

Deck the Halls SLI Christmas 2015 Deck the Halls at SYDENHAM

Christmas at Sydenham is the time to be creative and innovative for the holiday ornament design contest dubbed as "Deck the Halls". Each department was given a theme (The Nativity, Paskong Pinoy, A Throwback Christmas, White Christmas, Christmas Masquerade, Color Burst, Winter Wonderland and Magical Holiday) and decorate their designated area with Christmas ornaments made from recycled materials and non-expensive decors. Production Department was proclaimed 1st Prize, while SPI/MCC/Finance (LP) and Business Planning Group won 2nd and 3rd prize respectively during the SLI Christmas Party held last December 23, 2016 at the SLI Grounds, Dasmariñas Cavite.



SYDENHAM Laboratories, Inc. OPERATOR OF THE MONTH



Benedict Berse
December 2015



Renante Rabina
November 2015



Jayson Tongco
October 2015



Rodolfo Genoveza
September 2015



Michelle Dadvias
August 2015



Jenno Mark Batino
July 2015



newSLink

SYDENHAM Names Loyalty Service Awardees

Sydenham Laboratories recently gave recognition to its *loyal* employees celebrating their 15th, 10th and 5th year in the company. Twenty eight employees has been awarded by Mr. John A. Peña, General Manager for Operations and Mr. Roberto V. Bautista, General Manager and Chief Operating Officer during the SLI Annual Christmas Party last December 23, 2016 at the SLI Grounds, Dasmariñas Cavite. A plaque and a cash gift was given as a token of gratitude for their unwavering service throughout the years.



15 Years Service Awards



10 Years Service Awards

5 Years Service Awards

WORD SEARCH

Find the hidden words in the puzzle. (Clue: Words are highlighted on this newSLink Issue)

1. Like the FB post "SLI Word Search" at the SLI Facebook page (www.facebook.com/SLI.sydenhamlab) and search for the hidden words.
2. Submit your answer (7 words) by sending a FB Message to our Facebook Page until May 20,2016
3. Entries with the correct answer will be drawn electronically. Three (3) winners* will win a special prize and will be announced through SLI Facebook.

Note: Applicable to Sydenham Employees only

R A L E C Z D A M Y G Z W I Q
 Q L O Y A L A K Y R G A I Y M
 J M Z P F J D F A B I B O T U
 Y M I E A B X N P D P S N S O
 K I E N G Q I L E O Z D D S K
 J W K O U M T N C I I R H C S
 Q O Z S E J G L Q N U A S I L
 C J W S O U O F N G P G A O M
 T T R Y E A F O S N R T O M J
 P A D P R O V T F Z J F E Q I
 V A N G D A O U W Z N K G R Y
 Y Q U R T R L R M Q Y E K X N
 I U T I E X I B L O G U V X J
 S Z V A H C A E R T U O P J O
 N E A R Z V Q N O W F V P J M

15 Years Service Awards		10 Years Service Awards
Michael Francis A. Dela Cruz	Maximo D. Macaranas	Ernie S. Onofre
Jacob Jr. Peña	Remegio Jr. C. Margallo	Hilda R. Calasang
Abelardo F. Villacorta	Maximo Jr. C. Moreno	Edwin Jr. D. Galvey
Ferdinand M. Anastacio	Noel C. Operario	5 Years Service Awards
Aurora M. Aquino	Rogelio R. Velena	Arnelette S. Abjelina
Andrey M. Cañedo	Gerry F. Seña	Fred C. Catapang
Francisco Jr. S Jayson	Eduardo B. Tagalog	Mark Lemuel E. Mejia
Darius N. Jocson	Wesley D. Duldulao	Zemia A. Onofre
Jun Lacion Mangiat	Volter M. Varona	Jocelyn C. Olviga
Joey T. Lagrimas	Andrea Liza R. Jayson	



President's Corner

by: Michael Francis A. Dela Cruz

The Values of Quality and Being Innovative in Sydenham.

