Delivering a long-term impact to those working on the front lines of care.
Both participants of the 2017 Secondment Program with the Aga Khan Development Network, East Africa.
Johnson & Johnson

GLOBAL COMMUNITY IMPACT

We support and champion the people on the front lines who are at the heart of delivering care.

We believe that changing the trajectory of health for humanity requires putting people first so that communities and health systems have the ability to address the health needs of the world’s most vulnerable people.

PURPOSE

Photo credit: SOS Children’s Villages International. A partner of the Secondment Program since 2015.
Caring for the world, one person at a time has inspired and united the people of Johnson & Johnson for over 125 years. We embrace research and science - bringing innovative ideas, products and services to advance the health and well-being of people. Employees of the Johnson & Johnson Family of Companies work with partners in health care to touch the lives of over a billion people every day, throughout the world.

Transferring our skills and knowledge to create long-term change

At Johnson & Johnson we are building the healthiest communities by empowering our employees to combine their resources and resolve to make a positive and dramatic impact to society.

Launched in 2014, the Secondment Program provides Johnson & Johnson employees with the unique opportunity to give back to society by sharing their business skills and knowledge with our NGO partner organizations in long-term assignments (up to six months). By working with our partners in a holistic approach we can evolve and integrate the program, and fully leverage the skills of our employees to address our partners’ greatest needs.

The Secondment Program is managed by Johnson & Johnson Global Community Impact (GCI) in Europe, the Middle East and Africa (EMEA), which is responsible for delivering and strengthening the Johnson & Johnson GCI programs and activities across the EMEA region.

Jacqueline Dinie, Janssen Germany
2015 Secondment Program with North Star Alliance, East Africa
Scaling to make a greater impact

By the end of 2018, forty-seven of our talented Johnson & Johnson employees from across our business sectors* in EMEA will have completed a long-term secondment with six NGO partners in the field, since the program was launched. Sharing their intellect, skills and passion to make a long-term and sustainable impact to those working on the front lines of delivering care whilst growing personally and professionally and bringing fresh insights back into our business.

Every year, we continue to invest in this program to further innovate and scale the impact we can deliver. This continued investment has led to the development of the Reverse Secondment Program launched in 2017 where employees from our NGO and Network organizations are seconded within our Company.

29,440

In-kind donated hours (2014-2017)


47
Secondments
19 successions

23
Countries across EMEA

6
NGO partner organizations

23
Secondees promoted

2
Reverse Secondsments

CREATING A TRIPLE WIN

NGO
Building health care capacity by identifying our partners’ needs and transferring our skills and expertise to fill these knowledge gaps

SECONDEE
Accelerating the growth and development of our employees and bringing fresh learnings and insights back into our business

J&J
Strengthening the trust and reputation of Johnson & Johnson and bringing the Global Community Impact vision to life

*Janssen (Pharmaceutical); Johnson & Johnson Medical Devices; Johnson & Johnson Consumer and Johnson & Johnson Procurement.
Laurence Mallick (centre)
Janssen Latin America*
2015 Secondment Program with Dharma Life, India & South Africa

**2014**
4 Secondees  
2 NGOs

**2015**
8 Secondees  
4 NGOs

**2016**
12 Secondees  
5 NGOs

**2017**
12 Secondees  
5 NGOs

**2018-19**
25 Secondees  
6 NGOs

*Previously Janssen Spain*
Placing our partner organization at the heart of the program

Underlying the uniqueness of the Secondment Program is our commitment to put the needs of our NGO partner organizations first, and to match the right Johnson & Johnson employee with the right skill sets, experience, resiliency and expertise to maximize their contribution to the NGO and long-term outcome.

Our NGO Secondment Partners

The Aga Khan Development Network operates as a network of private, non-denominational development agencies which work collaboratively to bring innovative solutions to chronic and emerging problems of development.

North Star Alliance works at the crossroads of disease and mobility to ensure that hard to reach mobile populations, such as truck drivers, have access to basic health services.

