Happier Lives**," a simple yet impactful change has taken root in our office-**Fruiching!** Instead of reaching for samosas, vada pav, or biscuits, we now munch on fresh fruits during our **11 AM break**. What started with a few colleagues choosing fruits over chai has now become an office-wide routine, thanks to our Office In charge, **Mr. Vikas Bahlerao**. Every day, he walks in with a plate full of fresh-cut fruits, cheerfully saying, "**Kuch Meetha Ho Jaaye**," ensuring everyone gets their share of natural goodness.

This small change has transformed **tea breaks, bio breaks, and even nicotine breaks into fruit breaks**, encouraging healthier choices.

Eating fruits daily provides numerous health benefits:

- ✓ **Natural Energy Booster** – Keeps energy levels steady throughout the day.
- ✓ **Packed with Vitamins & Minerals** – Essential for overall well-being.
- ✓ **High in Fiber** – Supports digestion and gut health.
- ✓ **Immunity Booster** – Strengthens the body's defence system.
- ✓ **Rich in Antioxidants** – Helps fight free radicals and keeps skin glowing.
- ✓ **Weight Management** – A nutritious, low-calorie snack alternative.

What began as a simple habit has now become a lifestyle, proving that small actions can lead to **healthier, happier lives!**

-By Smitha Nair

"Yoga at Inzpera: Breathe, Stretch, Thrive!"



Yoga, an ancient practice dating back to the Indus-Sarasvati civilization, was systematized by sage Patanjali in the "Yoga Sutras" around 200 BCE to 200 CE. Today, it serves as a powerful tool to counter the effects of a sedentary lifestyle.

Spending long hours sitting—at work, on screens, or commuting—can lead to poor posture, weak muscles, and stiffness. Yoga helps by improving **posture, flexibility, strength, and circulation** while also **reducing stress and enhancing mental well-being**.

Regular yoga practice:

- **Aligns posture** and strengthens muscles
- **Increases flexibility** and prevents stiffness
- **Improves breathing and circulation**
- **Boosts mental clarity and relaxation**

Consistency is key! Even small daily efforts can bring long-term benefits. The mantra is simple: **show up and improve 1% every day**. True wellness comes from challenging ourselves to grow beyond limits.

Organizations like Inzpera are making wellness a priority, promoting both physical and mental well-being. Yoga is not just an exercise; it's a way to live healthier and happier. Start today—your body and mind will thank you!

-By Priyanka Thakur

8th
March



is observed as **International Women's Day** to honour the social, Political and economic achievements of women and to acknowledge their strength, resilience and progress. It's interesting to know that the history and timeline for this day go back to a century.

- 1908: 15,000 women marched through New York City demanding shorter working hours, better pay and voting rights.
- 1911: International Women's Day was honoured for the first time in Austria, Denmark, Germany and Switzerland on 19 March. More than one million women and men attended IWD rallies campaigning for women's rights to work, vote, be trained, to hold public office and end discrimination.
- 1975: International Women's Day was marked for a first time by the United Nations

The UN announced their first annual theme "Celebrating the past, Planning for the Future" which was followed in 1997 with "Women at the Peace table". Every year there is a new theme which celebrates as well reminds us of the fights for gender equality, women's right and empowerment. This year the theme is "Accelerate Action", emphasising the need for swift and decisive actions.

There is an ongoing debate in most of the offices and households why women's day is becoming significant every year? Because this day recognises their difficult journey so far just to get their basic rights and to reflect on the challenges that they continue to face such as gender discrimination, pay parity, equal opportunities, violence and freedom.

There is a big change but still a long way to go in terms of creating a more inclusive world for the next generation. How can we contribute towards the same?

- Educate. Knowledge is Power.
- Support woman led initiatives. Help them push their boundaries
- Stand up and speak against gender bias, violence. Advocate for equal rights and opportunities.
- Zero tolerance policy towards sexual harassment through a POSH committee.

So, let's celebrate and honour every woman for their marvellous journey so far. All the ladies who are reading this pat your self on the back and all the men turn around to your mother, wife, sister or your colleague. Congratulate and acknowledge them for their selfless contribution and support throughout!!

For Naitik, Inzpera is more than just a workplace—it's an **environment that nurtures growth**. He proudly ranks it as a "**Great Place to Work**", where employees are empowered to **lead, learn, and succeed**.

-By Smitha Nair



An inspiring and
transformative experience at
IGNITE -
**Inspiring Growth,
Nurturing Innovation,
Thirst for Excellence!**



"An inspiring and transformative experience at IGNITE - Inspiring Growth, Nurturing Innovation, Thirst for Excellence! Our leadership offsite wasn't just about setting goals—it was about coming together to nurture growth, spark innovation, and continuously evolve as leaders. By fostering meaningful conversations, we deepened our commitment to developing not only as individuals but as a unified leadership team ready to face the future with purpose and passion. Here's to the journey of constant learning, collaboration, and driving excellence together. We grow stronger every step of the way. The wonderful 3 days spent together was given a solid start by our trainers, Vaishali Naik & Tushar Tandel. The first two days saw much more of the leaders beyond just their approach to business. We look forward to taking the insights into implementation and building scale.

Inzpera at TATA Ultra Marathon: Celebrating Grit and Glory!



#Curkey are proud to be the exclusive Health and Wellness partners for the **TataUltraMarathon (TUM)** in Lonavala for the third consecutive year!

It's an honor to support this incredible event, where athletes push their limits and break barriers. This partnership allows us to contribute to a celebration of not just physical strength, but also mental fortitude, as participants take on one of the most demanding ultramarathons in the country. The energy was electric as participants of all ages came together to celebrate fitness, determination, and perseverance. Every mile run was a testament to their resilience. To all the participants – you are the real champions, and we celebrate your journey every step of the way. Congratulations to everyone who took part!