Being "bold" means that we encourage our people to think of ways of doing our tasks outside the norm, the established procedures. Do not be afraid to challenge the norm and think outside the box. Be creative in finding ways that you believe you can better meet your corporate objective.

Being "logical" means that we will allow innovations to be adopted in the organization only after we have taken deliberate and calculated steps to validate the correctness of a "change proposal". We need to determine whether or not an "innovation" will indeed improve our ability to meet our objectives.

Thus, to implement an improvement in an established written procedures (innovate), we can but it will be subjected to logical steps that validates whether or not the proposed changes will indeed result in an improvement that meets the standards. The proposed innovation will undergo a method of validation before it can be applied on the factory floor. Only validated SOPs can be adopted in our methodology of manufacturing and testing products. Consistently following validated SOPs is the essence of Current Good Manufacturing Practices (CGMP). Documenting the validated

SOPs is in compliance to ISO.

Obviously, in tasks that are not directly related to the manufacturing of our products, the robustness of accepting an innovation will vary. However, our definition of our value of innovativeness remains to be the same. "We will take bold and logical steps in achieving our objectives".

In Sydenham, you are encouraged to be innovative. Finding new applications on what is already known and practiced. Go and be creative; explore how you can better the achievement of your objectives, then subject it to the test of logic before you accept it to be a better way of what we are currently doing. Consult with your colleagues and superiors. Their collective inputs will put your proposed innovation to the test and improve on it.

Innovation betters our life. Without innovation, we would not have the newer generation medication that benefits our health. However, only by strict and non-compromising adherence to established manufacturing and testing procedures and norms (cGMP) can Sydenham make quality medicines.

"We have defined the value of being innovative as: We will take bold and logical steps in achieving our objectives."

We are in the business of promoting health and life through pharmaceutical products that are consumed by us, our loved ones and our nation. We are in the business of health. Therefore, adherence to our established global quality standards of cGMP, ISO and HACCP is a matter of the consumers' well-being and life.

Innovation is finding new applications on what is already known and practiced for the better. Generally, innovation leads to improvement, growth and a better life.

Quality is consistency. It is reproducibility and repeatability of the manufacturing and testing process that ensures that variations in the products we continually manufacture remains to be within given standards from manufacturing batch to batch.

How can Sydenham's value of innovation be applied in a highly regulated industry, where the written manufacturing processes are mandated to be followed exactly? This contradiction may not be clearly understood nor easily reconciled in our minds. Thus, the reason for this article.

"We have defined the value of being innovative as: We will take bold and logical steps in achieving our objectives."



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Michael Francis A. Dela Cruz
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Layout Artist

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SYDENHAM Laboratories, Inc.
For comments and suggestions, please contact the Marketing and Corporate Communication Department

Sales & Distribution Office
3F BNM Building, Manila Doctors Vill age,
Almanza Uno, Las Piñas City

Editor's Note

by: Nina Peña - Atienza



Sydenham has been in Cavite for 15 years now! In this issue we recognize, celebrate and thank the 20 employees who have been with the company since moving to its present site in Dasmariñas as well as those who have been with SLI for the past 10 and 5 years. We also highlight our Corporate Values of quality and innovation which are cornerstones of our drive continuous improvement within the organization. We also have features on the various corporate activities from sponsoring blogger & mommy events to promote our products to outreach programs to share our blessings with the less fortunate to seminars that aim to improve the knowledge of our personnel! Beginning this issue, we will have a game portion wherein employees get a chance to win some wonderful prizes. We hope that you enjoy this issue!

Nina



a in SPI re re re

SPI goes to BLAGAPALOOZA 2015

By: Maila S. Robles

Blogapalooza connects bloggers and businesses directly thru their annual event. They specialize in organizing events that can stimulate interaction between end users, the businesses and bloggers to feature in their websites.

