

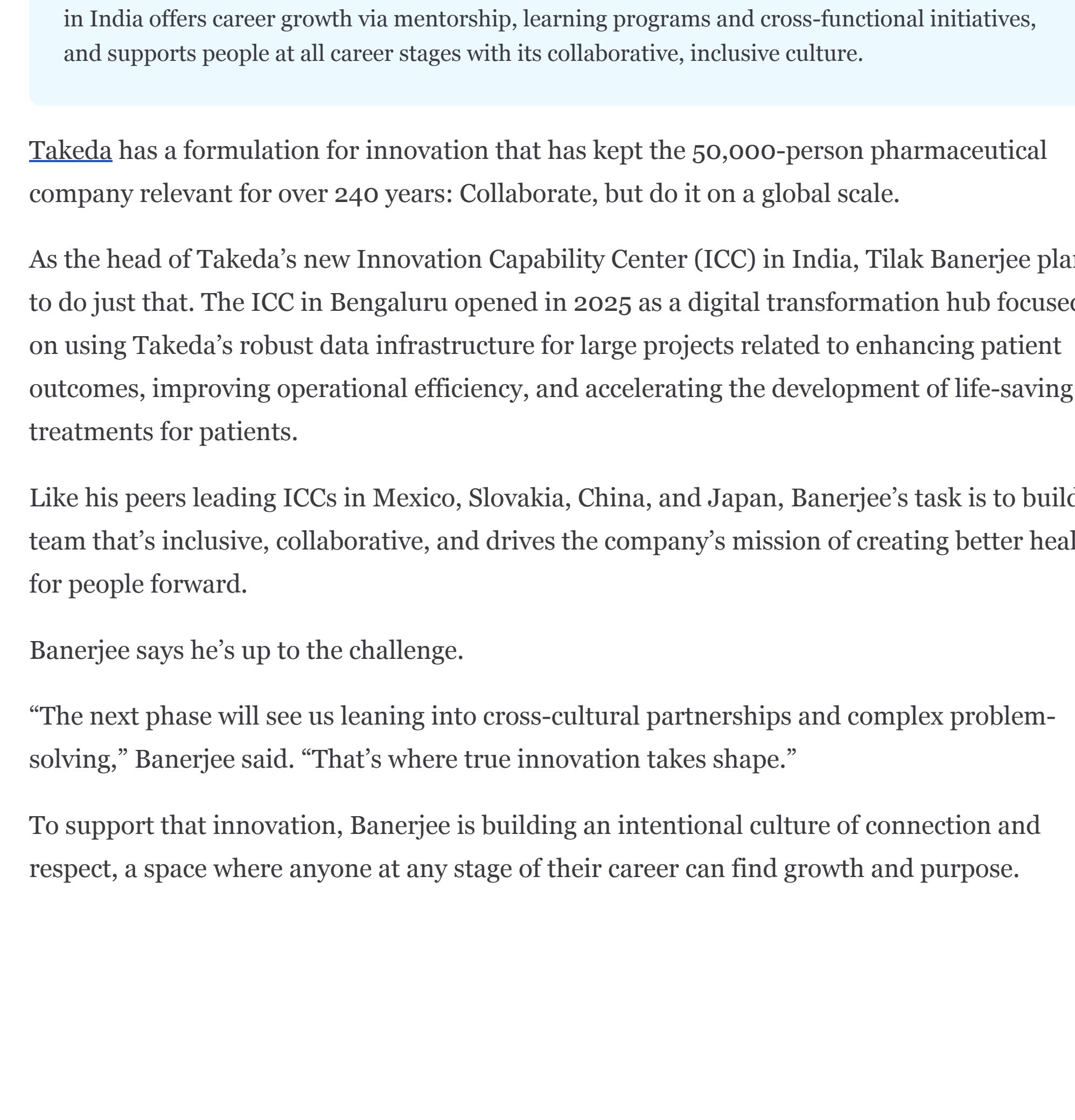
Takeda ICC India Team Career Growth: Inside Tilak Banerjee's Vision for the Innovation Capability Center in India

The Head of ICC India shares how his team is building global connections, advancing digital innovation, and creating inclusive career opportunities.