SOS Children’s Villages International works to prevent family breakdown and cares for children who have lost parental care, or who risk losing it.

Dharma Life is a social enterprise aiming to create sustainable livelihoods by creating entrepreneurs at the village level and providing them with socially impactful products at affordable costs.

Hand in Hand International provides business and skills training to some of the world’s poorest women, helping them thrive as micro-entrepreneurs. They do the rest, working themselves and their families out of poverty.

Save the Children the world’s leading organization for children. They work in over 120 countries, focusing on the poorest and most marginalised children. Through the delivery of world-class programs, they do whatever it takes to save children.


“Professional nursing & midwifery associations are an important cornerstone in ensuring health systems quality. Each secondee has come with expert skills which combined with their extensive commitment to mentoring provides a very effective win/win model of sustainable capacity development. The Secondment Program has effectively strengthened the effectiveness and sustainability of our health capacity development.”

Professor Sharon Brownie, Dean School of Nursing & Midwifery East Africa, Aga Khan University
Creating continuity to sustain programs

The Aga Khan Development Network (AKDN) is one of the Flagship Partners of Johnson & Johnson GCI EMEA and shares a long-term commitment to help communities in the developing world improve local capacities in three critical areas: Nursing and Midwifery, Early Childhood Development, and Community Health Care.

In East Africa, nurses and midwives are the main providers of health services and the first point of access for most people seeking care, but they face a number of challenges from low pay and poor working conditions to very limited representation in government and policy making.

Since 2014, the Secondment Program has helped to strengthen nursing and midwifery associations across East Africa through a continuation of role. To date, four secondees have worked with the Aga Khan University School of Nursing & Midwifery in East Africa, to further build on the collective impact generated by their predecessors and support the development and positioning of professional associations. This work will be continued in 2018.

“My goal was to continue to work with the Nurse and Midwifery Associations in East Africa on sustainability, to ensure they can support their members in the long term and achieve their objectives and mandate. Hopefully, this will positively impact health care in East Africa.”

Sara Leitao, Janssen Portugal, 2017 Secondment Program with the Aga Khan Development Network, East Africa

Mariana Xavier, Janssen Portugal
2016 Secondment Program with the Aga Khan Development Network, East Africa

Mariana’s secondment assignment was to support the development of a marketing and communications strategy for professional nursing and midwifery organizations in East Africa. Her role was to develop relationships with key organizations in Uganda, Kenya and Tanzania, working closely with them to develop and implement strategies that improve the image of nursing and midwifery and the standing of professional support. As a result of her work, nine professional organizations developed their strategies and created marketing and communications plans, allowing them to strengthen their organizational capacity and maximize their key role in the health system.
Sara Leitao (left) Janssen Portugal 2017 Secondment Program with the Aga Khan Development Network, East Africa
Valeria del Canto  
Johnson & Johnson Procurement  
Switzerland  
2017 Secondment Program with  
North Star Alliance, East Africa

North Star Alliance has three laboratories across Kenya which operate on a paid-for-service model. In 2017, Valeria undertook a six-month secondment with North Star Alliance in Kenya to define and implement strategies to improve the efficiency of these laboratories and deliver long-term financial sustainability. Through the implementation of her marketing strategies, the income for the laboratories has increased as well as the number of clients using the laboratory services.

"Now I am back from my secondment, I am challenging more the status quo trying more often to ask the question ‘why are we doing this’ to eliminate non value added activities.”

Valeria del Canto (right)

Developing innovative solutions to health challenges

In Sub-Saharan Africa, it is common for transport companies to lose truck drivers through the spread of diseases such as HIV. North Star Alliance, a Flagship Partner of Johnson & Johnson GCI EMEA, works at the crossroads of disease and mobility to ensure that hard to reach mobile populations, such as truck drivers and the communities they interact with, have access to basic health services through Roadside Wellness Centres.

