

# Takeda Canada

Putting 237 years of values to work for Canadian patients



When Gamze Yüceland was named General Manager of Takeda Canada Inc. this June, she moved to Canada from her position as General Manager of Takeda Turkey, her home country.

It was, of course, a big move and a big change, but not as challenging as one might first think. That's because Takeda, the largest pharmaceutical company in Japan and among the top 15 in the world, has a very strong corporate culture built since the founding of the company 237 years ago in 1781.

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integrity, fairness, honesty and perseverance. This means the individuals within the company behave and make decisions based on four priorities, in this order: putting the patient at the centre, building trust with society, reinforcing its reputation, and developing its business.

“These core values are something that unites all our country operations and divisions,” says Ms. Yüceland. “I’ve been in different places with Takeda around the world and it makes me proud to know that our values drive the way we operate as a company and are universally the foundation of our decisions. I see this in action here in Canada just as I did in Turkey and at other Takeda offices. The consistency is unique to our culture.”



### **Gamze Yüceland**

Gamze Yüceland was named General Manager of Takeda Canada Inc. in June 2018, moving to Canada from her position as General Manager of Takeda Turkey, her home country.

#### **? How did you know taking on this role was the right decision for you?**

Throughout my 21 years working in this industry, I have always been open to accepting new challenges. Taking up this new role and challenge in Canada was very easy to accept. I am ecstatic to be here. This wonderfully large country with all its distinctiveness is impressive. I love the diversity and the people are so warm and welcoming. What's not to like?

#### **? What do you hope to achieve?**

Right now, gastroenterology and oncology are the main therapeutic focuses for Canada. We are working towards expanding our presence in IBD (inflammatory bowel disease) and oncology through partnerships and new product launches. Throughout all this work, we take action and make decisions by focusing on our four priorities: Patient, Trust, Reputation and Business. We live by these four words and patients are and will remain the primary consideration in everything we do because we want to be seen as truly working on behalf of patients and caregivers. We want to be recognized within the industry and among potential employees as an employer of choice for the way we work.

#### **? What is the perception of Takeda Canada today?**

Takeda has had a very long and strong presence in gastroenterology and I can see we have a very solid and positive reputation with this community in Canada, including among patients and health professionals. We are new to oncology and growing our reputation in this vital field and also building our reputation through our numerous research programs and collaborations across Canada. We are being seen, correctly, as a growing and increasingly important player in the industry in Canada.

#### **? In 12 months, what will Takeda Canada be known as?**

Takeda has had the same values for 237 years and that says everything about who we are as a company, so that won't change over the next 12 months. Our values mean putting patients at the centre of everything we do and conducting our business ethically while building strong relationships with our partners. Over 12 months I hope that more people in Canada will recognize these values and our approach to helping patients.

#### **? There is significant change on the horizon for Takeda. How will that impact the organization in Canada?**

If approved by authorities, the Takeda acquisition of Shire will expand our operations in Canada and expand our presence and portfolio of treatments we offer Canadians. What won't change, however, is most important. That is our ongoing focus on meeting the needs of Canadian patients and being a trusted and valued partner to all our stakeholders.

Takeda has a presence in more than 70 countries and regions, with 30,000 employees worldwide. Takeda Canada, headquartered in Oakville, Ontario, is one of the fastest-growing pharmaceutical companies in Canada, now with 140 employees across the country. If the previously announced acquisition by Takeda of Shire Plc is approved and completed by global authorities, Takeda will grow even more dramatically in Canada and globally.

## A dynamic culture

The combination of a strong patient-centred culture and dynamic growth alone would make Takeda Canada an attractive company to work for. Its appeal is further enhanced by the company's emphasis on providing an attractive workplace

environment as well as a strong culture of fostering employee development. Takeda values respectful teamwork and supports professional development as well as work-life balance. Its global values mean the company and its employees believe they can achieve success while acting responsibly – for patients, for the environment, for their communities, and for each other.

Ms. Yüceland's own approach contributes to this dynamic and attractive culture "My leadership style is not the norm, yet it has helped me achieve my goals," she says. "I strongly believe in an inclusive approach, meaning working with all members of the team in a collaborative way. I listen to my team and hear what our customers and stakeholders have to say as well and make decisions with everyone's best interest in mind. I am continuing with this inclusive approach in Canada."

She has developed this approach through her 21 years in the industry thanks to being able to acquire different skills from excellent role models. "I learned from some very strong leaders that the more people feel they are part of the decision-making process, the more they are invested. At Takeda Canada, we want our employees to feel like their contribution is meaningful. Success is a team effort. I am surrounded by a great team and I want to draw on their collective experiences because having different perspectives brings creative solutions."

## Committed to patient needs

Takeda Canada has long been a leader in the field of gastroenterology and is now also growing in oncology.

While it has been serving the needs of Canadians in gastroenterology for 25 years, a few years ago the company launched its first biologic treatment in the field. This innovative therapy for which Canadians played a major role in its development won the Prix Galien Canada Innovative Product Award in 2016. More therapies to help meet patient needs are in the pipeline, including a unique stem cell therapy developed by a Spanish-based biopharmaceutical company, TiGenix, which Takeda acquired in July of this year.

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From left to right: David Fyshe, Jefferson Tea, Natacha Raphael, Jacek Słomczyński, Gamze Yüceland, Tom Gaschler, Doga Ozgul, Mark Curran, Sabrina Spina, Rebecca Yu

Takeda is continually looking for ways to improve quality of life for patients and supporting innovation through research contributions and collaborations



Takeda's commitment in gastroenterology extends far beyond its therapies. Developing very strong partnerships with patient and professional groups in the field and supporting innovative patient-centric initiatives is important to Takeda. These include the Crohn's and Colitis Canada GoHere Washroom Access Initiative and an education initiative with the Canadian IBD (inflammatory bowel disease) Community of Practice Nurses.

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supporting innovation through research contributions and collaborations, such as the Canadian IBD Research Consortium and IMAGINE SPOR (Strategy for Patient Oriented Research), an initiative focused on irritable bowel syndrome and inflammatory bowel disease priorities hosted by McMaster University in Hamilton, Ontario.

In 2016, Takeda Canada launched its first oncology treatment, an innovative therapy for multiple myeloma. Earlier this year, its second oncology therapy was approved to treat a form of non-small cell lung cancer in patients who were not successful on current therapies, providing a much-needed additional option. Takeda has a strong pipeline of other innovative oncology therapies that will grow the company's ability in the future to help the one in two Canadians who will get cancer in their lifetime.

New therapies come as a result of investments in research and development. Globally, Takeda invests 20 per cent of its revenues into finding and bringing new treatments to patients. Here in Canada, Takeda has more than 400 Canadians enrolled in 26 clinical studies at over 125 centres across the country.

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Takeda has also contributed more than \$20 million over the past five years to various research partnerships, investments and collaborations. This includes Encycle Therapeutics in Ontario whose lead program focuses on a new treatment for IBD and support for the Montreal Neurological Institute to accelerate trials of promising drug compounds to treat amyotrophic lateral sclerosis (ALS or Lou Gehrig's disease). Takeda also made a \$12.5-million investment in the Structural Genomics Consortium to accelerate drug discovery through its unique open collaborative network.

"Canada offers a dynamic environment for R&D and we are committed to supporting ongoing clinical research," says Ms. Yüceland. "And I am committed to Takeda because the company is very much like I am myself. I have always tried to do more, learn different things and have never been opposed to rolling up my sleeves to get a job done. This is something that has stuck with me throughout my career."

The same attributes have long been part of the Takeda culture. The company's proud heritage still foretells a very successful future. **CPM**