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# â??We recognise the growing demand for skilled talent in fields like AI, Gen AI, Robotics, and Data Analyticsâ?•

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**Takeda, a global leader in biopharmaceutical innovation from Japan has opened its Innovation Capability Center (ICC) in Bengaluru. This marks Takedaâ??s first ICC in Asia, following successful establishments in Slovakia and Mexico. The ICC supports the companyâ??s dedication to advancing healthcare through innovative solutions. These cutting-edge solutions will help advance its operations and have an impact on Takedaâ??s workforce, the patients that it serves and the planet for years to come. In an interaction with BioSpectrum, Tilak Banerjee, Head of Takeda ICC India shared how this centre is different from other centres and the kind of partnerships it will have in place to support Takeda Group of Companies.**



**Takeda has opened its third Innovation Capability Center (ICC) in Bengaluru, India, following those in Slovakia (2021) and Mexico (2024). How is this centre different from the other locations?**

Takeda's ICC India stands out by leveraging the country's unique technological strengths and innovation ecosystem to enhance the company's global innovation efforts. The Bengaluru centre draws from the country's rich pool of engineering talent and its culture of creative problem-solving to address complex challenges with innovative solutions. This ICC is designed to create smart, efficient solutions that can be rapidly developed and deployed across various global contexts. In addition to developing patient-centric technologies, the centre focuses on designing applications that transform the employee experience, further demonstrating its commitment to innovation. The ICC India's emphasis on integrating local talent and expertise into Takeda's global framework ensures it brings distinct value to the company's digital transformation and operational excellence.

**With 275 skilled professionals already on board in Bengaluru, what kind of digital solutions is the India centre offering to the Takeda Group of Companies?**

The ICC India is focused on advancing innovation in key areas such as Artificial Intelligence (AI), device engineering, data science, and customer-facing technologies to enable Takeda's global digital transformation. The centre serves as a specialised hub for developing cutting-edge digital capabilities that not only enhance patient outcomes but also drive operational efficiencies. These solutions align with Takeda's broader mission to deliver transformative treatments, supporting the company's ongoing efforts to improve healthcare on a global scale. Through its work, the ICC India plays a crucial role in accelerating Takeda's digital evolution and enhancing its ability to innovate within the biopharmaceutical industry.

**How many projects is Takeda Innovation India Private Limited (Takeda India ICC) working on?**

The Takeda ICC India is focused on delivering impactful solutions that combine technology and innovation to address various needs across healthcare. Currently, the centre is working on several key projects, including A global donor management system for Takeda's Plasma Derived Therapies (PDT); Data-driven tools to personalise and simplify interactions with healthcare professionals (HCPs), recommending next-best actions that enhance customer experiences and improve outcomes for both HCPs and patients; A digital platform for patients managing complex conditions, offering multi-language support for symptom tracking, appointment management, medication reminders, and more. This scalable solution improves patient outcomes and enhances quality of life finally on a global platform to simplify the management of HCP data by

consolidating multiple sources into a single, reliable system. This initiative has improved compliance reporting, accelerated payment processes, and integrated research and commercial systems, leading to better patient recruitment and more efficient operations.

These projects demonstrate Takeda's commitment to leveraging innovation for meaningful healthcare improvements. By the end of 2025, ICC India aims to continue advancing these initiatives, driving digital transformation across Takeda's global operations and contributing to the company's broader mission of delivering transformative treatments.

**What kind of technologies is the Takeda India ICC currently using, and what skillsets will it be looking for to further its focus on developing a pipeline of innovative biopharma products/solutions?**

The Takeda Innovation Capability Center (ICC) India is utilising a wide array of cutting-edge technologies to support its innovation initiatives. These include Data analytics to process large datasets and identify valuable patterns and insights; Artificial Intelligence and GenAI technologies, which employ machine learning algorithms to analyse data and derive actionable insights; Collaboration platforms that enhance communication and engagement among teams, such as project management tools, virtual meeting platforms, and document-sharing systems; Digital health technologies, including wearables and mobile applications, to drive patient engagement and improve health outcomes and Innovation management software to track and manage projects, from idea generation and project planning to resource allocation.

To support these technologies and further its mission of developing a pipeline of innovative biopharma solutions, ICC India will be looking for skilled professionals in areas such as AI, data science, machine learning, software development, and digital health technologies. These skill sets will be critical in driving the next wave of innovation at Takeda and advancing the company's mission to deliver transformative treatments to patients worldwide.

**With many companies already having their GCCs in India, do you foresee a dearth of skilled talent in the space of AI, Gen AI, Robotics, and Data Analytics? If so, how do you plan to attract a skilled workforce?**

Takeda recognises the growing demand for skilled talent in fields like AI, Gen AI, Robotics, and Data Analytics, particularly as many companies establish their GCCs in India. However, the company remains optimistic about its ability to access and nurture top talent, both locally and globally. Takeda's talent strategy is rooted in a strong commitment to developing technology professionals at various career levels, ranging from entry-level to senior roles.

To address the evolving needs of the industry, Takeda has partnered with academic institutions to build a robust talent pipeline, ensuring that its workforce is equipped to navigate emerging technologies and stay ahead of the curve. The company also emphasises its learning initiatives, such as Generative AI learning, Agile methodologies, DevOps, and digital dexterity, all of which are tailored to prepare employees for future technological advancements.

Moreover, as AI and digital technologies continue to reshape Takeda's operations, particularly in areas like drug discovery, predictive analytics, and personalised healthcare, the company is dedicated to providing opportunities for employees to gain the knowledge and tools necessary to drive meaningful transformation in the healthcare sector. Through this comprehensive approach, Takeda plans to attract and retain the skilled talent required to meet the challenges of the evolving digital landscape.

**What kind of partnerships (public and private) does the Takeda ICC India have in place now, and what further collaborations is it looking for to support the Takeda Group of Companies?**

Takeda ICC India has established strong partnerships with local startups, universities, and research institutions, aiming to foster innovation and address healthcare challenges. In addition, collaborations with organisations such as the Biotechnology Industry Research Assistance Council (BIRAC) support healthcare entrepreneurs and promote innovation. These partnerships integrate global expertise with local insights, contributing to a vibrant ecosystem for healthcare advancement. Moving forward, Takeda plans to expand its network of collaborations, seeking further partnerships that enhance its ability to deliver transformative solutions and continue its global digital transformation.

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