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Credit: Takeda

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Summary: Tilak Banerjee, the Head of ICC India, says that Takeda's Innovation Capability Center in India offers career growth via mentorship, learning programs and cross-functional initiatives, and supports people at all career stages with its collaborative, inclusive culture.

Takeda has a formulation for innovation that has kept the 50,000-person pharmaceutical company relevant for over 240 years: Collaborate, but do it on a global scale.

As the head of Takeda's new Innovation Capability Center (ICC) in India, Tilak Banerjee plans to do just that. The ICC in Bengaluru opened in 2025 as a digital transformation hub focused on using Takeda's robust data infrastructure for large projects related to enhancing patient outcomes, improving operational efficiency, and accelerating the development of life-saving treatments for patients.

Like his peers leading ICCs in Mexico, Slovakia, China, and Japan, Banerjee's task is to build a team that's inclusive, collaborative, and drives the company's mission of creating better health for people forward.

Banerjee says he's up to the challenge.

"The next phase will see us leaning into cross-cultural partnerships and complex problem-solving," Banerjee said. "That's where true innovation takes shape."

To support that innovation, Banerjee is building an intentional culture of connection and respect, a space where anyone at any stage of their career can find growth and purpose.

Credit: Takeda

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"The ICC in India is evolving into a place where careers are built with intention," Banerjee said. "Whether you're a returner, a first-timer or someone looking for broader exposure, this is a space where you'll be supported."

Tilak Banerjee

Head of Innovation Capability Center, India • [Takeda](#)

What's your vision for leading your team?

My vision is to build a team at the ICC in India that is grounded in purpose, performance and people. Takeda's ICCs are global hubs where technology, data and digital expertise come together to accelerate innovation, strengthen operations and support our mission of better health for people worldwide.

At the India ICC, we're building more than capabilities; we're building a community that fuels Takeda's transformation. I want our team to be recognized for its integrity, creativity and relentless drive to make things better. When people feel truly valued and seen, they bring their best selves to work. Together, we can create an impact that matters.

How do you build team culture? What does that look like at your company? Why is that important for the work that you do?

Culture at the ICC India is shaped through how we treat one another, how we collaborate and how we show up every day. We've built a space both physically and culturally, that encourages openness, connection and respect. Our team includes people from many backgrounds and we work closely with colleagues across geographies. We've found that when people feel like they belong, innovation tends to follow. This matters deeply because the work we're doing is global, fast-paced and rooted in collaboration.

How do you help your team grow their careers? What tools and support do you offer to allow them to stretch their skills?

We focus on inspiring people and creating unique opportunities for growth. Whether it's leading a project, contributing to a cross-functional initiative, or engaging in global forums, we encourage our team to stay curious, step forward, and take ownership.

We also back this up with learning programs, mentorship and regular check-ins — not just about performance but about aspirations. People don't just grow vertically here; they grow in depth, confidence and perspective.

"The next phase will see us leaning into cross-cultural partnerships and complex problem-solving. That's where true innovation takes shape."

What is something exciting that you are currently working on with your team?

I'm excited by how we're scaling both impact and inclusion. For example, we recently signed a memo of understanding with the Karnataka Digital Economy Mission to support women returning to the workforce. We're also expanding our global collaborations and bringing diverse voices to the table. The next phase will see us leaning into cross-cultural partnerships and complex problem-solving. That's where true innovation takes shape.

"The next phase will see us leaning into cross-cultural partnerships and complex problem-solving."

What is the employee value proposition for those thinking about joining your company? What impact does working there have on someone's career?

This is a place where people grow through real work, real connection and real purpose. You'll be part of a team that works across continents, across cultures and across disciplines. You'll learn how to navigate global complexity while staying grounded in shared values. And you'll have the chance to shape not just what you do, but how you do it. People who come here often say, "I didn't just build skills, I grew as a person."

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Frequently Asked Questions

What is Takeda's Innovation Capability Center in India?

The Innovation Capability Center (ICC) in Bengaluru is a global hub that uses data and development solutions to improve patient outcomes, operational efficiency and drug

development.

development.