

**FROM ZERO
TO THE CEO OF
VIDA LIFE
SCIENCES
PRIVATE LIMITED:**

**Witness the Journey of
Dr. Onkar Yadav!**



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Contact

Head Office: 412, 4th Floor,
D Mall, Sector 10, Rohini,
Delhi, India - 110085

Email: info@aimlay.com

Phone: +91 9821664888



www.aimlay.com

*“Success is walking
from failure to
failure with no loss
of enthusiasm.”*

- Winston Churchill



Dedication

This book is for every dreamer who dares to start with only determination, every leader who chooses compassion over convenience, and every person who believes empathy can change the world. Above all, it is dedicated to the employees of VIDA Life Sciences Pvt. Ltd, resembling the true pillars of this journey whose resilience and commitment inspire the spirit of this story.

Special thanks to wife Suchitra Yadav, CA Vijay Yadav, mother Mrs. Premala Yadav, and father Mr. Arvind Yadav for their kind support. He extends special gratitude to the other two directors Mr. Dhananjay Sawant & Mr. Sanjay Khandagale of VIDA Life Science, as this journey would not be possible without them.

Acknowledgement

I extend my heartfelt gratitude to all those who have contributed to this journey in ways big and small. To Dr. Onkar Yadav, whose life and work are the essence of this book, thank you for opening your heart and sharing your story so candidly. To his family, whose values of discipline, education, and service shaped the foundation of his vision, this work stands as a reflection of your sacrifices and guidance. I wish to acknowledge the dedicated employees of VIDA Life Sciences, whose loyalty, innovation, and passion continue to fuel the company's growth. Finally, my gratitude to mentors, colleagues, and well-wishers who supported this endeavor and your encouragement made these pages possible.

To both the directors of the VIDA Life Sciences, we give you the complete credit for standing with Dr. Onkar Yadav throughout his journey. This journey would not have been possible without your support. Thanks to CA Vijay Yadav Sir for his constant guidance that has helped Dr. Onkar to build a strong business foothold. The resilience that he has is also because you kept him on track without taking any final call.

Preface

The story of Dr. Onkar Yadav is not just the story of one man but of an idea that a business can be built from scratch, grow into a global enterprise, and remain human at its core. In an age where corporate success is often measured in numbers, his journey reminds us that true leadership is measured in lives touched, opportunities created, and legacies built on compassion.

This book captures his extraordinary rise from a disciplined childhood to becoming the Founder and Managing Director of VIDA Life Sciences Pvt. Ltd., a pioneering healthcare manufacturing and consultancy firm. It highlights not only his academic brilliance and entrepreneurial courage but also his humility, empathy, and unshakable belief in people. I hope that readers will find inspiration in these pages, not just to pursue professional success, but to pursue it with values that endure.

His life is a journey of extreme determination and integrity. This is what sets him apart. This is an incredible journey where the employees' CEO has proved time and again that employees are the backbone of any industry, and they should be valued regardless of their position and economic status.

Foreword

In every era, a few leaders emerge who redefine what success means. Dr. Onkar Yadav is one such leader. His journey, from pursuing pharmacy education to establishing VIDA Life Sciences as a trusted name in healthcare, is a testimony to resilience, clarity of vision, and deep-rooted empathy. What sets him apart is not only his academic and professional accomplishments but also his rare ability to lead with humanity.

At a time when the corporate world grapples with attrition, burnout, and disconnection, Dr. Yadav demonstrates that empathy is not a weakness but is the most powerful strategy for sustainable growth. He is a role model for today's and tomorrow's leaders due to his commitment to never laying off employees, prioritizing his team, and building a company that will last.

This book is more than a biography; it is a beacon for aspiring entrepreneurs, professionals, and dreamers who seek not just to build careers but to build meaningful lives. As you turn its pages, you may discover that success is not merely about reaching the top, but it is about lifting others along the way.

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INTRODUCTION

Dr. Onkar Yadav, the Managing Director and CEO of **Vida Life Sciences Private Limited**, stands as a living testament to how determination, vision, and humility can transform an idea into a nationwide and global success story. Alongside two other directors, he laid a strong and unshakable foundation for the company, one that is now flourishing across multiple geographies. Today, Vida Life Sciences provides services in every state of India, has established its specialized equipment in Bhutan, and is successfully operating in Congo, South Africa. What began as a dream has evolved into an organization that not only promotes innovation but also inspires people at all levels.

The journey, however, was anything but full of ups and downs. Unlike many start-ups that seek outside funding or rely on parental support, Dr. Onkar and his team chose a path of complete independence. They did not raise external funds. They did not seek financial help from family. Instead, they started from scratch with nothing but their skills, their relentless determination, and their unwavering willpower. Their story proves that sometimes, the most powerful resources are not financial but emotional and mental strength combined with a clear sense of purpose.

What sets Dr. Onkar apart is not only his professional success but also his personality and philosophy. He is known for his **appealing, grounded, and humble nature**. These traits are Dr. Onkar's greatest strengths, which he carries even when his company continues to expand across borders. For him, leadership is not

about commanding from the top, but it is about staying focused on a meaningful vision while lifting others along the way. His story reminds us that true success lies not only in achieving big milestones but in remaining humble and compassionate throughout the process.

Through his experiences, Dr. Onkar emphasizes the timeless values of **resilience, patience, compassion, and the power of a strong support system**. He believes that setting clear goals and objectives is essential, but what keeps those goals alive is the ability to adapt, stay patient, and never lose faith in the journey. His leadership has shaped Vida Life Sciences into not just a successful company but also a workplace that people are proud to be part of.

One of the most inspiring aspects of his journey is how the company has managed to **overcome turnover challenges and become a favourite among its employees**. Dr. Onkar strongly believes that employees are the backbone of any organization. By fostering a culture of trust, support, and recognition, Vida Life Sciences has become more than just a workplace, as it has become a family where people feel valued, respected, and motivated to grow.

But his story doesn't stop at business growth or employee satisfaction. It is, at its core, a reflection of a life **well-lived and lessons well-learned**. It teaches us that true leadership is about blending ambition with compassion, resilience with humility, and success with service. Dr. Onkar Yadav's journey is a testimony to the fact that when you lead with vision and heart, not only can you build a strong company, but you can also inspire lives across borders.

This is not just the story of a CEO, but it is the story of a man who believed in the power of starting small, staying grounded, and dreaming big. His life reminds us that when we walk with clarity, courage, and compassion, we don't just build businesses; we build legacies.



PHASE I

A Disciplined and Education - Oriented Family Environment

“Discipline is the bridge between goals and accomplishment.”