In 2014, the Star Driver Programme was developed by Thomas Büchel during his 2014 secondment at North Star Alliance in East Africa. The program is a health initiative which is specifically targeted at strengthening the brand loyalty of North Star Alliance and increasing the number of truck drivers attending and returning to the Roadside Wellness Centres for health checks.

As a result of Thomas’ work, the Star Driver Programme was launched in three Roadside Wellness Centres across Kenya reaching over 120 participants within the first month. The program has continued to be expanded by new secondees succeeding Thomas’ role and was revamped in 2016. Since the revamp, 5,151 drivers have registered to participate in the program across eight Roadside Wellness Centres in Kenya and it will be expanded to Tanzania in 2018.
“Our partnership with Johnson & Johnson is a cornerstone in the foundation of our future ambitions. The investment of their time and energy, teamed with their areas of expertise and experience have brought about valuable developments within North Star Alliance. Johnson & Johnson has helped us get to where we are today, and the future is bright; working together we will continue to bring essential health services to hard-to-reach populations.”

Ylse van der Schoot, Executive Director, North Star Alliance

“Staff have a greater understanding and commitment to run laboratories. The most outstanding aspect was the mentorship and coaching provided by Valeria del Canto. More importantly, Valeria left a good structure for continuity where roles were assigned to different people.”

Eva Mwai, Regional Director
North Star Alliance, East Africa

Thomas Büchel
Johnson & Johnson Consumer Germany
2014 Secondment Program with North Star Alliance, East Africa
Supporting the secondees through executive coaching to give back more

SOS Children’s Villages International works to prevent family breakdown and cares for children who have lost parental care, or who risk losing it. The organization works around the world with communities, partners and states to ensure that the rights of all children, in every society, are respected and fulfilled.

SOS Children’s Villages has been a partner of the Secondment Program since 2015. To date, nine Johnson & Johnson employees have been seconded to the NGO working across a range of business roles including business development, corporate fundraising, public health, and monitoring & evaluation in Austria, Eastern Europe, East & South Africa and The Gambia. All have received coaching to support them in their journey and equip them to give back more. Three more Johnson & Johnson secondees will join SOS Children’s Villages in 2018.

“I believe coaching can really add value to the Secondment Program for all parties involved.”

Joerg Gerber, Former HR Director Janssen Supply Chain Global and Secondment Program Executive Coach

Nicola Groth Johnson & Johnson Medical Devices Germany
2017 Secondment Program with SOS Children’s Villages International, Regional Office East Africa
Coaching Community

All our secondees, across all our NGO partners, are supported by a professional team of retired Johnson & Johnson senior executives who invest their time for free, to help guide and mentor the secondees during their often challenging and complex assignments.

“My role as Marat’s coach was to be a sounding board and ‘sparring partner’ and to support Marat in reaching his goals, namely to make an impact and deliver results to the NGO, but also to help him benefit personally and professionally from this experience. Our coaching sessions were dictated by Marat’s needs and covered a diversity of topics such as intercultural differences and changing reporting relationships.”

Joerg Gerber, Former HR Director Janssen Supply Chain Global and Secondment Program Executive Coach (19 year career at Johnson & Johnson)

Bringing Stories to Life

As a data analysis specialist at Janssen Russia, Marat Guriev’s secondment role at SOS Children’s Villages International, was to develop branded data visuals about the realities for children and youth at risk of neglect, abuse or abandonment for use within the NGO’s annual report and other materials. His secondment involved mining data to make it informative, accessible and share worthy with the focus on empowering decision-makers to champion effective development strategies for children, young people and families at risk.

Marat was supported during his secondment by Joerg Gerber, former HR Director, Janssen Supply Chain Global (now retired) in coaching sessions to explore opportunities for adding even more value to the NGO.

“I received a lot of guidance from Joerg. It was good to be able to share and reflect on challenges and ideas with someone who had come from Johnson & Johnson and who had a wealth of business knowledge and expertise.”

