

SUMMER OUTING

by: Rhia Loanzon



SLI recently held its 12th Summer Outing last May 5, 2017 at the Munting Buhangin Beach Camp in Nasugbu, Batangas. It was a great summer getaway for SLI to bond and enjoy with colleagues. Munting Buhangin is a splendid blend of a warm camp and cool sandy beach. A place for SLI employees to relax, have fun and get closer together. *It was indeed Fun in the Sun!*



SYDENHAM Laboratories, Inc.

newsLink

January - June 2017 / Volume 1 & 2 / Issue No. 2



15th Customer's Day

Last April 20, 2017, Sydenham Laboratories Inc., celebrated its 15th Customers' Day at The Bellevue Manila in Alabang Muntinlupa City. Customers' Day is a company event with the main purpose to gather and reach out to all Sydenham's clients. It is also the venue to update the clients with the latest development of Sydenham Laboratories, Inc. For this year's Customers' Day, the theme was "Change Agility for Business Success" hosted by Mr. Pedro de Jesus - Sales and Marketing Manager and Ms. Marie Paz Regina P. Atienza, Finance and Admin Director. This year's customer's day aims to provide insights to clients the recent changes that could affect the business. The event was attended by most of Sydenham's clients. The program commenced with SLI Moving Forward presented by the General Manager and Chief Operating Officer Mr. Robert V. Bautista. Mr. Bautista discussed the result of Customer Satisfaction Survey and future plans to get better on products and services provided by Sydenham. Mr. John A. Peña, General Manager discussed the "Good Medicines Made" by SYDENHAM with its capabilities and competencies as a trusted pharmaceutical manufacturer. The main topic of the event was presented by the keynote speaker Mr. Lenard M. Berba, he is a Change Management and Organization Development Consultant. Transforming in High-Velocity Environ was presented by Jacob A. Peña Jr., Chairman and CEO.

Mr. Berba's presentation of Change Management explained how globalism, technology, and socio-political and demographic changes would influence the way businesses to operate in the future, focusing on Millennials as the future managers of the business. The presentation discusses the attitude of Millennials at work.

Mr. Peña's presentation which is also related to future changes, and how to cope with the inevitable changes.





From the Chairman's Desk

by: Jacob Peña Jr.

"Continuous Improvement - A Must-Do to Survive & Thrive"

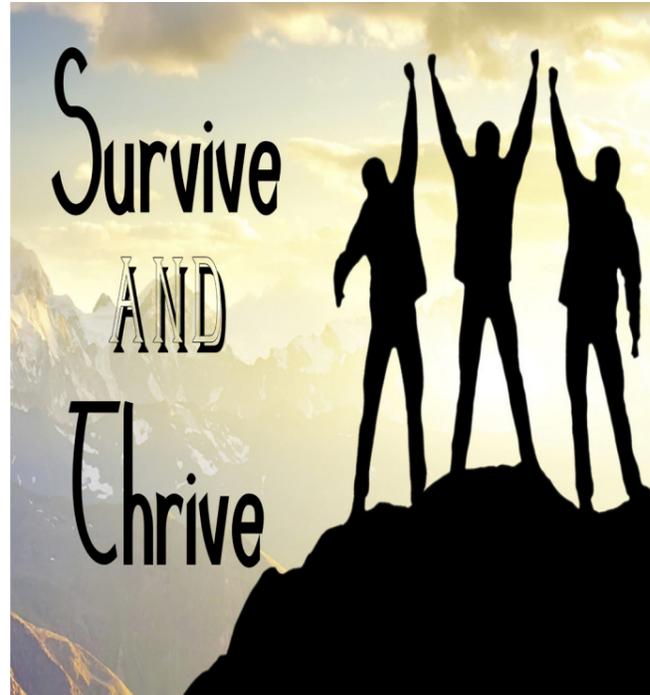
It is best we enable our participation in this 'changing world', less we become decrepit-archaic spiraling down faster and faster that it will be more difficult to reverse the negative effect on us.

The simple but taken for granted solution to this is "Continuous Improvement".

