

**11<sup>TH</sup> DEC  
2025**

NOVOTEL MUMBAI  
INTERNATIONAL AIRPORT

**MARKSMEN DAILY**  
**MOST  
PREFERRED  
WORKPLACE  
2025-26  
CERTIFIED**  
**HEALTHCARE  
PHARMA & BIOTECH**

<sup>TM</sup>

*Pulse of Progress*  
**WHERE PURPOSE  
POWERS PEOPLE**

Presented by



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**in Focus**  
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# Overview

India's healthcare and life sciences industry is on the brink of a historic transformation. With the Indian healthcare market projected to reach **USD 638 billion by 2031**, driven by an aging population, rising chronic disease burden, and digital health innovations, the sector stands at the intersection of purpose and progress. The **pharmaceutical and biotech industries**, projected to cross **USD 130 billion by 2030**, are not just powering economic growth but redefining global standards for innovation, affordability, and accessibility.

Yet, this growth faces a complex challenge - **the human capital paradox**. While innovation in genomics, AI-driven drug discovery, and telemedicine accelerates, the industry grapples with **critical workforce shortages**, talent migration, and burnout. According to the WHO, India needs **an additional 1.8 million healthcare professionals** to meet patient demand by 2030. Pharma companies too face a **30-35% talent gap** in key roles like R&D, regulatory affairs, and digital transformation.

Healthcare organizations are realizing that the new competitive advantage is not just scientific capability, but

**employee wellbeing, learning agility, and purpose-driven culture.**

The pandemic has fundamentally shifted expectations - from long hours and

compliance-driven cultures to

**empathy-led, inclusive, and tech-enabled workplaces.** The

new-age healthcare worker seeks meaning, flexibility, and growth, while leaders must balance productivity with compassion.







# *Recognizing* **THOSE REDEFINING THE PULSE OF WORK**

## The **Most Preferred Workplaces in Healthcare, Pharma & Biotech**

**2025-2026** recognizes organizations that are transforming how care and innovation coexist - within their walls and beyond. This edition celebrates companies that have invested in people, culture, and technology to build future-ready, human-centric workplaces.

The initiative spotlights those who are **pioneering new models of collaboration, upskilling, diversity, and wellbeing** - empowering their workforce to innovate, lead, and heal. Through this recognition, we aim to **honor leadership excellence, inspire organizational change, and set new benchmarks** for the healthcare ecosystem.



# *Shaped by* **CONSUMER INTELLIGENCE & RESEARCH**

The recognition framework is driven by research and analytics conducted by Leadcap Ventures, leveraging industry-wide insights across the healthcare, pharmaceutical, and biotechnology sectors. Organizations will be assessed on parameters such as:



- ★ **Talent Attraction & Retention**
- ★ **Learning, Upskilling & Leadership Development**
- ★ **Employee Wellbeing & Mental Health**
- ★ **Inclusion, Equity & Representation**
- ★ **Digital & Workplace Transformation**



# *Industries* **COVERED**

- Hospitals & Healthcare Providers
- Pharmaceuticals & Life Sciences
- Biotechnology & Research Institutions
- HealthTech & Digital Health Startups
- Diagnostics & Medical Devices
- Nutraceuticals & Wellness Enterprises

## *Key Discussion* **POINTS**

- Building Future-Ready Healthcare Talent Pipelines
- Digital Transformation in Pharma and Biotech Workplaces
- The Role of Leadership in Driving Wellbeing and Inclusion
- Reimagining R&D Cultures: From Hierarchy to Collaboration
- Women in Healthcare: From Representation to Leadership
- Humanizing Technology: Balancing AI with Empathy



# Why **ATTEND**

- **GAIN INSIGHTS**

Learn how leading organizations are reshaping healthcare workplaces through innovation, inclusion, and human-centered design.

- **Network Opportunities**

Connect with CXOs, CHROs, and thought leaders from across the healthcare and life sciences value chain.

- **Recognition Platform**

Showcase your organization's excellence in creating a culture of care, innovation, and resilience.

- **Stay Ahead**

Discover the latest workforce trends, technologies, and strategies defining the future of work in healthcare and biotech.





# About **TEAM MARKSMEN**

At Team Marksmen Network, our mission is to lead from the front as trailblazers in the B2B media landscape. We are India's fastest growing B2B media firm also recognized by DPIIT. We create impactful platforms that inspire thought leadership, foster collaboration, and spark innovation across industries. Driven by a relentless commitment to excellence, we aim to amplify stories of resilience, innovation, and transformation, shaping narratives that empower leaders and drive meaningful progress in India and beyond.



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Media



Digital



Print



Television



Bespoke  
Experiences

## About **MARKSMEN DAILY**

Marksmen Daily is a leading and fastest growing digital knowledge platform committed to showcasing stories that engage, inspire, and captivate the imagination. Through crisp, bite-sized information, this new-age website breaks down the world around us by uncovering the latest business happenings, highlights trends to keep an eye on, and demystifies all things complex. MarksmenDaily.com has been very well-received and gets over 175,000 visitors a month and is already very well received by industry executives and general populace.

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