Marat Guriev, Janssen Russia 2017 Secondment Program with SOS Children’s Villages International, Head Office Austria
Dolapo Ojo spent six months with Dharma Life in South Africa in 2017. Her role was to take forward the design, development and execution of a market entry strategy for Dharma Life in Sub-Saharan Africa, with a focus on rural areas in South Africa building on the work initiated by previous secondees.

As a resident of South Africa, Dolapo brought much-needed local knowledge, culture and customs to facilitate the implementation of this business development role.

**Dolapo Ojo, Johnson & Johnson Consumer South Africa**
2017 Secondment Program with Dharma Life, South Africa

Dharma Life is a social enterprise based in India. Its aim is to create sustainable livelihoods by creating entrepreneurs at the rural village level and providing them with socially impactful products at affordable cost.

Since 2015, three Johnson & Johnson employees have supported Dharma Life through the Secondment Program with the design, development and execution of a market entry strategy for last mile distribution in Sub Saharan Africa, leading to a pilot implementation of the Dharma Life business model in South Africa. This will result in job opportunities for 180 previously unemployed women and youths and will positively impact approximately 90,000 households in rural communities.

“My secondment with Dharma Life has enriched my sense of meaning and purpose and has widened my views on the opportunities that exist in our rural communities.”

**Dolapo Ojo, Johnson & Johnson Consumer South Africa**
2017 Secondment Program with Dharma Life, South Africa
Bringing new learnings and fresh insights back into the business

Hand in Hand International has fought poverty in 14 countries by creating community groups made up mostly by women who support each other, save together and learn together. Next, it trains group members to develop small businesses that make the most of their skills and potential.

In 2016, Hand in Hand International became a partner of the Secondment Program. To date, three Johnson & Johnson employees have been seconded to the NGO’s headquarters in London, supporting the organization in business development and corporate fundraising within specific geographical regions, with a further secondee joining in 2018. Each secondee was selected based on their own cultural knowledge and the specific needs of the role to deliver a positive, long-term impact. This unique opportunity also enabled the secondees to develop professionally and bring new learnings and insights back into the business.

“The Secondment Program is a great opportunity to gain a lot of experience in just six months. When Klara came back from her secondment with Hand in Hand International in London not only did we get an experienced commercial professional back but also someone who had seen the real situation in the field. Klara was more confident in her decision-making, which is a benefit to the business and her career.”

Nina Winderle, Commercial Head Haematology, Janssen Austria and line-manager to Klara Mayer, Janssen Austria, 2016 Secondment Program with Hand in Hand International UK

Alona Perunova
Johnson & Johnson Consumer Ukraine
2017 Secondment Program with Hand in Hand International, UK

Working with Hand in Hand International in London, Alona established a key contact with GIZ, the international development arm of the German government. As a result, a four-month grant was provided to Hand in Hand International to implement a program in Afghanistan to help 500 refugees and internally displaced people work their way towards a more prosperous, sustainable future in the country’s growing poultry value chain. The partnership with GIZ has since been extended to reach a total of 2,000 beneficiaries.
Discover more about the Secondment Program

Learn more about our secondees and the programs they support: www.jjcct.org

Watch our secondee stories and discover more about our NGO partnerships: vimeo.com/jjcct

If you are a Johnson & Johnson employee and are interested in the program, please visit our internal portal csreema.jnj.com/secondments. Here you will find more information about the current and alumni secondees, as well as learn more about our nomination and selection process.
Christian was one of four secondees working on early childhood development programs in 2017.
GLOBAL COMMUNITY IMPACT

JOHNSON & JOHNSON
Turnhoutseweg 30,
2340 Beerse, Belgium
www.jnj.com / www.jjcct.org
Facebook @JNJGlobalHealth
vimeo.com/jjcct

SECONDMENT PROGRAM
5 Years of delivering a long-term impact to those working on the front lines of care

03/2018 Charity No: SC017977. Company Limited by Guarantee in Scotland No: SC327028