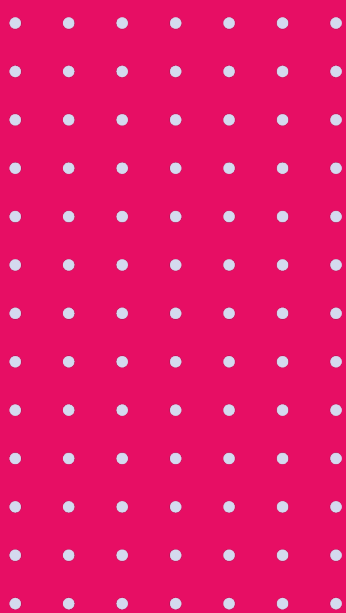




Navigating Unprecedented Challenges: Journey Through a Pandemic and International Conflict

Adapting and Thriving Amidst Global Pandemic & International Conflict

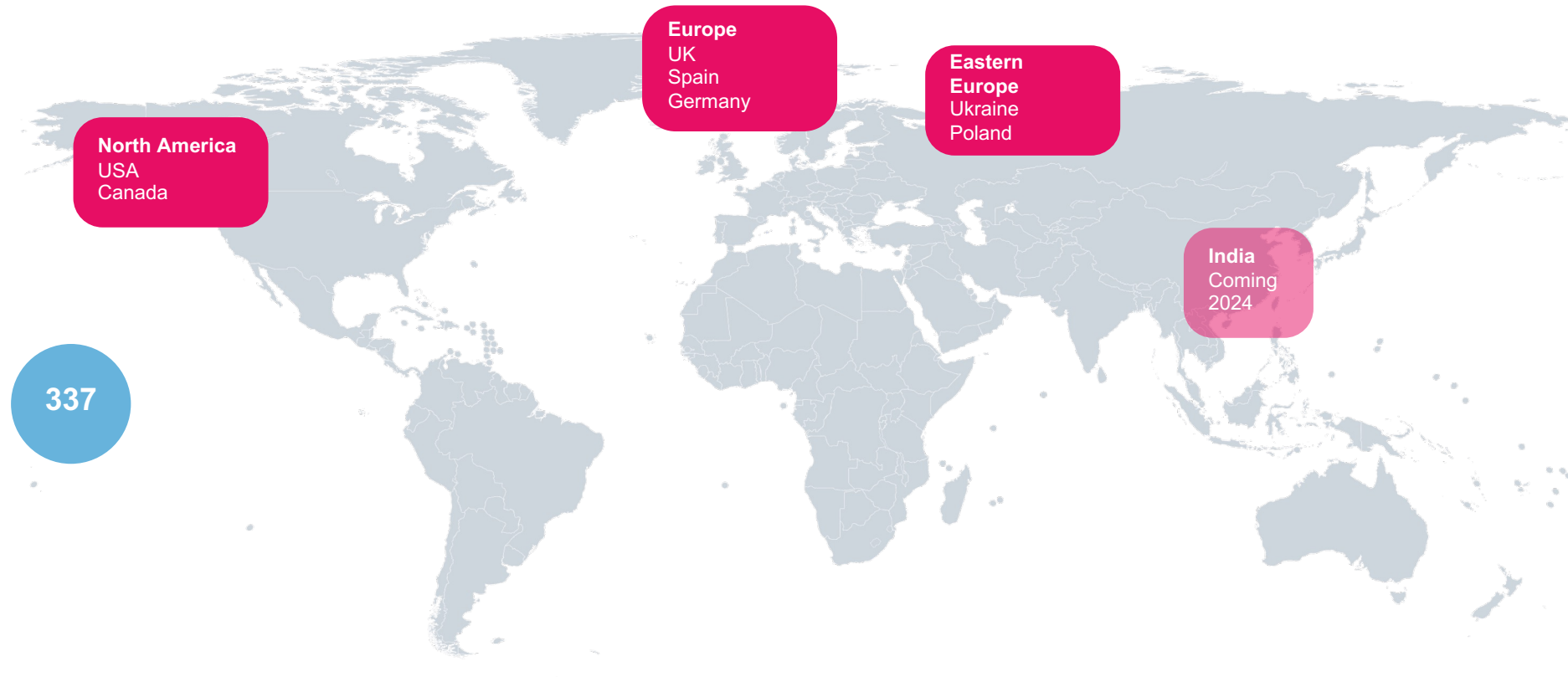
Daniil Shliakhov



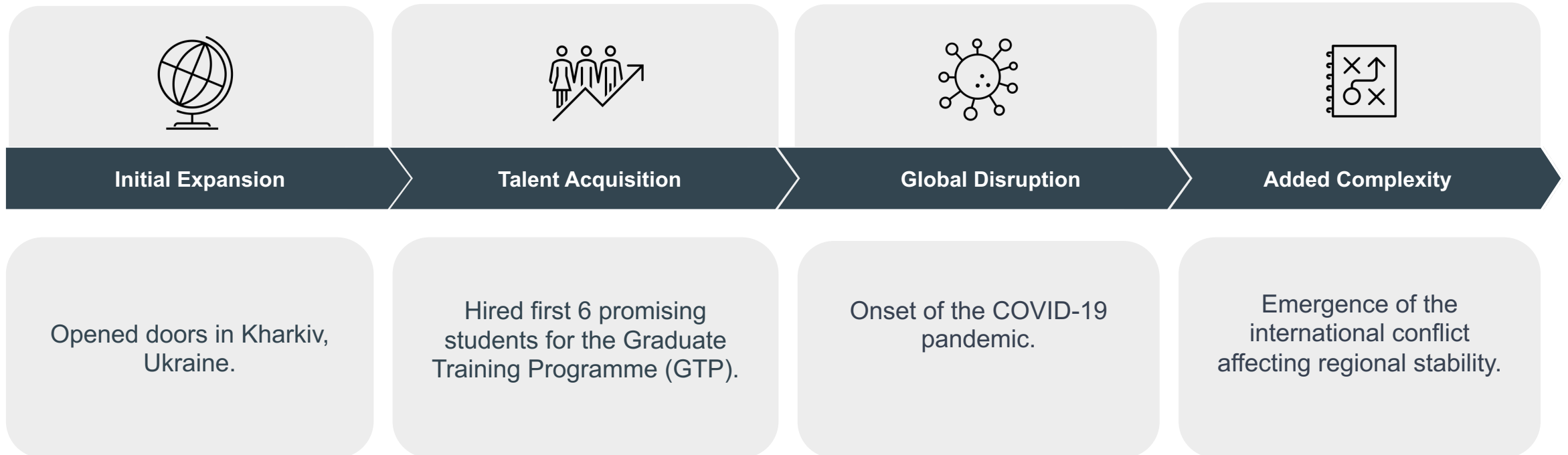
INTRODUCTION AND BACKGROUND

Ukraine Expansion - Strategic move to Kharkiv for local talent harnessing.

