

Women LEADERS in HEALTHCARE

CHANDRA GANJOO

Group Chief Executive Officer,
Trivitron Healthcare



What inspired you to pursue a career in the healthcare sector, and what challenges did you overcome to reach where you are today?

My journey in the healthcare industry started in 1999 with Trivitron Healthcare as a Marketing Manager. With post-graduation in Business Management and International Marketing, I was keen to make a momentous impact in healthcare. The medical industry, which has immense power to transform lives, captured my imagination significantly and resounded deeply within me. With time, I embraced various positions in Trivitron, including Sales and Marketing, and Human Resource Management.

Every role brought challenges, but my determination to our mission—to make healthcare affordable and accessible—kept me going. Separating professional and personal life, particularly as a mother, called for merging the two worlds without distinction. It was integration, rather than separation, that helped me remain in touch with my family while completing my professional responsibilities. Looking back on this journey, I am overwhelmed with appreciation for the opportunities

and the unrelenting support of my family and colleagues, who have played a crucial role in overcoming the challenges.

As a woman leader in healthcare, how do you see your role in shaping the future of the industry?

As the Group Chief Executive Officer of Trivitron Healthcare, I acknowledge the deep responsibility and privilege to shape the future of healthcare. I am personally committed to building a culture of diversity and inclusion in our organization, knowing that diversity of thought drives innovation and excellence.

Through advocating for work-life balance and career development policies, I hope to make it possible for anyone, particularly women, to flourish. In addition, I love mentoring future healthcare leaders, transitory on the knowledge gained along the way in a bid to inspire and mentor them. Through strategic interventions and partnerships, I strive to place Trivitron at the forefront of medical technology, along with constantly adapting to the changing healthcare needs of the world. I envision leading

with compassion, pioneering change, and creating a long-lasting legacy empowering others to deliver excellence in this noble profession.

What are the most significant innovations or contributions you have made in your field that have impacted patient care or healthcare services?

With modern healthcare solutions, Trivitron Healthcare has made a considerable impact on patient care and healthcare services. One of our most significant achievements has been the conceptualization and indigenous production of sophisticated In-Vitro Diagnostic (IVD) tests, New Born Screening, and Next-Generation Sequencing (NGS) technologies. These have transformed the early detection of diseases, allowing non-invasive diagnostics for cancers, infectious diseases, and prenatal diseases, thus allowing timely and effective interventions.

Besides, during the COVID-19 pandemic, we rapidly acted by introducing 'Made in India' COVID-19 testing kits and low-cost ventilators, meeting acute shortages and augmenting the country's healthcare infrastructure. Our focus on R&D has also resulted in cutting-edge advancements like the Terrene CT scanner, providing high-accuracy imaging for quicker and more precise diagnosis, and FPD C-Arms, intended for best-in-class surgical imaging in a range of medical specialities.

In addition, our radiation protection solutions, such as thyroid collars, lead aprons, and radiation-proof gloves, keep medical professionals safe in high-exposure situations. We have also launched modern ultrasound systems, offering state-of-the-art imaging solutions that benefit individuals at hospitals and diagnostic centres, facilitating improved patient care.

How do you balance leadership, innovation, and work-life responsibilities in a demanding sector like healthcare?

Achieving harmony among management, innovation, and work responsibilities within the ever-evolving healthcare industry means blending professional and personal aspects harmoniously. I have accepted work-life integration utilizing technology to keep me connected with both my family and my team. This allows me to share precious moments with my

children without drifting away from organizational goals.

Prioritization is crucial; I prioritize activities that contribute to our strategic objectives and delegate well in order to energize my team. Creating a caring work culture that appreciates flexibility and wellness is vigorous because it allows all of us to excel at what we do best. For myself, nature provides solace and inspiration, and I often draw strength from activities like gardening and travelling to serene landscapes. This alignment with nature revitalizes me and promotes creativity and resilience. By establishing clear boundaries, being mindful, and cultivating a healthy support network at work and home, I aim to lead from the heart and stimulate innovation, all while appreciating the moments that make life richly meaningful.

What advice would you give to aspiring women professionals looking to make a mark in the healthcare and medical industry?

To all the aspiring women who seek to impact the healthcare and medical sector, I would suggest embracing continuous learning, because the healthcare industry is continually evolving, remain curious, pursue knowledge, and remain flexible to new developments and innovations.

Confidence is vital. Believe in yourself and do not be afraid to articulate your ideas and thoughts.

Find mentorship and networking opportunities with veteran professionals who offer priceless advice on how to navigate your career. The balance between work and personal life is fundamental. Discover ways in which you can perform both without sacrificing either. Also, encourage and empower other women in the profession to build a more inclusive and empowering space for everyone.

“ One of our most significant achievements has been the conceptualization and indigenous production of sophisticated In-Vitro Diagnostic (IVD) tests ”