– Jim Rohn

Born on **November 14, 1983**, Dr. Onkar Yadav grew up in a household where discipline, education, and values were the cornerstones of life. His mother, **Mrs. Premala Yadav**, a teacher who later retired as a principal, instilled in him a deep respect for learning and an unwavering focus on academics. She dreamed of seeing her son become a doctor, and from a very young age, she nurtured his mind with discipline and determination. His father, **Mr. Arvind Yadav**, a Technical working for the Electricity Board, brought technical curiosity and practical problem-solving into the home. Together, his parents created an environment where hard work, humility, and education were not negotiable but a way of life.



From childhood, Dr. Onkar understood that education was not merely about securing grades but was about building a strong foundation for the future. His mother's discipline shaped him, while his father's technical background gave him a mindset to explore beyond the obvious. This balance of compassion and practicality became the hallmark of his personality as he grew.

When the time came to choose his career path, Onkar worked tirelessly toward medical entrance exams. Though destiny had a different plan, he qualified for **Pharmacy**, a field that beautifully merged medicine, science, and innovation. Instead of seeing this as a diversion from his mother's dream, he embraced it as a bridge between medicine and research, a path that would eventually allow him to serve society in his own unique way.

His academic journey speaks volumes about his persistence and thirst for knowledge. In **2006**, he earned his **Bachelor's degree in Pharmacy (B.Pharm) from Pune University**, laying the foundation of his scientific and professional career. By **2009**, he broadened his horizons globally, completing a **Postgraduate degree in Pharmacology (Pharmacy & Medicine) from the University of Hertfordshire, UK**. This international exposure not only deepened his expertise but also shaped his global perspective on healthcare and research.

In **2021**, driven by his curiosity to explore the intersection of medicine, ethics, and law, he completed a **Post Graduate Diploma in Medico-Legal Systems from Symbiosis International University**. This unique qualification equipped him with the ability to view healthcare not only as a science but also as a system of responsibility, ethics, and accountability.

Each milestone in his educational journey is a testament to his belief that learning never stops. From the classrooms of the University of Pune to the academic corridors of the UK, and later to advanced medico-legal studies, Dr. Onkar Yadav proved that true leaders are lifelong students.

His story is not just about achieving degrees; it is about honoring his mother's dream, carrying forward his father's values, and building his own identity in the world of Healthcare. His journey shows us that success is never about shortcuts, but it is about persistence, embracing opportunities, and having the courage to walk the path that destiny unfolds.

Today, as the Managing Director and CEO of Vida Life Sciences, every step of Dr. Onkar's educational and professional journey stands as an inspiration to dreamers everywhere: **that no matter where you begin, with focus, resilience, and an unshakable will, you can build a legacy that inspires generations.**



PHASE II

From Vision to Impact: The Vida Life Sciences Journey

“Do what you can, with what you have, where you are.”

-Theodore Roosevelt

The story of Dr. Onkar Yadav, the **Founder, Chairman, and Managing Director of Vida Life Sciences Pvt. Ltd.**, Pune, is one of vision, resilience, and unwavering determination. It is the story of a man who began his journey from scratch, with no financial backing or shortcuts, and went on to build a healthcare company that now operates not only across India but also internationally. His life reminds us that true leadership is not about the titles one holds but about the impact one creates and the legacy one leaves behind.

Armed with knowledge, discipline, and a vision to make a difference, Dr. Onkar, along with two other directors, founded Vida Life Sciences Pvt. Ltd. in Pune. The company was not built with external funding, loans, or family resources. Instead, it began from scratch, fueled only by the determination and willpower of its founders. This made their journey even more remarkable. From those humble beginnings, the

company has grown into a respected **Healthcare Manufacturing and Consultancy Firm** with a presence across every state in India, specialized equipment established in Bhutan, and active operations in Congo, South Africa. What started as a small venture has become a global player, transforming lives and reshaping healthcare practices.

At the core of Vida Life Sciences is a commitment to **infection prevention and control**, a field that is critical to ensuring patient safety and public health but often overlooked. As the Chairman and Managing Director, Dr. Onkar has been instrumental in leading the development, implementation, and management of infection prevention programs across healthcare facilities. His responsibilities range from designing policies and conducting surveillance to managing outbreaks and providing education to healthcare professionals. He has made it his mission to ensure that hospitals and clinics maintain safe environments for both patients and staff.

Yet his role goes far beyond infection control. Dr. Onkar is also responsible for shaping the company's overall business strategy. He identifies opportunities, develops plans, and ensures that every step aligns with the company's mission of delivering innovation and quality in healthcare. He is deeply involved in business development, client relationships, and day-to-day operations, holding full Profit & Loss responsibility for the organization. By balancing strategic growth with financial discipline, he has ensured that Vida Life Sciences expands sustainably without compromising on service excellence.

Under his leadership, the company has cultivated a strong reputation in the market. He has built lasting relationships with clients, suppliers, and partners, ensuring both revenue growth and customer loyalty.

VIDA Life Science Pvt. Ltd. Is best-known as manufacturing company for hospital CSSD (Central Sterilization Supply Department) equipment. CSSD is a unique department in hospitals that cleans, disinfects, sterilizes, and distributes all reusable medical and surgical tools. It ensures the safety, cleanliness, and readiness of tools for use in surgeries, operations, and patient care. Think of it as the “sterile backbone” of a hospital; without it, surgeries and other medical procedures could not be done properly. The equipment that CSSD makes usually has: Sterilizers and autoclaves are machines that kill germs on surgical tools by using steam or other means. Washer-disinfectors are equipment that cleans and disinfects tools before they are sterilized. Ultrasonic cleaners are tools that employ sound waves to clean fragile items. Trolleys and storage systems are used to package and ship instruments in a clean way. Sealing and packing machines to safely pack disinfected tools. Monitoring Systems to check and record the sterilizing process.

A hallmark of his leadership is his emphasis on people. He believes that employees are the backbone of any organization, and he has created a culture where they feel valued, motivated, and inspired. He leads by example, guiding and developing the management team while also resolving conflicts with empathy and fairness. His philosophy is simple yet powerful: when employees are respected and supported, they contribute with passion and loyalty. This approach has helped Vida Life Sciences overcome challenges like employee turnover and emerge as a favorite workplace for its staff.

Another critical aspect of his role involves reporting and documentation. He ensures that infection surveillance data is meticulously recorded and that detailed reports are prepared for committees,

stakeholders, and regulatory bodies. This culture of transparency strengthens accountability and builds trust with partners and clients. He also develops comprehensive business reports and strategic plans that help the company stay ahead of industry changes.

