



Message from Ty Lee Americas VP

North to South Newsletter

Creating Connections Across The Americas



Q3 | 2015 • ISSUE 07

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“You need to know the ins and outs of your business to be successful.”

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Americas Performance Snapshot

BGM:
+125%
vs. JU // BP

Insulin Delivery (Animas):
On Plan // +100%
vs. JU // BP

Reflects overall region growth % vs. JU and BP for Sept '15 YTD.

YOU: Living Into Our Credo

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Continues on page 3 >>

Message From Ty Lee
Americas VP

“Thank you [...] for your ongoing commitment to remaining ultra-competitive in the market.”

<< Continued from page 1

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Earlier this year, you provided survey feedback about Americas communications, including the North to South Newsletter. Based on your feedback, we've made some updates:

- Shorter, easier-to-read newsletter
- Mix of strategic insight and actionable content focused on business outcomes, talent development and our various functional teams
- More and better graphics.

Like what you see? Have story ideas or other suggestions for improvement? Send us your feedback at SalesCom@LORUMIPSUM.JNJ.com!

YOU: Living Into Our Credo

<< Continued from page 1

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Behind The Scenes: An Inside Look at the Credo Survey

By Barb Jackalin, Americas Credo Action Team Leader

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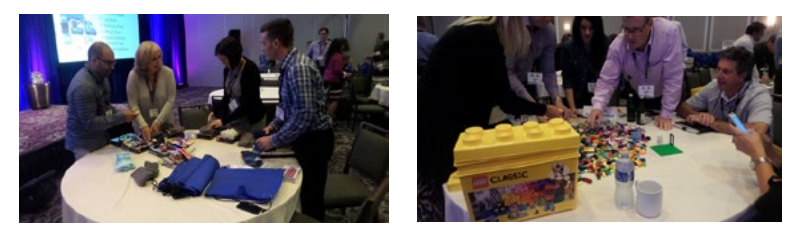
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YOU LIVE OUR CREDO INSPIRE US

LFS Canada Team Makes Winter Kits



Animas U.S. Field Team Works to Feed 25,000 Children



8 Questions with ...

Guillermo Gonzalez

- **Name:** Guillermo Gonzalez
- **Title:** Director, Sales Operations – Americas
- **Years with J&J:** 12

Additional background: Lacinia odio rutrum. Libero ac habitasse. Nec pretium nulla. Lectus in viverra ac libero odio. Elit consequat ligula libero iaculis ante sed placerat arcu nisl nec mauris. Facilisi luctus mauris. Mollis amet imperdiet eu ligula sit nisl.

What's the first thing you do when faced with a work-related challenge or opportunity?

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1) What's your favorite way to celebrate a personal or professional accomplishment?

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2) What's the most exciting project you've ever worked on and why?

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3) If you could have a super-power, what would it be?

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4) What's the best piece of advice (career or otherwise) you've ever received or shared with someone else?

Someone Eurpis eu penatibus. Dui eleifend mattis. Faucibus risus vestibulum

5) If you could book a lunch date with anyone (living or deceased) tomorrow, whom would it be and why?

Nanie Turpis eu penatibus. Dui eleifend mattis. Faucibus risus vestibulum con-

sectetur suscipit sed egestas vel turpis. Lorem dapibus ante. Turpis pellentesque sed leo massa ligula mauris a eu. Etiam in tortor. Lobortis purus urna. Imperdiet congue placerat maecenas rem vestibulum. Nec mauris nonummy bibendum gravida bibendum.

6) What do you enjoy most about your job?

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7) What are the first two things that come to mind that you feel you cannot live without?

Family and my iPhone. ◆◆

Sales Operations Mission

Sales Learning & Development

Grow the capability of the Americas sales forces by providing learning & development opportunities and solutions.

Communications Strategy

Shape and lead innovative mechanisms to facilitate consistent, two-way communication between Leadership and the Organization.

Sales Technology

Shape and administer enabling technologies that contribute to the effectiveness, efficiency and compliance of the Americas sales forces.

Commercial Excellence

Lead execution of sales direction through the POA process.



Leading Without Limits: Practical Tips on Communicating for Leadership Success

As the great Vince Lombardi once said, "Leaders aren't born; they are made. And they are made just like anything else, through hard work."

