

Development Profile - MAHAJAN, VINAY N.

Position:	EXPERT STATISTICAL ANALYST	Op Level 1:	ONCOLOGY -NPH
Operational Manager:	Iyer, Vishwanath - GROUP HEAD - B&SR ONCO	Op Level 2:	DEVELOPMENT - ONCOLO
Functional Manager:	-	Op Level 3:	B&SR
Company Manager:	Iyer, Vishwanath - GROUP HEAD - B&SR ONCO	Functional Dept. Code:	DEVELOPMENT
Company:	Novartis Healthcare Private Limited	Region:	Asia & Pacific
Division:	Pharmaceuticals	Country:	India
		Location:	MADHAPUR / HYDERABAD, RANGAREDDY

* This information indicates the members of the coordination committee supporting the global business. The actual reporting relationships of the committee members and the chairman are to executives within the companies that employ them.

Associate Version

Career aspirations: Develop into an associate who has insights to look at the clinical data and be a key part of clinical team. Develop the necessary scientific and technical skills to achieve the same. **Last updated:** 23 Mar 2010

Manager response: **Last updated:**

Mobility: Not mobile at present

Mobility restrictions: Personal reasons

Key Strengths / Key Needs

Strengths	Needs
Builds the Talent Pipeline 23 Mar 2010 In line with 2015 BDM strategy, the team is going to grow in number as well as there are increased responsibilities. To be ready to operationalise the same, I would need to develop senior programmers to take on additional roles. I have got some tools to develop people, but at the same time would need more guidance. This could be both considered as key strength and development area.	Builds the Talent Pipeline 23 Mar 2010 In line with 2015 BDM strategy, the team is going to grow in number as well as there are increased responsibilities. To be ready to operationalise the same, I would need to develop senior programmers to take on additional roles. I have got some tools to develop people, but at the same time would need more guidance. This could be both considered as key strength and development area.
Exercises Good Judgment & Drives Change for Competitive Advantage 23 Mar 2010 Takes Entrepreneurial Risks	Empowerment 8 May 2009 Create next level leads and disengage myself from the hands on work to have more free time. This will allow me to build the team to reach the next level.
Builds the Talent Pipeline 7 May 2009 These 2 are both strengths and needs at varying level of efficiency: Develops others - creation of internal back ups for the contingency plan - more responsibility for the associates - prepare associates for the next level jobs Customer quality focus: - Get better at analysing, reporting the studies which are "ready for USFDA submissions" - Get better at adhering to the internal SOPs and external guidelines	Builds the Talent Pipeline 7 May 2009 Develops others - creation of internal back ups for the contingency plan - more responsibility for the associates - prepare associates for the next level jobs Customer quality focus: - Get better at analysing, reporting the studies which are "ready for USFDA submissions" - Get better at adhering to the internal SOPs and external guidelines
Displays Analytical & Conceptual Thinking 7 May 2009 Simplifies Complex Ideas and Situations	- Resource planning - Need to get a better understanding of the mechanics for planning
Commitment / Self-discipline 23 Jun 2008 Pursues targets with a need to finish. Does not give up, especially in the face of adversity.	- Results driven - Push the team and self to achieve the goals
Inspires Continuous Improvement & Breakthrough Thinking 23 Jun 2008 Encourages New Ideas/Creates New Concepts	- Science and technology - Improve on the basic understanding of clinical trials and the business
- Technical knowledge , In-depth understanding in-house tools (STL, FTrack)	

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- come up with unique ideas
- have functional & technical knowledge & skills to successfully perform my role
- am a team player

Development Plan

Targeted Need	Objective	Category	Action	Status	Year
Builds the Talent Pipeline	Extra necessary tools to build a strong team in line with 2015 BDM vision - Nurture existing capacity in the Clinical Pharmacology and OTM areas - Develop capability for leading projects from India - Develop more capability to handle and subsequently lead any regulatory submission	Development in Role		Ongoing	2010
		Development in Role	People and project management	Planned	2009
		Development in Role	Additional training in Project management area	Planned	2008
		Training	PH Development - Integrated Drug Development Process (IDDP)	Planned	2006