Dr. Onkar's leadership also extends into the broader ecosystem. He actively collaborates with government departments, regulatory bodies, trade associations, and professional networks, ensuring that the company not only complies with existing guidelines but also contributes to shaping future policies. His ability to manage multi-disciplinary teams, balance conflicting priorities, and foster collaboration reflects his strength as a leader who can navigate complexity with clarity.

Beyond the operational aspects, his focus has always been on innovation and continuous improvement. Whether it is refining strategies, improving profit margins, or developing new products & services, he ensures that the Vida Life Sciences remains dynamic and future-ready. At the same time, he closely monitors expenditures to ensure the company operates within budgets while delivering high-quality service to clients.

Despite these immense responsibilities, what truly defines Dr. Onkar is his humility and compassion. Success has not changed him. He remains approachable, grounded, and focused on the larger purpose of serving society. His appealing personality and ability to connect with people make him not just a respected leader but also a role model for employees, peers, and aspiring entrepreneurs.

His story teaches important lessons for all of us. It teaches us that one does not need external funding or shortcuts to succeed. What one actually needs is determination, resilience, and clarity of vision. It shows us that education is not something to be completed but it is a lifelong journey that continuously shapes us. It reminds us that humility is not a weakness but a strength, and that true leadership is about uplifting others, not just achieving personal success.



Today, as Vida Life Sciences expands its footprint across India and internationally, the foundation remains deeply rooted in the values of its founder. Dr. Onkar's journey is not only about building a business. It is about creating a legacy. It is about proving that with focus, compassion, and perseverance, it is possible to transform challenges into opportunities and dreams into realities. His life embodies the belief that a life well-lived is a life well-understood which serves as a powerful reminder that success is not just about numbers or growth, but about the impact we create on people, communities, and the world at large.

PHASE III

Becoming the Employees' CEO: Thinking, Feeling & Living Their Pains!

Empathy is one of our greatest tools of business that is most underused”
-Daniel Lubetzky

In a world where leadership is too often reduced to metrics, targets, and quarterly reports, there are a few individuals who stand apart. These are the leaders who refuse to let numbers define the entirety of their roles. **Dr. Onkar Yadav**, the Founder, Chairman, and Managing Director of **Vida Life Sciences Pvt. Ltd.**, is one such leader. For him, leadership is not only about steering strategy or driving profit margins; it is about recognizing the humanity of the people who sustain the organization. To call him only a CEO would be to diminish the essence of his leadership. Within the walls of Vida Life Sciences, he is celebrated as the “**employees’ CEO**”- a leader who sees beyond balance sheets and recognizes that organizations thrive only when people thrive.

For Dr. Onkar, employees are not mere resources or headcounts on payroll. They are his family, and he treats them with the dignity and care that family deserves. His philosophy of leadership is anchored in

empathy, a quality that allows him to understand the needs, struggles, and aspirations of his team. Unlike many leaders who speak of empathy in abstract terms, he puts it into practice in ways both symbolic and tangible. One of his most powerful gestures is ensuring that **every employee receives their salary beforehand, even before he encashes his own.** This act may seem simple, but it speaks volumes about his priorities. It reflects his gratitude, his recognition that the company's strength comes from its people, and his belief that leadership means putting others first.

Empathy in leadership has often been dismissed as a “soft skill,” but research tells a different story. A study by Businessolver found that **an unempathetic organization with 2,000 employees risks over \$7 million in annual attrition costs.** Conversely, 72% of employees reported that they would be willing to work longer hours for empathetic employers. These statistics underscore the reality that empathy is not a sentimental add-on but a driver of loyalty, engagement, and productivity. When employees feel understood and valued, they are more likely to remain with the organization, contribute with passion, and advocate for the company's vision. Dr. Onkar's leadership embodies this truth, transforming empathy into both a cultural principle and a strategic advantage.

What makes his approach even more remarkable is his stance on layoffs. In today's corporate environment, job termination has become disturbingly transactional. Careers often ended with a cold email or a standardized policy notice, reducing years of contribution to a line item in a cost-cutting exercise. But **Vida Life Sciences has never laid off an employee by itself.** For Dr. Onkar, this is not a matter of policy but of principle. He believes that letting go of employees after investing in their training and development

is not only financially shortsighted but also ethically wrong. In his words, *“The company is running because of its employees. To terminate them altogether after making them resourceful is nothing short of disgraceful.”*

This belief reflects his understanding of the deeper dynamics of work. When organizations train employees, they do more than build technical skills; they nurture trust, loyalty, and a sense of belonging. Abruptly discarding that investment sends a message that people can be replaced and loyalty is a one-way relationship. Dr. Onkar refuses to send that message. For him, every employee represents not just a skill set but a human story, and every story matters.

Such a philosophy might seem idealistic in a cutthroat business world, but in truth, it is **wisdom in action**. By retaining employees and treating them as valued contributors, Vida Life Sciences has built a culture of stability and trust that directly affects employees. In industries where attrition is a constant challenge, this culture is a competitive advantage. Employees who feel respected and secure are more motivated, more innovative, and more committed to the company’s goals. They become ambassadors of the organization, carrying its values into every interaction with clients, partners, and communities.

The broader corporate landscape offers a stark contrast. Across industries, attrition rates continue to challenge organizations, costing billions annually in lost productivity, recruitment, and training. Many leaders respond with financial incentives or perks yet overlook the simple truth: people stay where they feel valued. By centering his leadership on empathy, Dr. Onkar has addressed the root of the problem, proving that retention is not achieved through fear or obligation but through respect and care.

Empathy, in his vision, is not weakness. It is a force that creates loyalty, fosters motivation, and turns employees into partners in growth. It is also a philosophy that redefines the relationship between employer and employee. Too often, organizations operate as machines, where individuals are seen as cogs easily replaced when worn out. But Dr. Onkar reminds us that organizations are not machines, but they are **communities**. A community thrives not because it consumes people but because it nurtures them.

Through this lens, Dr. Onkar's leadership redefines what it means to be a CEO. He is not only the strategist steering Vida Life Sciences across continents but also the guardian of its culture, values, and people. His leadership style combines strategic foresight with compassion, blending the head and the heart. This balance has allowed him to expand his company's presence across India, establish equipment in Bhutan, and operate successfully in Congo and South Africa, all while maintaining a work culture where employees feel safe, supported, and inspired.

