Be yourself, change the world.

South Asian Professional Network Association

This interactive document provides an overview of SAPNA's accomplishments for 2018 and goals for 2019+.

The document begins with a summary page that serves as a high level overview, followed by a page for each of the four focus areas:

- Culture of Inclusion
- Talent Acquisition, Onboarding & Development
- Insights/Marketplace
- Community Impact
**2018 Accomplishments**

**Culture of Inclusion**
SAPNA works to meet the goals of J&J's diversity and inclusion program by representing the diverse region of South Asia. SAPNA focused on bringing people together with open arms across a variety of events. We also partnered with other ERGs to represent a united ERG during multiple events.

**Talent Acquisition, Onboarding & Development**
In 2018, SAPNA focused on identifying and developing South Asian talent in J&J with a focus on driving innovation. More than 1,000 SAPNA members and non-members took advantage of opportunities to promote job efficiency, productivity, collaboration, leadership skills and networking.

**Insights/Marketplace**
SAPNA is in a unique position to represent the developing markets of South Asia. SAPNA partnered to deliver insights about the Asian consumer experience, the ways customers in Asian markets are trained, and upcoming technology trends in the market.

**Community Impact**
SAPNA's 18 chapters across the USA and all sectors align with Our Credo to give back to the communities we live in. SAPNA organized and partnered in various community events and also collected and donated funds for various charitable organizations.

**Vision**
Promote qualified South Asian talent to help drive Johnson & Johnson business growth.

**Mission**
Talented South Asian professionals making a powerful difference for Johnson & Johnson.

**2019+ Goals**
- Drive professional development and training initiatives to enable career advancement and cross-functional experiences for South Asians
- Contribute to J&J's business growth by bringing market insights of South Asian customers and markets
- Celebrate our culture and leverage cultural awareness and programs to further drive inclusion, teamwork, and healthy workforce goals
- Strengthen South Asian senior leadership network to advance talent development and D&I goals
- Develop insights and explore opportunities to strengthen talent development in South Asia by partnering with local ERGs
Building cross-cultural connections
Annual activity-filled picnics across various locations in North America that bring families together across SAPNA chapters with an opportunity for members to network and gain exposure across sectors.

500+
people came together across various functions and organizations

Cultural immersion
Celebrated Diwali, the festival of lights and one of the most important festivals of the South Asian community, across five locations within the North American region through an immersion of culture by introducing new experiences with ethnic foods, henna booth, and cultural dance.

1000+
J&J employees joined celebrations across chapters to learn about and experience cultural diversity

Inspiring inclusion
Organized and participated in D&I/ERG celebration with eight other ERGs. Panel discussions featured mid-level leaders who provided actionable suggestions on how everyone can drive inclusion.

176
employees of J&J were inspired to empower themselves
SOUTH ASIAN PROFESSIONAL NETWORK ASSOCIATION

Talent Acquisition, Onboarding & Development

Chai with Leaders
SAPNA hosted 25 events in 2018 as part of its signature talent development series to provide an opportunity to informally engage with senior leaders, foster open communications, and learn about their journey towards success. The platform has allowed many individuals to gain leadership tips and foster success within their own careers.

Developing presence and public speaking
Toastmaster sessions aimed at improving public speaking and communication skills of associates.
- Competent Leadership (CL) award: Aashish Kalra
- Competent Communicator (CC) award: John Zeglarski (first SAPNA member to complete CC)

40+ active speakers utilized the opportunity

Personal brand workshops
Collaborated with seven other ERGs as part of our continued development series. Participants learned tools to apply leadership imperatives in personal and professional development. Senior leaders spoke about the use and application of the tools in their careers.

~100 people attended across four mini-workshops

South Asian VP circle
For the first time, South Asian (SA) VPs across J&J came together to network, share knowledge, and collaborate with each other. The goal was to identify and accelerate the growth of high potential candidates, and help junior SA talent further develop their skills and leadership to continue their career development.

40+ South Asian VPs were identified and brought together

Executive insights on career advancement
Co-hosted workshop with ASIA ERG and ASCEND, the largest, non-profit Pan-Asian organization for business professionals in North America. The leadership program focused on learning ways to break through barriers to reach executive positions.

20+ SAPNA members participated in the event

20+ senior leaders attended from diverse backgrounds, functions, and organizations

>250 associates reached across the various SAPNA chapters

~100 people attended across four mini-workshops

Johnson & Johnson
Epcot ASIA - consumer experience

Collaborated with the ASIA ERG in Skillman, NJ to showcase the consumer experience through the eyes of the Asian consumer.

- Learned and experienced Asian consumer care without flying to Asia!
- Educated the audience on varying concepts of beauty across the Asian regions

Asian market insights

Provided insights to Research and Development and Product Marketing teams in Ethicon Cincinnati on how customers in the Asian markets are trained. Insights were utilized to design products based upon regional needs.

- 500+ people attended the Epcot ASIA event with a new appreciation of cultural diversity and its influence on consumer products
- 50+ people from the Ethicon Cincinnati campus gained insights

Tech talk on new technologies

SAPNA conducted a tech talk that provided an opportunity for technology enthusiasts to learn about Robotic Process Automation (RPA), a new technology with a potential to disrupt the way processes are currently carried out.

- Goal was to raise awareness on how J&J can automate processes to improve efficiencies by reducing human intervention
- An overview of RPA capabilities, roadmap, and application was shared, as was a conceptual view of how RPA can reduce errors in the processes and help improve the risk profile of J&J
Asian Indian Chamber of Commerce (AICC) Health & Wellness Expo and Conference

SAPNA Ethicon chapter led the initiative on promoting healthcare for the South Asian Community. A variety of booths were co-hosted by cross SAPNA chapters to engage and educate the community in Edison, NJ.

- Engaged with young future innovators at the 9th annual conference led by the SAPNA Vision Care chapter in collaboration with University of North Florida (UNF).
- 700+ visitors received consumer samples, literature, and education across the various J&J sectors.