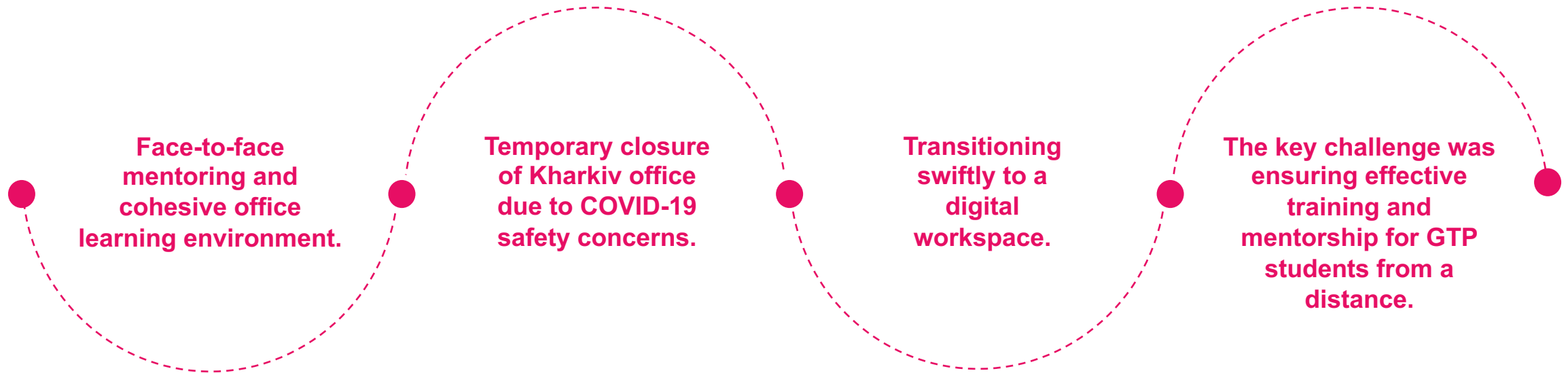
- **Vision:** Empower and cultivate local talent, ensuring a blend of global standards with local expertise.
- **Upcoming Challenges:** Facing the unforeseen - a looming pandemic and an international conflict.



TIMELINE OF KEY EVENTS



ADAPTING TO REMOTE OPERATIONS



REMOTE ADAPTATIONS OF THE GRADUATE TRAINING PROGRAM (GTP)

The GTP is a 3-month program nurturing SAS programming skills, soft skills, and pharmaceutical industry understanding.

Challenge

Transition from in-person learning to digital platforms.

Solution

- ➡ Virtual rooms for interactive sessions.
- ➡ Remote mentorship by experienced personnel.
- ➡ Online resources and digital tools.

Outcome

Successful adaptation with sustained quality of training.

NAVIGATING CHALLENGES OF THE INTERNATIONAL CONFLICT

Immediate Concerns

- Safety and well-being of the team.

Operational Hurdles

- Internet blackouts affecting work.
- Relocation of team members to other cities and countries.

Adaptive Measures

- Flexible working hours.
- Continued emphasis on remote mentorship.
- Crisis management and support sessions.

Mental Health Priority

- Initiatives to address emotional and psychological well-being.

PRIORITIZING MENTAL HEALTH IN CHALLENGING TIMES

The underlying issue was the emotional stress and anxiety amidst **conflict** and the **pandemic**.

Recognizing mental health as essential to productivity and overall well-being.

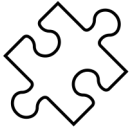
Initiatives Undertaken:

- ➔ Regular check-ins with team members.
- ➔ Providing access to counseling services.
- ➔ Organizing virtual team-building and relaxation sessions.
- ➔ Encouraging open conversations about challenges and feelings.

Positive Outcomes:

Strengthened team bonds and enhanced resilience.

REFLECTING AND BUILDING FOR THE FUTURE



Importance of Adaptability: Being ready to change plans and strategies on the fly.



Communication is Key: Maintaining open channels, fostering understanding, and supporting the team.



Team Safety First: Prioritizing the well-being and safety of team members above all.



Mental Health: Recognizing it as a cornerstone of effective team management.



Value of Resilience: Building team strength to weather unforeseen challenges.