The story of Vida Life Sciences under his leadership is a testament to what happens when empathy becomes a core business principle. By avoiding layoffs, by prioritizing employee well-being over personal gain, and by recognizing the humanity of his team, Dr. Onkar has created not only a successful company but also a thriving community. The **organization is employee-friendly and employees are loyal which is not** just a byproduct of good policies; they are the outcome of leadership rooted in gratitude and fairness.

His philosophy also addresses a deeper truth about leadership: that success is not measured only in revenue, market share, or expansion but in the loyalty and respect a leader earns from their people. Titles like CEO or Managing Director describe positions, but empathy defines character. Dr. Onkar shows us

that leadership is not about authority; it is about service. It is about ensuring that every success is shared and that every individual feels seen, valued, and respected.

In today's fast-paced, efficiency-obsessed world, this approach is revolutionary. When corporations often chase profit at the cost of people, Dr. Onkar sets a distinct tone that echoes a timeless truth: **when you lead with empathy, you not only build businesses, but you also build legacies.** His story reminds us that empathy is not an abstract value but a daily practice, woven into decisions big and small. It is present when salaries are prioritized for employees, when layoffs are resisted, and when leaders choose to see people not as costs but as partners.

For young entrepreneurs and future leaders, his journey offers a blueprint. It teaches that empathy is not a liability but a strength, that compassion can coexist with ambition, and that values need not be sacrificed for growth. In fact, growth is sustainable only when built on values. His example challenges us to ask: *What kind of legacy do we want to leave? Is the goal one of profit at any cost, or one of impact, dignity, and shared success?*

The answer, in his case, is clear. Dr. Onkar Yadav has chosen to build a legacy of empathy, a legacy that outlasts quarterly reports and financial statements. He has shown that when employees are treated as family, they respond with loyalty, commitment, and innovation. And he has proven that leadership, at its core, is about humanity.

In the end, what makes Dr. Onkar's story truly inspiring is not just the growth of Vida Life Sciences or its international presence but the culture he has nurtured. A culture where employees feel safe, respected, and valued. A culture where leadership means service, and where success is measured not just in profits but in the lives touched and transformed.

In a corporate world often marked by cold efficiency, Dr. Onkar offers a refreshing reminder: leadership is not about being in charge; it is about caring for those in your charge. His life echoes this timeless truth **that empathy is not just good ethics; it is good business.** And in choosing to lead with empathy, he has not only built a thriving company but also written a story of leadership that will inspire generations to come.



PHASE IV

Employees' CEO Wears A Scholarly Hat!

“Change is the end result of all true learning.”

— Leo Buscaglia

The academic journey of Dr. Onkar Yadav reflects his unrelenting curiosity, scientific rigor, and dedication to advancing biomedical research and healthcare innovation. From his undergraduate investigations into human physiology to his post-graduate research in molecular biology, his body of academic work showcases a trajectory of intellectual growth anchored in both theoretical and applied sciences. Complemented by international publications, presentations, reviews, and active participation in workshops, his academic contributions form the foundation of his later success as a scientist, healthcare entrepreneur, and leader.

Post-Graduation Thesis Research (2009)

“Inhibitory Effect of Antimycine-A on Nitric Oxide Production in J774 Macrophages”

Conducted at the University of Hertfordshire, United Kingdom, in 2009, this dissertation project remains one of the cornerstones of Dr. Onkar's research career. The study was designed to explore the biochemical

and cellular mechanisms of Nitric Oxide (NO) production, particularly in the context of J774 macrophage cell lines, a widely recognized model in immunological research.

Nitric Oxide plays a dual role in the body. It acts as a vital signaling molecule in physiological functions while also contributing to inflammation and pathological damage when produced in excess. The compound under investigation, Antimycine-A, is known to interfere with mitochondrial function. Dr. Onkar's project hypothesized that Antimycine-A could act as an inhibitor of nitric oxide production, thereby influencing immune response pathways.

The methodology employed was meticulous and comprehensive. Techniques such as Nitrite Assay were applied to quantify nitric oxide activity, while cell lysis and BCA assay were performed to measure protein concentration. To further examine the specific molecular pathways, Western Blotting was conducted to detect proteins associated with Antimycine-A's action. By testing the compound at varying concentrations, the project successfully demonstrated inhibitory effects on nitric oxide production.

The implications of this study were profound. Excess nitric oxide production is implicated in multiple disorders, including sepsis, autoimmune diseases, and neurodegeneration. Understanding compounds that can modulate this pathway opened doors for further exploration into therapeutic strategies. This thesis not only strengthened Dr. Onkar's technical expertise in molecular biology and immunology but also demonstrated his ability to translate complex concepts into actionable research outcomes.

Undergraduate Research Project (B. Pharm Level)

“Effect of Mobile Ring Tone on Heart Blood Pressure”

Before delving into advanced biochemical research, Dr. Onkar’s curiosity was evident during his undergraduate years. His Bachelor of Pharmacy (B. Pharm) project investigated an unusual yet increasingly relevant question: the effect of mobile phone ringtones on cardiovascular function, particularly blood pressure and heart rate.

The study recruited 50 volunteers and explored the physiological impact of auditory stimuli in the form of mobile ringtones—an everyday occurrence in modern life. By analyzing cardiovascular responses, this research highlighted the subtle yet measurable effects of environmental and lifestyle-related stimuli on human health.

This project reflected Dr. Onkar’s interdisciplinary approach. At a time when mobile phone usage was rapidly expanding worldwide, his investigation anticipated later research on the psychosocial and physiological effects of constant digital exposure. Though seemingly simple, the project underscored his innovative spirit and his ability to ask questions that linked technology, health, and human physiology.

International Publication

“Moist Heat Disinfection and Revisiting the A0 Value Concept”

Published in the African Journal of Biological Sciences (2024), indexed in SCOPUS, this work showcases Dr. Onkar’s continued engagement with research even beyond his formal academic training.

This paper revisited the A0 value, a critical parameter in sterilization sciences that reflects the efficiency of moist heat disinfection. Sterilization is not merely a technical process but a cornerstone of infection prevention and control in both healthcare and pharmaceutical settings. Dr. Onkar's work emphasized the need to reconsider conventional approaches to moist heat disinfection in light of evolving challenges in microbial resistance, healthcare-associated infections, and regulatory expectations.

The significance of this publication lies in its practical impact. By analyzing and updating conceptual frameworks like the A0 value, Dr. Onkar contributed to the field of hospital infection control and CSSD (Central Sterile Supply Department) practices, areas that directly influence patient safety and clinical outcomes.

