

Aditya Kohli: Transforming Healthcare Through Innovation, Collaboration, and Purpose.

Can you tell us about your journey into healthcare/MedTech? What inspired you to choose this path?

My journey into the healthcare and MedTech industry has been deeply influenced by the legacy of my father, Dr. Vinod Kohli, a renowned anaesthesiologist who founded Allied Medical in 1982. Growing up, I witnessed his dedication to advancing healthcare and the profound impact he made in the field. This legacy instilled in me a sense of purpose and a commitment to continue building on his vision. My fascination for technology and its potential to transform lives was always present, my academic years further highlighted the pressing need for innovation in medical technology. The desire to bridge gaps in healthcare access, quality, and affordability inspired me to choose this path. Starting my career at Allied Medical, I gained firsthand experience of the challenges and opportunities within the MedTech sector. Over the years, I've transitioned through various roles, each enriching my understanding of the industry and reinforcing my commitment to making a difference. My vision has always been to leverage technology as a tool to democratize healthcare, creating solutions that resonate globally while addressing localized needs.



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What were the key milestones in your career that shaped your vision for healthcare?

Several milestones have profoundly influenced my career and vision for healthcare. Early on, my role as a service engineer allowed me to engage with doctors, technicians, and patients, which gave me a ground-level understanding of healthcare delivery. These interactions emphasized the importance of designing user-friendly and reliable medical devices.

When I took on the responsibility of product management at Allied Medical, it was a transformative experience. Spearheading the launch of products like the Neptune Plus anesthesia workstation and the Vista ventilator solidified my belief in combining cutting-edge technology with affordability. Another key milestone was our entry into global markets. Leading the charge to meet international standards expanded my perspective on global healthcare challenges and solutions. A defining moment came during the COVID-19 pandemic when Allied Medical scaled operations to meet surging demands for ventilators. Navigating this crisis underscored the importance of resilience, innovation,

and collaboration. These experiences have collectively shaped my vision for a future where healthcare is not a privilege but a fundamental right.

How has your leadership style evolved over the years, and what key lessons have you learned?

Leadership is a journey, and mine has been one of continuous learning and adaptation. Initially, my approach was rooted in technical problem-solving and operational efficiency. However, as I took on more strategic roles, I realized the importance of empathy, collaboration, and fostering a shared vision. One of the key lessons I've learned is that leadership is not about having all the answers but about creating an environment where people feel empowered to innovate and take ownership. Transparency and communication are vital—whether it's with employees, stakeholders, or customers. I've also come to appreciate the value of adaptability. In an industry as dynamic as healthcare, being open to change and ready to pivot is essential. I've embraced a more inclusive leadership style, focusing on mentorship and cultivating future leaders within the organization. By aligning individual goals with organizational objectives, we've been able to build a cohesive and motivated team.

What specific leadership strategies or decisions set you apart in the healthcare landscape this year, and how do you envision continuing this momentum into 2025?

This year, one of the standout strategies was our focus on partnerships and collaborations. Recognizing the importance of collective expertise, we entered strategic alliances with global tech leaders and academic institutions to co-develop next-generation medical devices. These collaborations have accelerated our innovation pipeline. Another critical decision was prioritizing sustainability. Allied Medical adopted green manufacturing practices and launched initiatives to design eco-friendly products. This approach not only addresses environmental concerns but also aligns with the values of our stakeholders and customers. Looking ahead to 2025, we aim to build on this momentum by diversifying our product offerings and expanding into underserved markets. Strengthening our digital healthcare portfolio, particularly in telehealth and AI-driven solutions, will be a key focus. Additionally, we'll continue to invest in our workforce, fostering a culture of innovation and resilience.

Can you share any ground breaking research, products, or policy changes you spearheaded that have gained widespread attention or adoption?

One of the most impactful projects I led was the development of the Neptune Plus anesthesia workstation. This product stands out for integrating a mechanical flow meter and an Electronic Flowmeter, offering unparalleled precision and reliability. Its success has been a testament to our ability to blend innovation with practical application. On the policy front, I've been actively advocating for the harmonization of Indian medical device regulations with international standards. This initiative has facilitated smoother entry into global markets and enhanced the credibility of Indian-made devices. Another groundbreaking achievement was our rapid scaling during the pandemic. We mobilized resources to double ventilator production, ensuring timely support during a critical period. This effort was widely recognized and demonstrated our commitment to serving the community.

How have you collaborated with other stakeholders, such as governments, private organizations, or communities, to drive meaningful change in healthcare?

Collaboration has been a cornerstone of our strategy at Allied Medical. Working with government bodies, we've participated in public-private partnerships (PPPs) to improve healthcare infrastructure in rural areas. By supplying affordable and reliable medical devices, we've contributed to expanding healthcare access. With private organizations, we've formed alliances to co-develop technologies and streamline supply chains. Our partnerships with academic institutions have focused on fostering research and innovation. Community engagement is another vital aspect—from organizing free medical camps to supporting disaster relief efforts, we've consistently worked to give back to society.

Can you share a quote or mantra that has guided you through challenges and successes?

"Innovation is not just about creating; it's about caring. True leadership lies in enabling progress for all." This mantra has been my guiding light, reminding me to prioritize people over processes and impact over accolades.