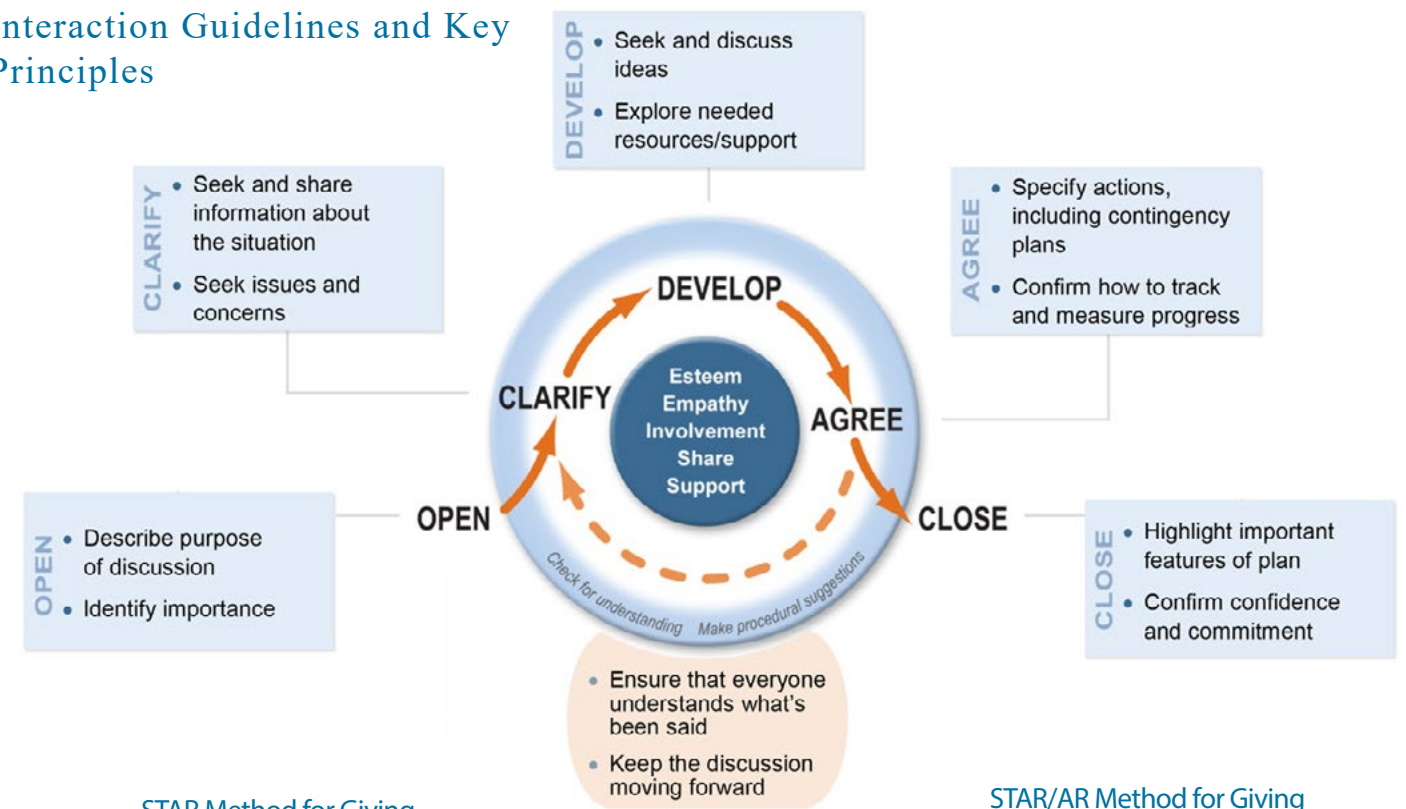
Luckily, Jill Fox, Senior Manager for Learning & Development, iLacinia odio rutrum. Libero ac habitasse. Nec pretium nulla. Lectus in viverra ac libero odio. Elit consequat ligula libero iaculis ante sed placerat.

We connected with Jill to get some practical tips on leadership development – first up is the topic of **Communicating for Leadership Success**:

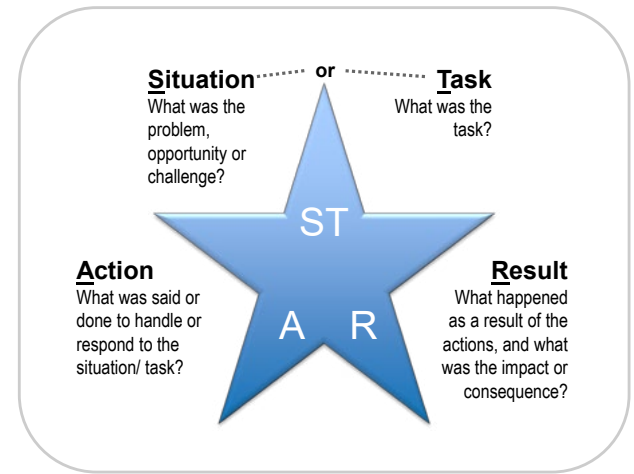
- 1) **Recognize there are both personal and practical needs when it comes to communicating with others.** Personal Lacinia odio rutrum. Libero ac habitasse. Nec pretium nulla. Lectus in viverra ac libero odio. Elit consequat ligula libero iaculis ante sed placerat arcu nisl nec mauris.
- 2) **Plan for discussions in advance, where possible.** Personal Lacinia odio rutrum. Libero ac habitasse. Nec pretium nulla. Lectus in viverra ac libero odio. Elit consequat ligula libero iaculis ante sed placerat arcu nisl nec mauris.
- 3) **Provide complete, specific feedback to others using the STAR or STAR/AR approach.** Lurpis eu penatibus. Dui eleifend mattis. Faucibus risus vestibulum consectetur suscipit sed egestas vel turpis. Lorem dapibus ante. Turpis pellentesque sed leo massa ligula mauris a eu. Suscipit et eu. pdum gravida bibendum. Id nec nullam interdum montes egestas vestibulum primis condimentum leo justo amet mauris fermentum eu. Viverra eget at.