The event was held in One Esplanade on October 24, 2015 and it was participated by Bloggers and advertisers who wished to grow their business thru social media. We had 285 registered participants and 114 of them took our stress test. From the event we are able to have 2 bloggers that would blog about our products and events that we will also be having. There are those who have already posted their blogs in the following link:

- <http://www.jammyjamsread.com>
- <http://www.lad yrattus.com>
- <http://www.aurikamatias.com>
- <http://hainrihisdiscoveries.blogspot.com>
- <http://tofo.me>
- <http://www.prelel.com>
- <http://www.abovepreciousrubies.com>

During the event we are able to meet bloggers who are interested enough to **blog** our products and increase our community reach. We are also given a few minutes to be able to present Feel Good lactium to the crowd.



Blogapalooza helped us gain exposure through the community of bloggers and online influencers last year and with our participation this year we are looking forward to a much improved partnership and exposure. In fact with the event we are now moving forward and developing our SPI-BPP or SPI Blogger Partnership Program.



Sydenham Laboratories Gives Back

By: Caroline Espineli

Pharma Sales and Marketing Team strive to be a good corporate citizen fulfilling Sydenham Laboratories social responsibilities for the betterment of the community. This is evident through our annual **outreach** program at DSWD-Bahay Tuluyan-Home for Girls at Dasmariñas Cavite, a residential institution that provides protection, care, treatment and rehabilitation to abused and exploited girls below 18 years old. Through the donation of generous employees of SLI, we were able to collect ample amount of money used to buy supplies for personal hygiene and toiletries for the girls. We were also able to give simple yet full of fun Christmas party for the girls. We believe that this activity will help to make a difference in the well-being of each child in the Bahay Tuluyan. Thank you Sydenham Laboratories employees for the overwhelming support in this charitable giving program!

SLI Welcomes New Hires for Q3 and Q4

Nina Vanessa Sabelita	QC Analyst
Jemille Arbotante	Production Operator
Merry Chris Labay	Production Operator
Jeffrey John Nival	Production Operator
Gerlyn Unlayao	Production Operator
Eliseo Galan	Production Operator
Maria Teresa Prior	Product Development Officer
Hanzel Joseph Tuazon	Production Operator
April Munio	Production Operator
Angeline Vergara	Production Operator
Joyce Valencia	Account Executive
Albert Garcia	Buyer/Planner
Maureen Elomina	Product Manager
Richard Amar	Medical Representative
Nova Rushell Jorge	Medical Representative
Virginio Jr. Baguhin	Warehouse Custodian
Eduard Alfonso	Equipment Technician
Lloyd Bryan Dacwag	Special Promo Representative
Liezl Laurinaria	Process Control Engineer
Jinky Anacan	Treasury Assistant
Catherine Galalang	Sales & Marketing Coordinator



Five Examples of Companies With Internal Innovation Programs

Jacob Morgan, Author, The Future of Work, Speaker, Futurist

For the past few weeks I have been exploring some themes around innovation (in the post for why failure is a competitive advantage and the post that talks about how to turn failure into a competitive advantage), and I wanted to continue on that track by highlighting a few examples of companies that have internal incubator or "lab" programs. The goal of all of these programs is to: encourage employees to come up with ideas, give employees the opportunity to pitch their ideas, provide experimental capital to employees, test ideas, and then replicate the successful ones. Many companies are now starting to focus on developing various types of cross-organizational innovation programs, and in some cases, these programs have been going on for years. Here are just a few that I wanted to highlight.

•ATT Foundry

Not many people know that ATT has a program called the Foundry, which is designed to accelerate innovation. They have developed several centers with a \$100 million investment where employees basically get a chance to experiment with pretty much anything they want. One of their goals is to shorten the innovation life-cycle for products or services that might take two years to launch to under six months to launch. From what I was told, employees at ATT have the opportunity to come up with an idea and then pitch it in a meeting of executives just like an entrepreneur looking for funding would pitch VCs. Products from the Foundry include "Cascade" which allows you to send and receive text messages from any connected car, home automation and security solutions, smart trashcans, and more.