International Presentation

“New Idea on the Origin of L-Dopa Induced Dyskinesias: Age, Gene, and Neural Plasticity”

Presented at the University of Hertfordshire, UK

This presentation illustrated Dr. Onkar's ability to integrate neuroscience, pharmacology, and genetics into innovative hypotheses. L-Dopa, the gold-standard treatment for Parkinson's disease, is well known for its long-term side effect of inducing dyskinesias (involuntary movements). Dr. Onkar's presentation proposed a multifactorial model, where the origin of these dyskinesias could be traced to the interplay of ageing processes, genetic predispositions, and neural plasticity mechanisms.

By combining pharmacological insights with genetic and neurobiological perspectives, his presentation opened new avenues for understanding drug-related complications. This international exposure also demonstrated his ability to communicate complex research ideas to diverse academic audiences.

Review Writing Contributions

Beyond experimental projects, Dr. Onkar engaged in extensive review-based scholarship, reflecting his ability to critically analyze existing research and propose future directions. His review writing covered significant biomedical areas:

Cascade Screening for CCR2 Antagonists in Atherosclerosis

This review paper focused on the systematic screening of compounds targeting CCR2 (C-C Chemokine Receptor Type 2), a receptor implicated in inflammatory processes and the progression of atherosclerosis. Dr. Onkar's work highlighted the most potent antagonists and their therapeutic potential, providing valuable guidance for future drug development in cardiovascular diseases.

Gene Therapy as a Potential Treatment for X-SCID Disorders

In this review, Dr. Onkar explored the use of gene therapy in treating X-linked Severe Combined Immunodeficiency (X-SCID), a rare but devastating genetic disorder. His analysis not only emphasized the promise of gene therapy but also addressed its limitations, including immune responses, vector safety, and long-term efficacy. By presenting a balanced perspective, this review reflected his commitment to

both scientific innovation and patient-centered care.

Workshops and Advanced Training

Workshops formed another crucial dimension of Dr. Onkar's academic development. His participation in specialized training sessions expanded his understanding of applied sciences and healthcare practices.

The Battle for Infection Control

This workshop emphasized the crucial importance of sterilization and infection control in hospitals. Key themes included: The role and significance of CSSD (Central Sterile Supply Department) in maintaining hospital hygiene, Technical training on how to maintain CSSD equipment, Career prospects and opportunities in CSSD, reflecting Dr. Onkar's ability to bridge technical expertise with professional development, and participation in infection control campaigns, underscoring his passion for preventive healthcare.

This workshop directly connected with his later publication on moist heat disinfection, demonstrating how academic training translated into impactful scholarly contributions.

Picking Winners for Drug Development

This workshop offered an in-depth understanding of the drug development process, from basic research to clinical trials. Dr. Onkar gained insights into the high-risk, expensive, and time-consuming nature of drug

discovery. Key learnings included the importance of expanding fundamental understanding of disease pathways, methods to identify and characterize potential drug candidates, and challenges in translating laboratory discoveries into clinical applications.

The workshop reinforced his appreciation of the longitudinal journey of drug discovery, shaping his later perspectives as both a researcher and industry leader.

Cascade Screening Workshop

This workshop provided hands-on training in systematic compound screening, a critical step in drug discovery and pharmacological research. By engaging in cascade screening, Dr. Onkar learned to: Analyze large numbers of compounds efficiently, identify specific molecules with desired therapeutic properties, and Apply systematic and sequential screening techniques to maximize accuracy.

This training enriched his review work on CCR2 antagonists, demonstrating a seamless connection between academic learning and scholarly writing.

Synthesis of Academic Contributions

Taken together, Dr. Onkar Yadav's academic journey paints the portrait of a multifaceted scholar. His projects reveal: Experimental rigour (thesis on nitric oxide inhibition), Innovative curiosity (B. Pharm project on mobile ringtone and blood pressure), Global engagement (presentation on L-Dopa dyskinesias at University of Hertfordshire), Scholarly depth (reviews on gene therapy and CCR2 antagonists), Applied

healthcare impact (publication on sterilization sciences), and Professional growth (advanced workshops in infection control, drug development, and cascade screening).

This academic foundation laid the groundwork for his later leadership in Vida Life Sciences Pvt. Ltd. His research cultivated not only scientific expertise but also values of precision, empathy, and foresight. These are some of the qualities that shaped his identity as a researcher and a CEO.



PHASE V

COVID: Breakdown or breakthrough?

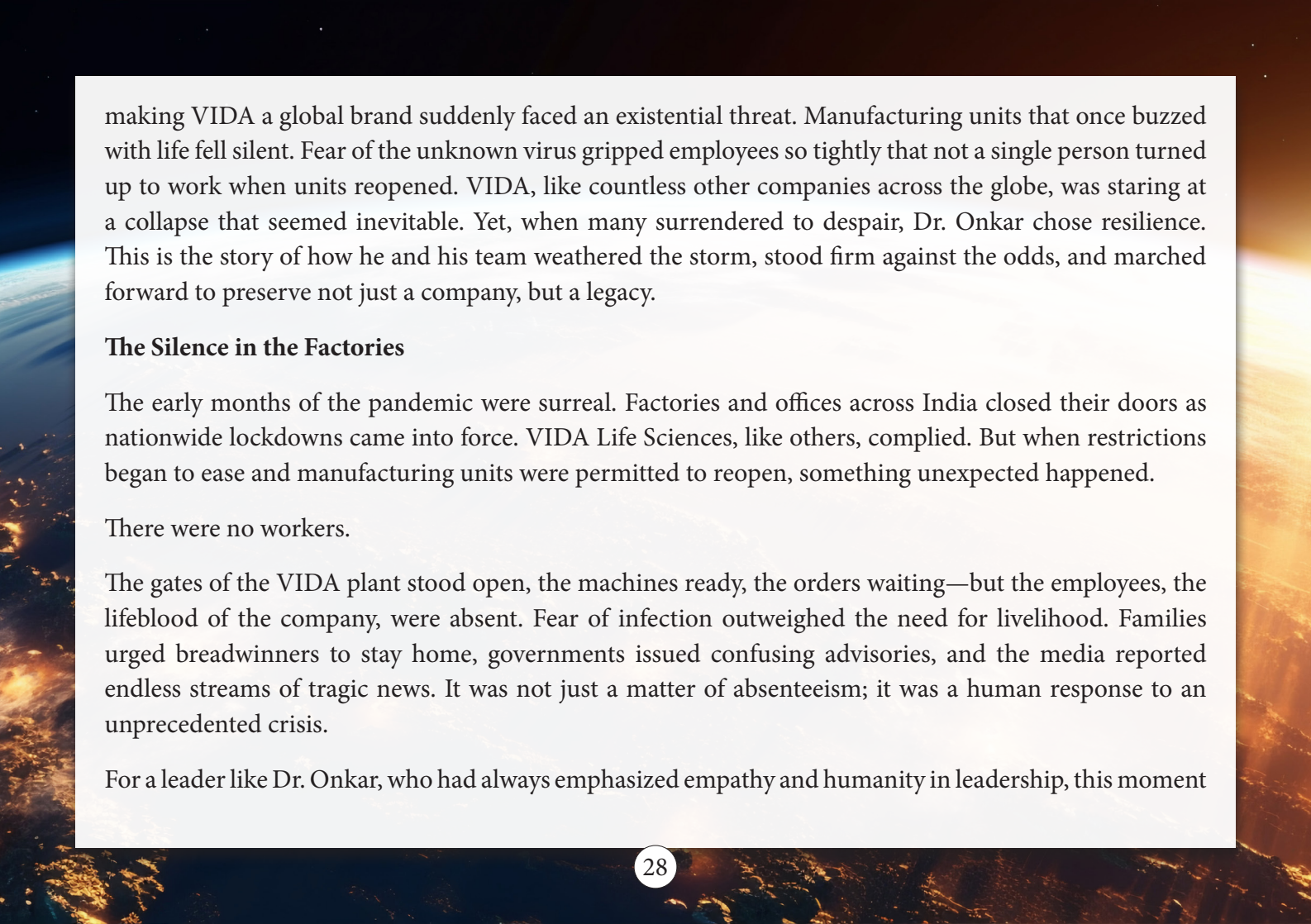
“A setback is a setup for a comeback.”