**“Capturing Moments with
Dr. Sahil Bansal: A Glimpse of Excellence”**



**Honouring Excellence:
Celebrating Our All-Time Topper's Outstanding Achievement**



Jingles, Joy, and Office Cheer – Christmas Magic in the Air!



**Fieldwork with a Personal Touch –
Rajesh Surprises Afzal with a Wedding Gift!**



Boosting Curkey Kof – Dharani's Successful Distributor Sales Meet!



So nahi, Soch rahe hai!!



**Teamwork in Action:
Krishna, Mitesh & Vikas
Fixing More Than Just Goals!**

LIFE AT INZPERA



**Honouring Nitin's
5-Year Journey at Inzpera.**



A Special Women's Day at Inzpera!



Mumbai CurKings & CurQueens in One Frame



Representing Inzpera with Pride at TUM

LIFE AT INZPERA



Colors of Joy, Unity, and Celebration – Holi at the Office!



A Lunch to Remember!



Pramod's Joyful Cake Moment!



Celebrating Love & Togetherness – Inzpera Family at Gurvinder's Wedding!



Krishna's Hilarious Charades Act!

LIFE AT INZPERA



Doctors CME connect at Erode



Team ROTN

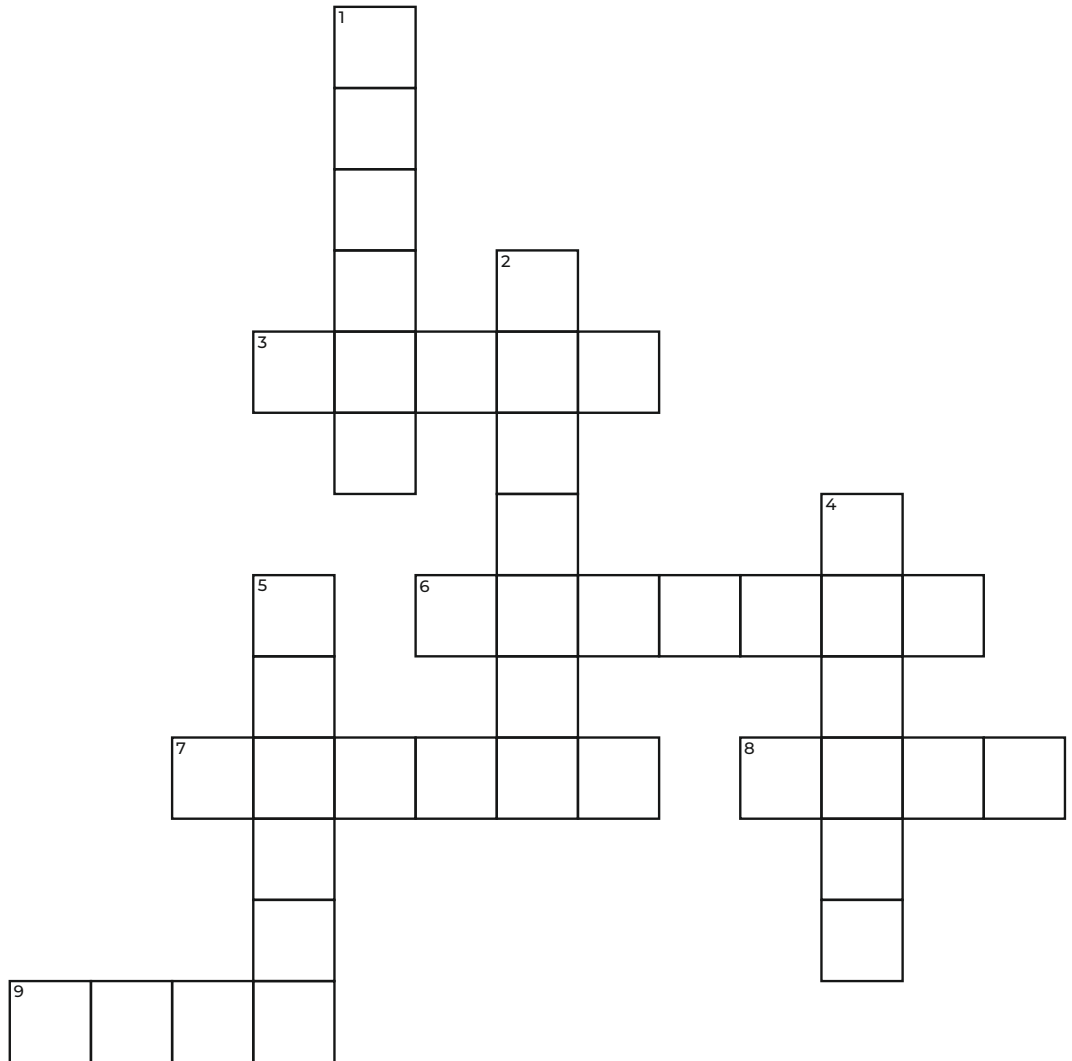


**3G's During Field work -
Leisure at Nagercoil Beach**



**At Alagarsamy's wedding
at Coimbatore**

CROSSWORD PUZZLE



CLUES

Across

- 3 An Inside Out Solution
- 6 Tastiest Iron with compliance
- 7 Quick Sustained Relief
- 8 The Viral Inhibitor
- 9 Balance Your Antibiotic Rx

Down

- 1 Go Phurther
- 2 Special care for baby's sensitive care
- 4 Smooth bowel movement
- 5 Ease the Distress

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