•Adobe Kickstart

I wrote a whole article on the Adobe Kickstart initiative where any employee within the company can sign up for a two-day innovation workshop during which they are given a pre-paid \$1,000 credit card to test out an idea and build a prototype. Then employees pitch their prototypes to executives in order to get funding to take it to the next level. If just one executive says "yes" to a prototype then the project gets to go to the next level of funding and testing.

•LinkedIn [in]cubator

Once a quarter any employee at the company can come up with an idea,

put together a team, and pitch an idea to an executive team. If the project is approved, the team then gets to spend up to three months turning that idea into an actual product or service. These ideas can be anything from internal tools to HR programs to technology improvements. The goal here, again, is to give employees a chance to get their ideas and their voices heard; and to make it easy for anyone to be able to turn an idea into a reality.

•Whirlpool

An 80,000 person+ appliance manufacturer doesn't exactly scream out innovation -- or does it? Whirlpool has developed an absolutely fascinating approach to innovation. They say that most of their ideas come from structured ideation sessions, but at the same time, they open up the idea process to absolutely any employee who wants to contribute something. Employees follow a specific ideation process that is as follows: idea generation, basic business case formation, competition for the development of the idea, testing and experimentation, and finally, large-scale commercialization. In addition to structured idea sessions, Whirlpool has deployed technologies that allow any employee to submit an idea.

•Ericsson Idea boxes

This was originally developed in 2008, but has since evolved quite a bit. The goal of the program is to, again, allow any employee within the company to submit an idea. Idea boxes basically match up employees with idea-to-innovation managers who see needs in particular areas within the company. Employee ideas are voted and commented on before innovation managers decide which ones will be implemented across the company. An internal team called "Innova" also acts as an internal venture funding group that provides start-up capital to employees who have promising projects.

Jacob Morgan is a futurist, best-selling author and keynote speaker, learn more by visiting TheFutureOrganization.com or check out his latest book, "The Future of Work: Attract New Talent, Build Better Leaders and Create a Competitive Organization," on Amazon.

Contributed by: Chito Meneses



Philippine Pharmaceutical ranks 3rd most innovative in Southeast Asia

(as published in the Philippine Star by Evelyn Macairan Oct 2015)

The Philippine pharmaceutical industry ranked third most innovative in Southeast Asia, according to a report by the Singapore-based IMS Consulting Group. The study was commissioned by the Pharmaceutical & Healthcare Association of the Philippines (PHAP).

PHAP said the study showed the Philippine pharmaceutical industry has over the past five years developed 55 vaccines to prevent childhood diseases, along with 76 molecules to reduce mortality from the top non-communicable disease killers. According to the study, the Philippines follows two other Southeast Asian countries Thailand and Singapore in number of clinical trials, with 461 presently being undertaken. The study also cited a report by the European Medicines agency in 2009 which ranked the Philippines eighth among the top 10 countries in the world with an annual growth in clinical trials at 30.9 percent. "We believe that the pharmaceutical industry has a large part to play in building a stronger, healthier Philippines," said

PHAP executive director Teodoro Padilla. "Both our local pharmaceutical companies as well as large multinationals have made great strides in making new medicines for measles,

pneumonia, diarrhea, rubella, and other diseases," he added. The quality of clinical research in the Philippines was enhanced by partnerships between research-based pharmaceutical companies conducting local clinical trials and local contact research organizations (CROs). Data culled from the Department of Health (DOH) show communicable diseases continue to claim millions of newborn Filipino babies. In particular, pneumonia is reported to be the number two cause of infant mortality in the Philippines, accounting for almost 12 percent of all infant deaths. To address this, the 55 vaccines developed by Philippine pharmaceutical companies in the past five years were specifically made to reduce child mortality and combat communicable diseases. Among these vaccines, 17 are meant to prevent bacterial infections while 26 are intended to combat viral infections. The past decade also saw an increasing number of deaths caused by non-communicable diseases (NCDs), with cardiovascular disease, cancer, diabetes, and respiratory disease as the top killers. In response, the Philippine pharmaceutical industry developed 76 new molecules or combinations to battle these NCDs, with five anti-cancer molecules developed in 2014 alone. Presently, cancer patients can choose among over 100 molecules to help them in their treatment. Patients having cardiovascular conditions also have over 160 molecules to choose from for their medication.