- Kwame Alexander

The year 2020 will forever remain etched in human memory as the year when the world came to a standstill. Streets that once bustled with activity turned eerily silent. Schools, offices, markets, and even hospitals were overwhelmed in ways unimaginable. For the first time in generations, humankind was united not by joy or progress, but by fear, loss, and uncertainty. COVID-19 was not just a virus; it was a storm that shook the very foundations of human civilization. Lives were lost in millions, families were shattered, and the collective psyche of the world was scarred.

For businesses, this was a trial by fire. Global supply chains collapsed, economies slowed to a grinding halt, and entrepreneurs faced the most daunting question of survival. For **VIDA Life Sciences Pvt. Ltd.**, a growing and promising name in the Healthcare industry, the pandemic was both a nightmare and a crucible. It tested not just its financial stability but also the very philosophy upon which it had been built.

At the heart of this storm was **Dr. Onkar Yadav**, the visionary leader and “employees’ CEO”. His dream of



making VIDA a global brand suddenly faced an existential threat. Manufacturing units that once buzzed with life fell silent. Fear of the unknown virus gripped employees so tightly that not a single person turned up to work when units reopened. VIDA, like countless other companies across the globe, was staring at a collapse that seemed inevitable. Yet, when many surrendered to despair, Dr. Onkar chose resilience. This is the story of how he and his team weathered the storm, stood firm against the odds, and marched forward to preserve not just a company, but a legacy.

The Silence in the Factories

The early months of the pandemic were surreal. Factories and offices across India closed their doors as nationwide lockdowns came into force. VIDA Life Sciences, like others, complied. But when restrictions began to ease and manufacturing units were permitted to reopen, something unexpected happened.

There were no workers.

The gates of the VIDA plant stood open, the machines ready, the orders waiting—but the employees, the lifeblood of the company, were absent. Fear of infection outweighed the need for livelihood. Families urged breadwinners to stay home, governments issued confusing advisories, and the media reported endless streams of tragic news. It was not just a matter of absenteeism; it was a human response to an unprecedented crisis.

For a leader like Dr. Onkar, who had always emphasized empathy and humanity in leadership, this moment

was deeply painful. He could not force his employees to return; fear was not something to be negotiated. Yet, he also knew that the company could not survive long in such paralysis. Orders were being cancelled, contracts were at risk, and competitors were faltering. The dream he had nurtured for years seemed to be slipping away.

The Fear Factor

COVID-19 was more than just a disease, and it was a psychological epidemic. Employees were not merely concerned about contracting the virus at work; they feared becoming carriers who might bring the infection home to vulnerable family members. Every cough, every sneeze, every headline heightened anxiety.

VIDA's 50+ employees represented not just themselves but thousands of dependents like parents, spouses, children, and grandparents. Their collective fear was immense. In many families, stepping out of the home during those months was considered almost equivalent to stepping into danger. Even when the government allowed industries to restart, the stigma of "workplace infection clusters" kept many away.

Dr. Onkar understood this fear. Instead of dismissing it, he acknowledged it. Unlike leaders who threatened salary cuts or dismissals, he reassured his employees that their safety was paramount. He knew that the human mind, once reassured and respected, finds courage.

The Leader's Dilemma

The COVID period was a challenging time for any CEO. Balancing employee welfare with business survival was like walking on a tightrope. Too much focus on safety risked financial collapse; too much emphasis on work could lead to resentment and mistrust.

For Dr. Onkar, the decision was clear, though not easy. He chose people over profits. Salaries continued to be credited on time, even when revenues dried up. The tradition he had established of paying employees before encashing his own salary took on even greater significance during this time. It was a message, both symbolic and practical: *"I will not abandon you in your darkest hour."*

While many companies resorted to layoffs, VIDA stood firm in its pledge to never terminate an employee. This was not just a policy; it was a philosophy rooted in Dr. Onkar's conviction that people are not disposable resources but the very essence of an organization. This unflinching loyalty would later prove to be the very reason employees returned with renewed faith.

As weeks turned into months, VIDA had to chart a way forward. Simply waiting for employees to return was not enough; proactive steps were needed to rebuild trust and ensure safety.

Under Dr. Onkar's guidance, VIDA implemented some of the **most stringent COVID protocols** in the industry: Regular sanitization of all facilities, Thermal scanning and health monitoring at entry points, Provision of personal protective equipment (PPE), masks, and sanitizers for all staff, Social distancing protocols inside factories and offices, and Medical assistance and insurance coverage for employees and their families in case of infection. This phase clearly demonstrated Dr. Onkar's expertise in infection control.

These measures were not just about compliance with government norms; they were about sending a message: *“Your life matters more than our profits.”*

Slowly, employees began to return. The silence of the factories was replaced by cautious footsteps. Machines roared back to life, and the company’s resilience began to shine through.

Marching Ahead: The Spirit of VIDA

What makes the story of VIDA Life Sciences during COVID remarkable is not just that it survived, but how it did so. Many companies survived by slashing jobs, cutting salaries, or abandoning long-term projects. VIDA, on the other hand, doubled down on its philosophy of empathy and people-first leadership.

