



***Live it... Imbibe it... Drive it. The WHEEL OF EXCELLENCE***

## **Wockhardt Holistic Excellence Enhancement Lever (WHEEL)**

These eleven competencies present different facets of capabilities- each of them individually important, but together create a potent blend for success. The intensity required on each competency would vary with level and function. WHEEL is a result of a process that has factored in challenges of the external environment, our business strategy, organizational dynamics and individual perceptions. Enabling individual performance and effectiveness at every step, WHEEL drives excellence in Wockhardt.

### **1. Domain knowledge**

Possesses functional knowledge, understanding of 'global' business environment and strategic perspective of pharmaceutical industry. Keeps updated with the latest trends in the pharmaceutical sector and its implications.

### **2. System orientation**

Deep understanding of systems and policies. Ability to develop and implement appropriate systems.

### **3. Drive for achievement**

Passionate about delivering results. Strives for excellence on appropriate performance parameters. Demonstrates excellent execution. Has a 'make it happen' attitude.

### **4. Interpersonal and team working skills**

Ability to build professional relationships. Responsible team member. Resolves and manages conflicts effectively.

### **5. Communication skills**

Communicates effectively in both verbal and written forms. Absorbs and understands communication. ‘

### **6. Leadership skills**

Leads from the front and gets the best out of people. Lives 'values'. Is able to harness individual potential and channelise synergy. Is a force for change. Demonstrates resilience.

### **7. Creativity and innovation**

Things 'out of the box' and finds novel approaches. Creates an environment to nurture and foster creativity in team/workplace. Demonstrates adaptability. Proactive learner.

### **8. Negotiation and influencing skills**

Presents points of view in a manner that favourably influences thinking of the audience and help arrive at the desired outcomes.

### **9. Customer orientation**

Builds long-term and sustainable relationships with customers by proactively anticipating any exceeding expectations.

### **10. Entrepreneurship and business acumen**

Leverages business opportunities and converts into value propositions with an understanding of risk.

### **11. Analytical and problem-solving abilities.**

Ability to analyse issues, generate alternatives and solve problems.