If we are the Leader of ourselves, our Family and our Work Organization which we all are, let's influence ourselves, our family and our own organization that 'we need to change and can change for the better'. That thirst, that NEED to change, to compete or simply 'to be better' is continuous improvement. Once this attitudinal change is started the next is easier. Next step is to identify and influence attention to the most important job (roles & responsibility) and task we/you do and do something that can improve it in quality, time/productivity & cost. Write them up and communicate with stakeholder, then track the change in a week, a month and a quarter. See the improvement and influence it again to be better over time. Then do the same steps for the next most important task you do. You are now on your way to "Continuous Improvement" and ready to be able to compete with anyone.

This also leads to "Innovation" for the future. This principle of 'Continuous Improvement' was pointed out by Deming in his TQM-total quality management & Covey in his 7 habits of highly effective people, 'sharpening the saw'.

My message, "The time is Now!! Continuously Improve", if not we perish. Best We Survive & Thrive.



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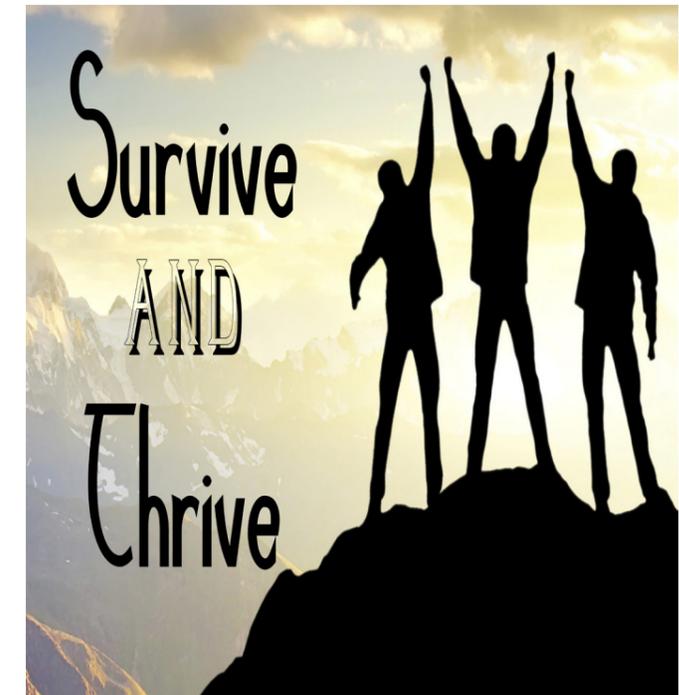
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HEALTH IN REACH

by: Danessa C. Santos, R.N

Well-being in later life:

"The mind plays an important role"

"Aging itself is not inevitably associated with a decline in mood and quality of life," says Prof. Karl-Heinz Ladwig, summarizing the results. "It is rather the case that psychosocial factors such as depression or anxiety impair subjective well-being, the Head of the Mental Health Research Group at the Institute of Epidemiology II, Helmholtz Zentrum München and Professor of Psychosomatic Medicine at the TUM University Hospital explains. "And in the case of women, living alone also plays an important role."

"To date the impact of emotional stress has barely been investigated"

For the current study, Prof. Ladwig and his team relied on data derived from about 3,600 participants with an average age of 73 who had taken part in the population-based KORA-Age Study. "What made the study particularly interesting was the fact that the impact of stress on emotional well-being has barely been investigated

in a broader, non-clinical context," explains PD Dr. Karoline Lukaschek, epidemiologist in the Mental Health Research Group and lead author of the paper. "Our study therefore explicitly included anxiety, depression and sleep disorders."

Generally high levels of well-being but...

To ascertain levels of subjective well-being, the scientists used a questionnaire devised by the World Health Organization (the WHO-5 Well-Being Index) with a score range of 0 to 100. For the purpose of analysis, they divided the respondents' results into two categories: 'high' (score > 50) and 'low' (score 50). The subsequent evaluation revealed a high level of subjective well-being in the majority (79 percent) of the respondents. The average values were also above the threshold set by the WHO. In the 'low' group, however, there was a conspicuously high number of women: about 24 percent compared to 18 percent for men.

Depression and anxiety disorders are the biggest risk

Trying to uncover the most important causes for subjective well-being, the scientists mainly identified psychosocial factors: above all, depression and anxiety disorders had the strongest

effect on well-being. Low income and sleep disorders also had a negative effect. However, poor physical health (for example, low physical activity or so-called multimorbidity) seemed to have little impact on perceived life satisfaction. Among women, living alone also significantly increased the probability of a low sense of well-being.