Employees, seeing the sacrifices and commitments of their leader, reciprocated with loyalty. Productivity gradually returned, morale improved, and the company began fulfilling its orders again. More importantly, VIDA emerged with a reputation not just as a hospital CSSD equipment manufacturer but as a **human-centric organization**.

When the pandemic disrupted global supply chains and created shortages of critical medical products, VIDA played its role in ensuring availability. This further cemented its place as a responsible player in the healthcare ecosystem. After COVID, it took at least two years to recover from all the losses and reach the profitable margins again. But the struggle was worth it.

Preserving the Legacy

The story of VIDA during COVID is ultimately a **legacy**. A legacy not of financial charts or profit margins, but of human resilience, loyalty, and trust. When future generations look back at how businesses navigated the pandemic, VIDA will stand as a symbol of what it means to prioritize people over profits.

For Dr. Onkar, this was never about mere survival. It was about proving that businesses built on values can endure any storm. His vision of VIDA as a global brand did not die during COVID, but it was strengthened, and reborn.

Today, as the world slowly recovers from the scars of the pandemic, VIDA Life Sciences stands taller than before. It carries with it not just the experience of survival but the credibility of compassion. Employees know they are not just workers but family. Customers know they are not just buyers but partners in a mission of healthcare. And the industry knows that VIDA is not just another company but a brand with a soul.

COVID-19 was an unprecedented tragedy that redefined the world. It brought businesses to their knees, destroyed livelihoods, and tested leadership in ways unimaginable. For VIDA Life Sciences, it was a moment of existential crisis. But thanks to the courage, vision, and empathy of Dr. Onkar Yadav, the company did not just survive, but it preserved its legacy and strengthened its foundation for the future.

The factories that once stood silent now hum with activity again. The employees who once stayed home in fear now work with pride, knowing they belong to a company that stood by them when the world seemed to abandon hope. The brand that once seemed threatened has emerged stronger, carrying with it

a message for the entire corporate world:

In the face of crisis, true leadership is not about cutting losses, but it is about preserving people, for they are the true legacy of any organization.



PHASE VI

Building A Trusted Brand!

*“A brand for a company is like a reputation for a person.
You earn reputation by trying to do hard things well.”*

-Jeff Bezos

A passionate human with a vision in his eyes, a musician whose fingers strum melodies of hope on the guitar, and a leader who believes in self-motivation, slow progress, and permanent growth – and this is what **Dr. Onkar Yadav** stands for. To know him is to realize that leadership is not merely about strategies and profits but about heart, humanity, and humility. He carries within him the soul of a philanthropist, akin to greats like Ratan Tata, who have not only built companies but also built lives, communities, and hope.

For Dr. Onkar, life has always been more than just numbers on balance sheets. He is a believer in compassion, in helping people, and in serving smiles. He dreams not of personal fame but of collective progress, not of personal monuments but of a living legacy that uplifts those around him. He often says with humility: *“People may not remember me, but they must definitely remember VIDA.”* In these words,

lies the essence of his philosophy which is the selfless desire to build something bigger than himself.

The Music Within: The Guitarist CEO

It is rare to find a CEO whose boardroom confidence is matched by his artistic sensibilities. Yet, Dr. Onkar is one such leader. A musician at heart, he finds joy in playing the guitar, a creative pursuit that symbolizes his approach to life. Music, after all, requires patience, rhythm, and harmony. These are some of the qualities that also define his leadership style.

For him, strumming the strings is not just about creating melodies but about reminding himself of balance. Music keeps him grounded, reminding him that life is not merely about corporate battles but about nurturing the soul. His employees often recall seeing him pick up the guitar at company gatherings, filling the room with both music and a rare authenticity. It is this balance between ambition and art, business and humanity that makes him not just a CEO, but a leader people want to follow.

The Philosophy of Growth: Slow, Steady, Permanent

In a world obsessed with speed—where startups rush to unicorn status and businesses chase overnight valuations—Dr. Onkar is refreshingly different. He believes in **slow, steady, and permanent growth**. For him, growth is not about a spike on a graph but about sustainability. He understands that what rises too fast can also collapse too quickly, and that real progress is built on patience, discipline, and endurance.

This philosophy permeates every aspect of **VIDA Life Sciences Pvt. Ltd.** From product development to

employee welfare, from expansion strategies to financial planning, the emphasis is always on building structures that last. Dr. Onkar often compares business growth to planting a tree. You water it consistently, nurture it carefully, protect it from storms, and wait patiently. Eventually, it grows into a giant that not only stands tall but also provides shade to generations.

This patience-driven leadership has earned him immense respect. Employees trust him because they know he is not chasing shortcuts. His business partners admire him because his strategies are long-term. And society benefits because his approach prioritizes stability over reckless ambition.

Official Patent Certificate

This is the greatest milestone for VIDA Life Sciences Private Limited issued by the Government of India. An official patent was provided to the Automatic Bed pan washer Disinfector equipment. Fundamentally, Dr. Onkar's and VIDA Team achievement has been recognized by the government which he deemed as one of the proud moments.

A Heart Like Ratan Tata: Philanthropy as a Calling

If there is one word that describes Dr. Onkar, it is **philanthropy**. Much like Ratan Tata, whom he deeply admires, he believes that wealth is meaningful only when it is shared. To him, philanthropy is not charity; it is responsibility.

His initiatives for employee welfare, his insistence on no layoffs, and his habit of ensuring that salaries are

credited even before his own all stem from this philosophy. But his vision goes beyond the company gates. He dreams of supporting education, healthcare, and social welfare initiatives that reach communities often overlooked.

The COVID-19 pandemic was a testing ground for this philanthropic spirit. While many businesses shrank their commitments, VIDA, under Dr. Onkar's leadership, extended support wherever possible. Be it through ensuring medical safety for employees, contributing to community welfare, or stabilizing supply chains of essential hospital equipment, VIDA became a silent warrior in the fight against the pandemic.

For Dr. Onkar, the smiles of people matter more than the applause of markets. He believes that success without service is hollow and that the true worth of a leader is measured not in wealth accumulated but in lives touched.

The IPO Dream: From Vision to Reality

Every entrepreneur dreams of scale, of growth, of seeing their company stand tall on the global stage. For Dr. Onkar, this dream takes shape in the form of an **Initial Public Offering (IPO)** not as a vanity milestone, but as a natural step toward making VIDA a trusted global brand.

