



newsLink



ACHIEVING GREATER HEIGHTS THROUGH SUCCESSION PLANNING 16TH CUSTOMER'S DAY

SYDENHAM Laboratories, Inc. believes that our customers are our reason for our existence. We believe that our customers' success is our success too. With this, every year we are thinking what topics would be beneficial not only for Sydenham but also for our clients. We always want our clients to be successful on how they will manage and handle their business because we believe that success of our clients would eventually translate to our success too. For this year we wanted to give clients some insights on one of the critical components of the business which is Human Resources. *(continuation on page 1)*

16th customer's day

ACHIEVING GREATER HEIGHTS
THROUGH SUCCESSION PLANNING

by: Carol M. Espineli

The Theme for this year's Customers Day which was held last 19th of April at The Bellevue Alabang is "ACHIEVING GREATER HEIGHTS THROUGH SUCCESSION PLANNING". What is succession planning? From Wikipedia, Succession planning is a process for identifying and developing new leaders, who can replace old leaders when they leave, retire or die. For one of the main presentation of the event, we had Mr. Gerardo "Gerry" A. Plana, the Chief Executive at Investors in People Consultant to give valuable insights on Succession Planning. Some of the topics touched in Mr. Plana's talk are, the value of succession planning to the business, steps in succession planning process, how to effectively identify the critical position in the company, identifying the potential of employees and other many others.

One of the objectives of Sydenham Lab is to have a sustainable and profitable business. One of the strategies to achieve this is to build loyalty and mutually beneficial partnership with our clients. It is crucial that we gain insight into customers' needs and requirements, as well as obtain useful feedback, whether positive or negative. For this reason, every year, we conduct and present Customer Satisfaction Survey Result during Customer's Day. Sydenham Lab Inc Customer Service Presentation was presented by our COO Mr. Roberto V. Bautista. By conducting the customer satisfaction survey, we hope that Sydenham Lab Inc would have more customer-focused products and services and we could develop better relationships with customers.

Sydenham Laboratories Inc Customers Day agenda would give direction to move forward for Sydenham Laboratories as well as each and every one of our clients would attain the maximum potential and achieve greater heights in their business.



Editor's Note

by: Marie Paz Regina P. Atienza

It's been a while since we released an issue of newSLink so we hope you are excited to go through the pages. Because we were away for some time, we decided to present a new look as well as fill-up the pages with interesting articles. In this issue, we give everyone a glimpse into our 16th Customer's Day which revolved around the theme Achieving Greater Heights Through Succession Planning which aimed to highlight the value of succession planning in any business. Our President, Mr. Michael dela Cruz, and our Chairman & CEO, Mr. Jacob Pena, Jr., also give us their view on the importance of Quality and how we can all achieve it. We also have articles giving tips on proper safety practices and how to battle arthritis with a pantry staple. You can also look over the various photos and highlights of our summer outing and training activities to see if you were in any of the photos. A couple of interesting new products available in our very own online drugstore are also featured. If you haven't done so, please visit www.thehealthstore.com to see all we have to offer. Finally, please check the mechanics of the newSLink Play and Win game for a chance to win some GCs! We hope that you enjoy this issue!

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President's Corner

by: Michael Francis A. Dela Cruz

Sydenham's definition of Quality as "Continuous Improvement" ultimately drives efficiency

How do we prioritize quality and efficiency? Do we prioritize quality or efficiency as we execute our work? Should it be the other way around? Is this a dichotomy that necessarily sacrifices one for the other?

In our Sydenham, we have a value of "Quality" that we internally defined as "We will be diligent and steadfast to find ways to continually improve on our work standard in order to bring market products and services of best quality".

Wikipedia defines efficiency as "the ability to do things well, successfully, and without waste."

Given the above definitions, one can come to the conclusion that by practicing Sydenham's value of quality: "being steadfast to continually improve" then over time, efficiency will be an end result of our value of quality.

As we execute our daily work do not be too focused on doing your task efficiently. Rather, act immediately with logical urgency. This will get the task accomplished and bring the most benefit to the organization. This behavior moves our organization forward and closer to our goals. Getting the task done correctly and in the shortest possible time makes us effective and productive. Which in turn brings success to the organization.

