

Global companies making EX experiential

J&J designs EX to make hay



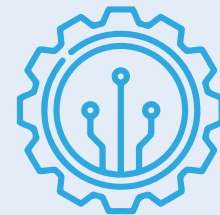
Johnson & Johnson



100%
Employees
as customers



83%
Culture



33%
Technology



100%
Practiced
empathy



42%
Rewards
and benefits



72%
Overall average

*twimbit ratings for best practices



About J&J

twimbit



CEO: Alex Gorsky



Mission: Bringing science and sense of sight to life through world-class innovation and customer experience.



Revenue USD MM (FY20): \$82,059.00



Headcount: 132,200

Johnson & Johnson engages in the research and development, manufacture and sale of a range of products in the healthcare field.

Highlights

- ▶ Referrals accounted for 4.6k or 15% of the new hires in 2019
- ▶ 46% management roles held by women
- ▶ \$98 MM spent with vendor partners on leadership and employee training in 2019
- ▶ Launched a data science academy and digital skills training
- ▶ Piloting an internal opportunity marketplace
- ▶ Launched Re-Ignite, a 4-month paid program to on-board, mentor and train people who take long career breaks get back on track
- ▶ 87% employee approval rating in the annual people survey

Drivers of culture

1 Purpose: Put needs of others before you

2 Shape: Inspire and contribute ideas that challenge thinking

3 Connect: Build relationships based on mutual respect

4 Grow: Self and others to become our best selves

EX objectives

Respect diversity and recognize merit


Provide a sense of purpose and security to all

Provide fair compensation and value

Don't inhibit suggestions from employees

Just and ethical leadership



At Johnson & Johnson, our credo defines our responsibility to our employees. By continuing to prioritize inclusion, health, wellbeing and safety, and continuous growth and development, we are fostering a culture where employees feel valued and can deliver the innovations that contribute to our mission of improving health around the world. 

Peter Fasolo, Executive VP, CHRO

Key ratings



7800

Total ratings on Glassdoor



4.1

Overall rating



83%

Recommend to friend



94%

CEO approval rating

Benefits

- 1 Adoption, fertility and surrogacy benefits
- 2 Parental leave & Exceptional child-care
- 3 Inclusive partner health insurance
- 4 Two weeks off (one paid) for volunteer work
- 5 Pet insurance
- 6 Student loan and college counselling for family

Match-up to J&J!



Make your employees feel valued



Partner with universities and institutions to coach the next-gen healthcare leaders



Build an internal opportunity marketplace to support employee aspirations





Insights **that find you**

The twimbit experience:



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How can we help?

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