

# Regulatory Excellence Ecosystem Industry.

Sharing best practices to actively support growth and development of regulatory professionals.

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Our Credo and Leadership Imperatives

Al-Based Learn System

Benchmarking competency models



These are anchors for effective Talent Development



## Johnson&Johnson

# ... There must be equal opportunity for employment, development and advancement for those qualified...

## **Executive Leadership Support to Talent Development Initiatives**

J&J offers a dedicated Learning Day to all Employees

Global Learning Day 2024 is on the horizon.

We will once again dedicate a full day to your career growth and development. The healthcare industry is changing rapidly, and we cannot stand still. Global Learning Day is one of the ways Johnson & Johnson is unique. Our culture values curiosity and self-improvement.

Are you excited?



Joaquin Duato Chairman and CEO



"One of the things that truly sets J&J apart is our commitment to the growth and the development of our people.

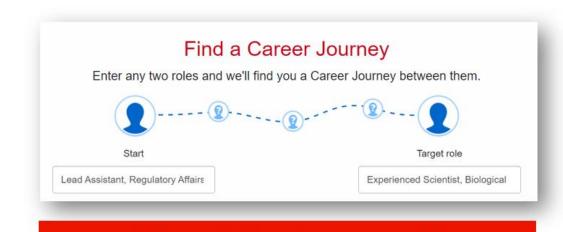
In our ever-evolving MedTech industry, the pace of innovation and technology is constantly accelerating, and it is essential that we remain curious and committed to ongoing learning.

By doing so, we not only find greater fulfilment in our careers but also bring our very best to the customers and patients who count on us."

Tim Schmid EVP, WW Chairman of J&J MedTech



# Talent development is enabled by the Corporate Learn System



Where do I want to go next?



Which are my skills and satisfaction drivers?

Which are areas to upskill as I consider my future roles?





How can I get a mentor?

How can I obtain a special assignment?





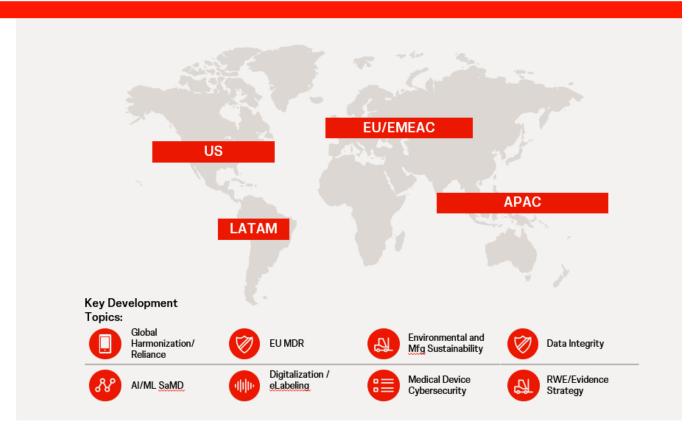
# Regulatory Affairs Key Developmental Topics

Our Learn system contains a rich-content repository of training, mentoring and hands-on project opportunities.

We also use content from industry partners, health authorities and governmental agencies.



**RAPS Competency Framework Domains** 











# Global Regulatory Affairs Talent Development Initiatives

## **Development Programs**

## **Organizational Connections**

## **Learning Forums**



Experienced and early management resources leadership development. Final projects tied to Org. G&Os



Early in Career technical and soft skills development program. Integrative Case Studies Presentations.



Healthcare robotics full time learning and platforms work assignment



One month coaching experience to explore career journeys with actionable results.



Virtual one on one events across organizational levels to create bonds and global intersection points.



Topics for People Leaders, case studies and breakout rooms approach.



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# **GROW Gig Program**

### What is a GROW Gig?

A GROW Gig is a short-term assignment that supports career development and skill building through hands-on experiences. A GROW Gig offers employees the ability to take roles in different teams, functions and businesses to build new skills while still maintaining their current job, title, and compensation.



#### How to get started







#### Find a GROW Gig

Thinking about your next career move? Build new skills with first-hand experience through GROW Gigs by exposing yourself to different parts of the business, all while helping our patients, communities and shareholders.

Search available GROW Gigs →

#### Post a GROW Gig

Want to share your expertise and advance business objectives? Host a GROW Gig. They provide talent with hands-on experience and bring new perspectives to your team.

Post a GROW Gig →

#### Connect with a Champion

Looking for assistance or support regarding the GROW Gig program? Search our list of available GROW Gig Champions for help.

Have a passion for helping others grow in their careers? Become a GROW Gig Champion.

Find a GROW Gig champion →







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