However, when you have achieved your work objective, it will be best that you practice Sydenham's value of quality. Take time to mentally assess the steps you took in accomplishing your objective. Learn from the mistakes, repeat the successes, frame in your mind how will you do the same task in the future given your recent experience. How do we do the same task better? When we embrace the "continuous improvement" mentality, efficiency will follow.

Thus, we encourage all in Sydenham to practice our value of quality for ultimately it will drive success with minimal waste. It will drive efficiency.



Chairman's Desk

by: Jacob Peña Jr.

The importance of Productivity / Quality in Enterprise SLI

Our vision at **SYDENHAM** is "to be the preferred world-class healthcare product provider and a globally competitive successful enterprise business". This is supported by 4-pillars of our Mission: Respond to Customer's Needs; Growth in our People; Improve the Business for Success; and Betterment of the Community. I am happy to say, We are successful to our vision / mission as shown by the results of our growth and expansion of the products, services & businesses over the last 2 decades. However, because of this the playing field we compete in and the 'bar' - goal has been changing. Rightfully, the next level competitors are bigger, more capable, seasoned, experienced and tougher competitor. This new level playing field fosters a more competitive approach to our Business Strategy of 'continuous improvement' in our undertaking. Because of this business situation, we have curve out Enterprise SLI Strategic Plan to be. Create a Globally Competitive P1.5B Enterprise HealthCare product & service provider driven by:

- Continuous Improvement Advance Technology Manufacturing;
- Innovative CE initiated Product Development;
- Dynamic passion for creative Marketing Services.
- Ubiquitous Excellence of Operational Execution.

Powered by Collaborative-Differentiated Business Initiatives: prod-tech licensing; Vit-Food products; mfg2mrkt eComm-distribution, Strategic Mergers & Acquisitions & modernized Mfg'g. This gives direction to our competitive thrust that is '3M': mas-mabilis, mas-mahusay, mas-mura. Mas-Mabilis means, we place urgency in our undertaking to be ahead. The only way to attain this is efficiency in how we execute our task. Mas-Mahusay means, we know what to do by thinking and proper training, so what we execute and do will result to the right quality output and; Mas-Mura would result to our product and services to be competitively price!



Training Highlights

by: Jamaica C. Paulino

SUPPORTING THE K-12, SENIOR HIGH SCHOOL IMMERSION PROGRAM

Successfully supported the first batch of the Immersion Program for Grade 12 ABM students of Congressional National High School in Dasmariñas, Cavite. A total of 35 students completed their 40 hours actual work immersion to enable them to be exposed and familiar with work-related environment related to their field of specialization and enhance their competency. They were assigned in Supply Chain, Production, Sales and HR.



ORGANIZATIONAL MANAGEMENT AND DEVELOPMENT SEMINAR

42 SLI newly hired & promoted professionals/technical personnel successfully completed the 2017 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. OD completion was celebrated last February 14 in Dasma Office and February 22 for Las Pinas Office.



SLI FIRE SAFETY SEMINAR, INSPECTION AND EVACUATION DRILL

Fire safety seminar, inspection, and evacuation drill was held successfully last April 6, 2018. 27 ERT members attended the seminar while the whole plant participated in the evacuation drill.



MANUFACTURING PLANT TOUR

March 6, 13 & 16, we supported 3 batches of UST Junior Pharmacists Association – Gamma Chapter with a total of 150 3rd year students for their industry exposure and understand the roles and responsibilities of a pharmacist in manufacturing company.

April 17, 2018, Lyceum of the Philippines University – Cavite Campus held their Pharmaceutical Plant Visit for 26 students and 4 faculty members. This is also part of our corporate social responsibility and promotion of the programs we offer to universities.



INFORMATIVE TALK BY DR. BRITT AND DR. RYAN PEÑA

Informative Talk about Influenza and It's Treatment by Dr. Britt Peña & Evolution of DNA Sequencing and Application in Today's World by Dr. Ryan Peña were given last March 21, 2018, @ Neil's Kitchen, Filinvest Corporate City, Alabang to increase awareness, share knowledge and latest trends in the medical industry.



ROAD SAFETY AND DEFENSE DRIVING SEMINAR

Last June 7, 2018, and participated by 62 SLI personnel (company drivers and riders, personnel with company issued car and extended to those who drive their own car) to help educate and refresh SLI drivers regarding rules of the road, hazards, the danger involved and improve base driving skills. This is also in line with the Safety, Security, and Health training calendar for the month of July.