Want to learn more? Contact Jill or stay tuned for our next article with tips on coaching for peak performance! ◆◆

Interaction Guidelines and Key Principles

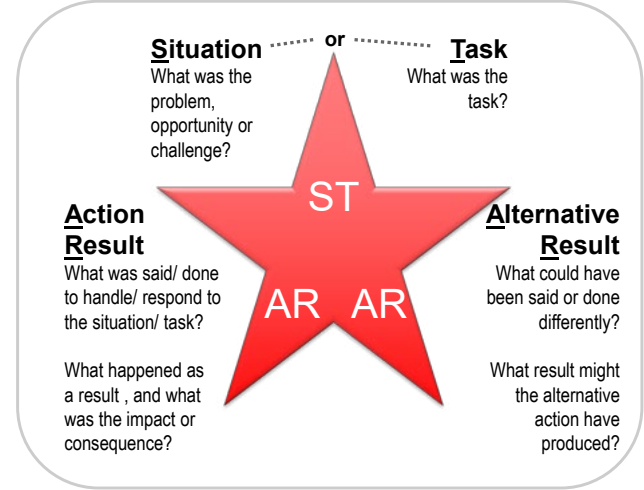


STAR Method for Giving Effective Positive Feedback



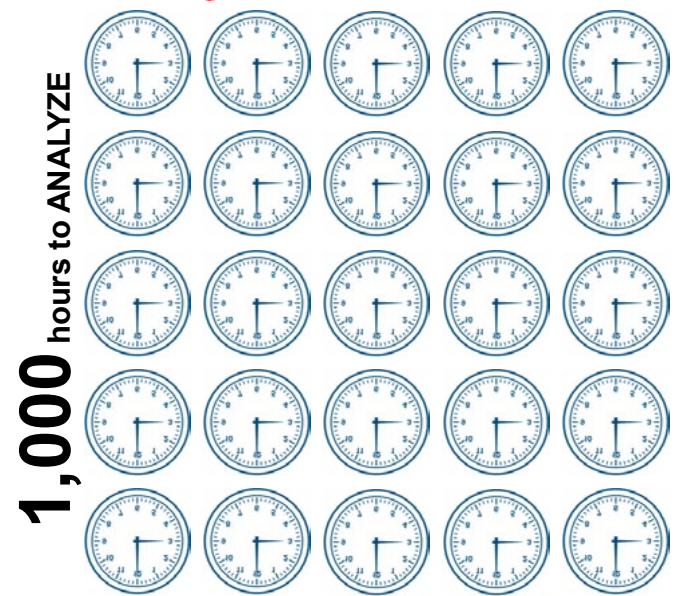
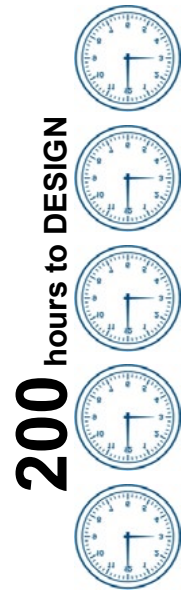
Source: Development Dimensions International, Inc.

STAR/AR Method for Giving Effective Developmental Feedback



Source: Development Dimensions International, Inc.

Credo Survey Fun Facts



Year survey LAUNCHED



In 2014, **16** minutes to COMPLETE

In 2015, **11** minutes to COMPLETE



5 fewer minutes SAVED **10,000** employee hours



150 – most survey questions ASKED

25 – fewest survey questions ASKED

Source: Johnson & Johnson Global Human Resources

And how long is our Americas Team committed to putting your survey feedback into action?

All year long!

Stay tuned for the rollout of our 2016 Americas Credo Action Team Plan!

Behind The Scenes: An inside look at the credo survey

By Barb Jacklin,
Americas Credo Action Team Leader
<< Continued from page 3

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Et sem aliquam

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What are you most grateful for in 2015?
What are your hopes for 2016?
Submit your answers anonymously via

<https://www.surveymonkey.com/r/LorumIpsum>

and your input may be featured in end-of-year Americas communications!



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- Meeta Walia
- Stacey Womack
- Mary Zolner

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Our Shared Values

-  **We Care About Everything We Do**
-  **We Execute with Excellence and Keep Our Promises**
-  **We Compete as One Team**