"The findings of the current study clearly demonstrate that appropriate services and interventions can play a major role for older people, especially for older women living on their own," Prof. Ladwig says, categorizing the results. "And this is all the more important, given that we know that high levels of subjective well-being are linked to a lower mortality risk."



<https://www.linkedin.com/pulse/aging-place-dignified-comfortable-patients-residents-0-day/>



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St. Scholastica's College Manila with 35 Senior High School students under STEM strand and 3 professors had their academic tour with us to give students first-hand experience, understanding and appreciation of the importance and functions of different institutions in the society.

External Trainings:

Pharma Summit: "Staying Competitive with Innovation" was attended by our SPI COO/GM, Angelo S. Felix in Jakarta, Indonesia from March 22-24, 2017. Sponsored by CPhI Southeast Asia. He was invited to be the panelist and presented a look at the pharmaceutical industry in South East Asia. He will also be presenting updated to his team about his visit.

Techniques of Financial Analysis was attended by our Finance & Admin Director, Ms. Nina P. Atienza. Offered by Ateneo de Manila University - Center for Continuing Education from April 3-7, 2017 to learn the various tools and techniques in analyzing financial reports and draw intelligent conclusions there from and critically evaluate subject's financial performance.

Adamson University 6th Industry Partners Appreciation Day was attended by Training Officer, Jam C. Paulino to receive the certificate given for the acknowledgement on the fruitful partnership with the university in providing them industry exposure, internship and job placement.

Philippine Pharmacist Association (PPHA) 2017 National Convention in Puerto Princesa Palawan was attended by our Company Pharmacists to further enhance knowledge, skills and practice through gaining insights from invited speakers with the theme "Filipino Pharmacists Embracing the Challenge of Change".



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Internal Trainings:

Organizational Management and Development Seminar

All SLI newly hired professionals/technical personnel successfully completed the 2016 OD Seminar facilitated by our Chairman and CEO, Mr. Jacob A. Peña Jr. aiming to develop an organization that is more effective in accomplishing the company's desired goal. This focuses on developing the structures, systems and processes within the organization to improve organizational effectiveness.

For Dasmariñas – January 18, 2017
 For Las Piñas – January 19, 2017

Occupational First Aid Training

Is a 2-day training program facilitated by Red Cross Cavite Chapter and was held at Max's Dasmariñas last March 2-3, 2017. The training was successfully participated by 33 identified key personnel (31 from SLI, 1 from SPI and 1 from Isopharma). The training given is certification to new first aiders to understand the responsibilities, provide treatment for the purpose of preserving life or minimizing the consequences of injury until discharge or the arrival of medical assistance and also to provide treatment in the workplace for an injury which does not require the attention of the medical practitioner or nurse.

ISO 19011:2011 Internal Quality Audit Training

Conducted by QMS Supervisor Val Alumnos to identified new and existing auditors of our organization. The training covers the theoretical, video watching and activity as well as the actual auditing in packaging inspection area. The training activities were also observed by our Quality and Technical Services Director to ensure that training given was effective to the target audience.

Fire Safety Training by BFP Dasmariñas was conducted to identified SLI first aiders and responders to ensure awareness to their responsibility and actions to be taken in case of fire. Fire Drill was also concluded and able to finish less than the required time to respond and clear the area. The seminar and the drill was headed by Facilities and HR group in coordination with Mr. Luna and Mr. Manalo of BFP Dasma. The activity is part of our compliance to requirements in the renewal of our Fire Safety Inspection Certificate.

Fire Safety Training by BFP Las Piñas was conducted to Las Piñas Sydenham personnel as well as identified responders and first aiders to ensure awareness to their responsibility and actions to be taken in case of fire. Fire Drill was also concluded and able to finish less than the required time to respond and clear the area. The seminar and the drill were headed by Facilities and HR group in coordination with SFO2 Yoleta Evidor from BFP Las Piñas. The activity is part of our compliance to DOLE requirements and renewal of our Fire Safety Inspection Certificate.

School & Industry Partnership

First Batch of DLSHSI 3rd year Pharmacy students were on board for their minor internship program with us. A total of 42 students were part of the program, divided into 2 groups and were assigned in Quality and Technology department.

Adamson Plant Tour with 45 students was also catered to further help the students to understand and appreciate the importance of complying with cGMP set by FDA in order to produce safe, pure and effective drug products. This may also encourage them to pursue career in manufacturing practice in the future.



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