HEO (HEAVY EQUIPMENT OPERATION) FORKLIFT NCII TRAINING

Held last February 3-4, 2018 and attended by 2 of our WH Custodian to have knowledge of forklifting, types of a forklift, components and parts of it. To know the forklift controls, how to inspect the forklift machine, requirements & recommended practices, safe working practices, pre-operation inspection, mounting & dismounting, operation of forklift, carrying & handling loads safety, stability, basic principles, stability triangle, maintenance, refueling, changing & charging storage batteries and additional safety guides.



OCCUPATIONAL FIRST AID WITH CPR AND AED

Is a 2-day training program facilitated by Red Cross Cavite Chapter and was held at Max's Dasmarias last March 1-2, 2018 and successfully participated by 31 identified key personnel. The training given is a 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.



BALANCED SCORE CARD AND LABOR MANAGEMENT

Last June 6, 2018, our Management Committee Team and their direct reports actively participated and supported the Balanced Score Card Orientation (strategy performance management tool that can be used during Planning Session) by Cesar Igual and Labor Management Seminar (refresher training in terms of employee-employer relationship, employee motivation, disciplinary actions, sexual harassment and dole work policies) by Ms. Lia Atienza.



OPERATORS OF THE MONTH

by: *Hilda R. Calasang*



Randy Manzo
JRG
January 2018



Jayson Tongco
AFJ/FSJ
February 2018



Romulo Bantag
WDM/JPB
March 2018



Julius Solis
JRG
April 2018



Anthony Layan
WDM/JPB
May 2018



Mary Grace Ruga
AFJ/FSJ
June 2018



Baking Soda: May Be Just What the Doctor Ordered for Rheumatoid Arthritis

by: Danessa C. Santos

An apple a day may keep the doctor away... but a new study also indicates that some baking soda each day may keep arthritis at bay. Baking soda is often touted for its many uses, ranging from household cleaning to dental care and more.

Now, treating rheumatoid arthritis (RA) may be added to its ever-growing list of purposes.

It's important for your overall health to maintain proper pH balance in the human body. An environment that's too alkaline or too acidic can result in a wide array of health problems and negative physical symptoms.

Experts say baking soda can help to alkalize a too-acidic environment in the body. Many holistic and naturopathic doctors, as well as nutritionists, health coaches, and dietitians tout the idea that an alkaline body environment is better than an acidic one — and while that's true in general, it's important to note that being too far at either end of the spectrum can result in medical woes.

Late last month, the Journal of Immunology medical journal published this study, which concluded that drinking water mixed with baking soda could possibly reduce someone's chances of getting illnesses such as RA and lupus.

Paul O'Connor, PhD, an associate professor, and director of the physiology graduate program at Augusta University in Georgia who was the lead author on the study introduced baking soda to two cases of test subjects. These tests subjects included both healthy humans and rats.

After two weeks of the baking soda and water mixture, scientists found that their immune cells (macrophages) appeared to change jobs.

Researchers said that the macrophages began to focus on reducing inflammation instead of promoting it.

Essentially, the baking soda acted as a way to naturally stimulate or "turn on" the macrophages' anti-inflammatory response. Illnesses such as rheumatoid arthritis could benefit from these anti-inflammatory properties.

How baking soda works

Baking soda — also known as sodium bicarbonate — basically tells the body to calm down its autoimmune response. Instead, it helps to strengthen the anti-inflammatory response.

So, cells from the spleen and stomach can tell a faulty immune system that there's likely no need to turn itself on, only to attack. The baking soda seemed to alert macrophages and mesothelial cells that the body wasn't under actual attack. The researchers noted a shift from autoimmune and inflammatory actions to anti-inflammatory ones in the stomach, spleen, kidney, and peripheral blood. The shifting landscape is likely due to an increased conversion of proinflammatory cells to anti-inflammatory, plus the production of more anti-inflammatory macrophages and a shift in regulatory T cells.

This combination of processes drives down the immune response and could help to keep the immune system from attacking its own tissues.

Inexpensive solution

This could be an inexpensive, safe, accessible, and effective way to treat conditions such as RA and other autoimmune diseases — but you should always talk to your doctor before starting a regimen like this.

