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Integrity, intensity, innovation and involvement for success

28 May 2013 | Views | By BioSpectrum Bureau

Integrity, intensity, innovation and involvement for success



I am a proud employee of Thermo Fisher Scientific. We are headquartered in Waltham, Massachusetts, US, and we are the world leader in serving science. Our mission is to enable our customers to make the world healthier, cleaner and safer. Globally, we employ 39,000 people and serve over 350,000 customers within pharmaceutical and biotech companies, hospitals and clinical diagnostic labs, universities, research institutions and government agencies, as well as environmental and industrial process control settings.

As I look back over my 17 years of work experience and review what best-in-class companies look for, the following things come to my mind.

- Great attitude, high energy, positive approach to life, ability to learn from every experience in life and grow continuously ahead.
- Institutes are facilitators of awareness and knowledge and what holds young talent is their ability to relate and adapt in the new job.
- The ability to multi-task, inquisitiveness to ask questions, make connections, high on integrity and intensity at work. These abilities are displayed by student's exposure to things beyond education like projects, extra extracurricular activities, internships, and Corporate social responsibility (CSR) exposure.
- Great discipline, making order out of chaos in any situation and the ability to fail and bounce back.

Good organizations hire for attitude and build for competence at job/role. We at Thermo Fisher Scientific India hire freshers from science, engineering and MBA background-from graduates to PhD. Thermo Fisher, globally runs the "Leadership Development Program" wherein we recruit freshers from campus and groom them into leadership roles. In India we have "Management Trainee Program" spanned across sales, application specialists, shared services and product management. We measure progress of young talent vis-a-vis our company values "4Is"-integrity, intensity, innovation and involvement.

For campus trainees we ensure a holistic learning approach which has project rotations, mentoring, regular project reviews, learning session with senior leaders, CSR project, employee engagement initiatives and on process improvement efforts. We believe that if we invest in young talent over long term, most of them will grow to be leaders in the company in next 12-15 years of their working career. We want young talent not only to grow in grades and titles, but to effectively grow intellectually and in their professional behaviours-which truly are leadership qualities.