Contributed by: Rhia Loanzon

Events @ SPI (Q4 2015)

By: Maila S. Robles

SPI participated in the event of SPIN 2nd Anniversary celebration last October 10, 2016 held at Bellevue Hotel. More than one hundred breastfeeding moms attended the activity. Feel Good Lactium, Sydenase Nasal Drops and Sylergy Syrup were the products exposed. Moms are now aware of the products we handle and are even informing others of our product availability.



Another event worthy of interest for the year 2015 was the DSAP Cavite Chapter Cluster Meeting. This was held at Gerry's Grill, The District at Imus last December 2, 2015. More than twenty **drugstore** owners participated in the said activity. The topic, Labor Law Made Easy, discussed by Ms. Lia Atienza enhanced the learnings of the outlet owners especially on the employee-employer relationship.

Lastly, an event training which involved the SPI field personnel was also conducted. It was held on the last working day for SPI. The topic was Rules of Engagement and was conducted by Ms. Ging Igual. The training was an opportunity for the group to help boost the team's morale as we face the challenges of 2016.



Training Updates

By: Jam Paulino

Organizational Management and Development Seminar

All SLI newly hired professionals/technical personnel successfully completed this seminar facilitated by our Vice-Chairman and CEO, Mr. Jacob A. Pena 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. A total of 39 personnel received a Certificate of Completion for this seminar and 15 personnel as a refresher **seminar**.



Anti-dengue vaccine sold in PH by year-end

THE WORLD'S first vaccine against dengue virus will be approved for use in the country by the end of the year, making the Philippines the second country to make it available in the market next to Mexico, according to the Department of Health (DOH).

Health Secretary Janette Garin disclosed that the Food and Drug Administration (FDA) was on the last phase of deliberations in approving the use of Dengvaxia, which was developed by French pharmaceutical company Sanofi. Garin had expected the Philippines to be the first country to give the green light to the sale and use of the dengue vaccine.

But on Dec. 9, Mexico granted marketing authorization to the vaccine, which will curb the spread of the disease caused by all four dengue virus stereotypes in children and adults residing in endemic areas. **Dengue** is endemic in the Philippines, where about 100,000 people get infected yearly and hundreds die due to the virus.

From January to October this year alone, the DOH has recorded 108,263 dengue cases nationwide, with 31.8 percent aged 5 to 14 years old. More than 300 deaths have also been reported during this period. But with the vaccine, the DOH is hoping to significantly bring down the number of infections and deaths.

Once the FDA has issued its approval for the market and use of the Dengvaxia in the country, the DOH will need to seek World Health Organization pre-qualification of the vaccine and its guidelines and recommendations to proceed with procurement, she said.

Garin said the DOH is seriously considering making the dengue vaccine a Philippine Health Insurance Corp. benefit, making it available to members at "a very discounted price."

Officials of the French drug-maker paid a courtesy call on President Aquino while he was in Paris for the 21st Conference of Parties for the United Nations Framework Convention on Climate Change early this month.

Garin was present during the meeting, along with Finance Secretary Cesar Purisima, Trade Secretary Gregory Domingo and Transportation Secretary Joseph Emilio Abaya.

During the meeting, Sanofi expressed its gratitude to the Philippines for its major contribution for the development of the vaccine for 20 years, said Garin.

"The Philippines was among the countries where the three phases of the clinical trials were conducted so our country is very vital to the success of the vaccine," she said, noting that officials of Sanofi also commended the Research Institute for Tropical Medicine.

Source: <http://newsinfo.inquirer.net/> December 23, 2015