SOURCE: <https://www.healthline.com/health-news/baking-soda-may-be-what-the-doctor-ordered-for-rheumatoid-arthritis#4>

The HealthStore

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SAFETY IS EVERYBODY'S RESPONSIBILITY

by: Antonio I. Jopson

SYDENHAM Laboratories, Inc. is committed to the safety and well-being of its Employees, contractors, and guests. Upholding this commitment requires planning and practice as well as active participatory response from each and every one of us. Our newly crafted Logo and Slogan embodies the spirit on how we should start our work and keep this mentality throughout the day.

We would like to have treat our workplace as an extension of our homes and thus care for the people that dwell in it. Keeping your homes safe is the same as keeping Sydenham safe.

We want to instill a mindset and attitude that accidents can be prevented if we react and eliminate possible unsafe conditions.

Our Safe workplace standards should be observed and rules are strictly enforced and followed.

Safety Practices at Workplace

HOUSEKEEPING

All employees shall ensure.

1. Proper storage of materials and equipment
2. Removal of loose materials, which are not required for use to be ensured.

LIGHTING

1. Where natural lighting is not adequate, working light fittings should be provided at the workplace.

2. The cables of portable electrical lighting equipment should be of adequate size & characteristics for the power requirement and of adequate mechanical strength withstand severe conditions.

HAND TOOLS

1. Use the right tools for the right job.
2. Be provided with adequate guard shields or other protective devices.

ELECTRICAL TOOLS

1. All electrical tools should be earthed. Unless they are "all insulated" or double insulated tools which don't require earthing.

2. Tools should be switched off when not in use and isolated before adjustment, cleaning or maintenances are done.

3. A trained person should repair electrical tools.



*Be Smart,
Be Safe at the Start.*

WORKING AT HEIGHTS

1. While working at height of more than 2 meters, a permit should be issued before the commencement of the job and approved safety belt shall be used.

2. All tools should be carried in toolkits to avoid their accident by fall.

3. Additional safety measures like providing fall arrestor type safety belt safety net should be provided depending upon site condition's job requirement.

VEHICLE MOVEMENT

1. Driver with proper valid driving license shall only be allowed to drive a vehicle.

2. Don't overload the vehicle.

3. Drive carefully during adverse weather and road conditions.

4. Barriers / fixed stops should be provided for excavation / opening to prevent fall of a vehicle.

5. Signs/signals/cautions boards etc. should be provided on routes.

ELECTRICAL

1. Only personnel having valid licenses should be allowed to work on electrical facilities.

2. No person should be allowed to work on line circuit. The same if unavoidable, special care and authorization need to be taken.

3. Electrical "Tag Out" procedure MUST be followed for carrying out a maintenance job.

4. Don't work wet on an electrical system.

5. Don't overload the electrical system.

6. Use only proper rates fuses.

7. Illuminate suitably all the work areas.

8. No other cables / pipes to be laid in trench used for electrical cables.

9. At must, care should be taken while excavating earth from cable trench to avoid damage or an accident.

10. Electricians should be provided with approved and tested tools and personal protective equipment such as rubber gloves mats. etc.

PLAY and WIN

Play newSLink QR Code Game and Get a chance to Win Gift Cheques

WHAT YOU NEED TO JOIN:



Mobile with Data Connection



QR Reader / QR Scanner
(You can download it from App store / Playstore)

MECHANICS:



1. React "Heart" on the SLI FB post "newSLink QR Code Game"



2. Scan all the QR Codes on the newSLink to find the questions.



3. Send all your answers by clicking the Send Message button on the post.



4. Take a selfie with the newSLink and comment it with the hashtag #newSLink

Promo runs until September 20, 2018. Five (5) winners of Gift Cheques worth 500 each will be chosen randomly via e-affle and will be announced on September 21, 2018! Good luck!

Note: Applicable to Sydenham (SLI, SPI & Isopharma) Employees only.

Summer Time!

by: Hilda R. Calasang

laresio

SLI employees took a break from the daily grind as they bonded and had fun during SLI's Summer Outing last May 3, 2018 at the Laresio Lakeside Resort & Spa. The Alligator Lake or Tadlac Lake is dubbed as one of the best get aways near the Metro. It's freshwater crater lake located in the southern part of Laguna De Bay in Los Baños is known for its picturesque sight, clear waters, and recreational fishing. Employees enjoyed the whole day of team building games, raffle prizes, extreme activities and sumptuous meals.