STRATEGIES FOR SUCCESS IN CHALLENGING TIMES

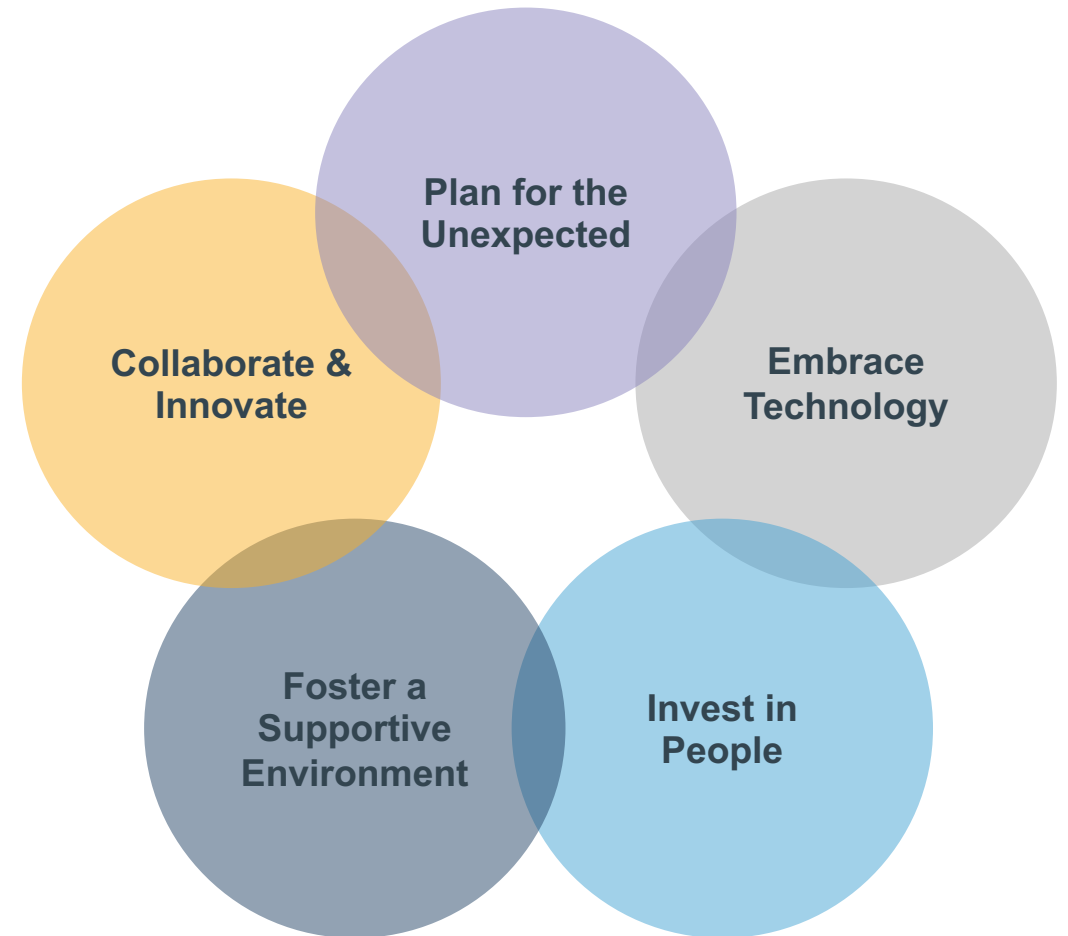
Plan for the Unexpected: Develop contingency plans and ensure they're regularly updated.

Embrace Technology: Leverage digital tools to ensure uninterrupted workflow and team communication.

Invest in People: Provide training, support, and resources to empower employees.

Foster a Supportive Environment: Encourage open dialogue, provide mental health resources, and recognize individual needs.

Collaborate & Innovate: Engage teams in brainstorming sessions to tackle challenges and identify novel solutions.



EMBRACING CHANGE, CULTIVATING RESILIENCE

Unprecedented Challenges

Recognizing that today's world often presents situations we might never have anticipated.

The Power of Adaptability

The ability to change is one of the most crucial assets in any organization.

Team Unity

In challenging times, coming together as a united front makes all the difference.

Looking Ahead

With the lessons learned, Veramed is poised for a future where challenges are transformed into opportunities.

Thank you

GET IN TOUCH

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