When his cousin suggested that raising an IPO was no longer a distant dream but an achievable target, Dr. Onkar embraced the idea with determination. For him, an IPO is not about market prestige but about democratizing ownership. He wants VIDA to be a company where ordinary people can invest, grow their wealth, and share in its success.

He envisions a day when dividends from VIDA will reach thousands of households, when the company's progress will directly translate into prosperity for communities. This dream reflects his people-first philosophy: *"If VIDA succeeds, it must succeed for everyone connected to it."*

But Dr. Onkar also knows that IPOs are not about rushing. His plan is meticulous. First, to solidify VIDA's position as a leader in Healthcare. Second, to expand its footprint into global markets. Third, to ensure financial systems, compliance structures, and governance mechanisms are strong enough to withstand the scrutiny of public markets. Only then, when the foundation is unshakeable, will VIDA take the step of going public.

This careful strategy ensures that when VIDA does raise its IPO, it will not just be another company listing on the stock exchange—it will be a trusted, admired, and respected brand.

Building a Trusted Brand: Beyond Products, Toward Legacy

For Dr. Onkar, building VIDA is not just about creating a company; it is about creating a **trusted brand**. He knows that products can be replaced, technologies can be outdated, and markets can fluctuate, but trust is eternal. Trust is what keeps customers loyal, employees committed, and investors confident.

VIDA's brand is built on three pillars: **Integrity** in which every decision must align with ethics and transparency, **empathy** – wherein people, whether employees or customers, must feel valued, and **excellence** where products must not just meet standards but exceed them.

Through this philosophy, VIDA is carving a niche for itself in an industry where competition is fierce. Customers trust the company because they know its products are safe and effective. Employees stay because they feel respected and cared for. Investors remain optimistic because they see a future driven by stability and values.

Dr. Onkar's long-term goal is not personal fame. He does not seek statues, awards, or headlines. What he seeks is something far deeper that VIDA becomes a **name remembered for its impact**, a company that generations will speak of with respect. He puts it simply: *"People may not remember me, but they must definitely remember VIDA."*

The Iron Will: Determination as His Strength

What separates dreamers from achievers is determination. For Dr. Onkar, determination is not about stubbornness but about resilience. Life has thrown challenges his way, from the uncertainties of building a business to the crisis of the pandemic, but each time, he has emerged stronger.

His colleagues describe him as a man of "iron will". Once he sets his mind to something, he pursues it relentlessly, not with aggression but with quiet perseverance. Whether it was establishing VIDA in its early years, sustaining it through COVID, or now steering it toward IPO, his journey is defined by persistence.

This determination inspires his employees too. They see in him a leader who does not give up, who faces difficulties with courage, and who motivates others to believe that no obstacle is permanent.

A Life Meaningfully Lived

As one looks at the arc of Dr. Onkar Yadav's life, one sees more than just a CEO's story. It is the story of a human being who has chosen to live meaningfully. Music, philanthropy, leadership, and determination converge into a life dedicated to others.

He is not chasing immortality through fame. Instead, he is chasing permanence through values. His legacy will not be measured by his net worth but by the smiles he has created, the jobs he has secured, the families he has supported, and the brand he has built.

For him, life's true success is not in being remembered, but in ensuring that the work one does continues to benefit people even long after one is gone. That is why he emphasizes VIDA as the true heir of his vision.

The Man Behind VIDA

In Dr. Onkar Yadav, we find a rare blend: a leader, a musician, a philanthropist, a dreamer, and a doer. His guitar plays songs of hope, his strategies build steady growth, his philanthropy creates smiles, and his vision for an IPO promises shared prosperity.

He is, indeed, a passionate human with a vision in his eyes, a philanthropist with a heart like Ratan Tata, and a leader with an iron will. As VIDA moves closer to its IPO and greater global recognition, one thing is certain: whether people remember his name or not, they will remember the company he built, the values he stood for, and the legacy he left behind.

For in the end, as he humbly says, “People may not remember me, but they must definitely remember VIDA.”



A Note of Thanks

As I reflect upon this journey, we are reminded that no story is ever written alone, and no dream is ever fulfilled without the hands, hearts, and minds of others lifting it forward. This note of thanks is our humble attempt to acknowledge those whose contributions have shaped Dr. Onkar's life and work.

First and foremost, we express our deepest gratitude to his wife Suchitra Yadav as she believes in him on each and every decision which he made and she supported him a lot, his parents, Mrs. Premala Yadav and Mr. Arvind Yadav. Their discipline, values, and unwavering belief in the power of education became the compass that guided him through every challenge and every milestone. His mother's dream of seeing him in the medical field became the silent force that motivated him to pursue his path with sincerity and dedication.

To his family, whose patience, love, and encouragement have been my anchor, we remain forever indebted. Their sacrifices and unwavering faith allowed him to stay focused on building VIDA Life Sciences into what it is today.

To his colleagues, mentors, and teachers across Pune University, the University of Hertfordshire (UK), and Symbiosis International, thank you for nurturing his curiosity and sharpening his knowledge. Each academic pursuit was not just a degree but a steppingstone toward realizing a larger vision.

This book belongs to the employees of VIDA Life Sciences, the extended family of Mr. Onkar Yadav, just as much as it belongs to him. His hard work, resilience, and belief in a shared mission have been the lifeline of this organization. Together, they have shown that empathy, loyalty, and determination can build not just a company, but a culture of trust and excellence.

We also extend my appreciation to the healthcare community, clients, partners, and regulators who placed their trust in VIDA and allowed us to serve with integrity. His faith and support strengthened our resolve to innovate and improve healthcare standards across India, Bhutan, Congo, and beyond.

Finally, to the readers of this book, thank you for investing your time and attention in this story. It is their sincere hope that these pages inspire us to believe in resilience, lead with empathy, and never lose faith in the power of determination. If this book leaves us with one lesson, let it be this: sharing success makes it sweeter.



About Dr. Onkar Yadav

Dr. Onkar Yadav is a visionary leader, pharmacist, and philanthropist who blends scientific expertise with compassionate leadership. With advanced degrees from the University of Hertfordshire and Symbiosis International, he founded VIDA Life Sciences Pvt. Ltd. on values of integrity, empathy, and sustainable growth. Known as the “employees’ CEO,” he prioritizes people over profits, ensuring no layoffs and supporting his team as family. His long-term dream is to make VIDA a trusted global brand remembered for its impact, even beyond his own name.

Email ID: onkaryadav14@yahoo.com

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Dr. Onkar Yadav

**“When determination replaces dependency,
and vision walks hand in hand with
compassion, even the smallest dream can
grow into a global legacy.”**

