

MATTHEW KANE

HUMAN RESOURCES

CAREER SUMMARY



Matt is developing global leaders and driving business growth by building a culture of learning, creativity, and innovation across Johnson & Johnson. Matt took opportunities early in his career to gain global experience in multiple sectors, functions, and markets. This exercise in adaptability and resilience cultivated a deeper ability to lead at the Enterprise level.

TALENT + HR 2011-PRESENT

- Leading the Emerging Markets Talent Strategy for rapidly building skills & capabilities and identifying expertise in key Emerging Markets including China, Africa, and the Middle East. Deploying AI and Data Science capabilities first, with eCommerce and others to come.
- Designing & implementing a learning strategy for all 140,000 employees and a multi-faceted manager capability & accountability strategy for all people leaders.
- Redesigned and led an immersive residency-based Leadership Development Experience that accelerated the growth of regional based cohorts of high-potential Senior Leader talent pools.
- Developed and delivered agile and design thinking training curriculum and resources for self-paced & instructor-led digital skill building.
- Created a community platform for 15,000+ J&J employees to generate more diverse and inclusive ideas to impact the business.

MARKETING 2007-2011

- Managed a \$100MM skincare product portfolio, including the development and launch of 9 new products that resulted in \$30MM Year 1 sales.
- Moved CLEAN & CLEAR® brand to #2 and broke 10 sales records.
- Generated 1 billion digital brand impressions in one day through strategic external partnerships and collaborations.
- Launched J&J's first eCommerce platform for global beauty brand portfolio.
- Created the first business relationship management group and implemented a new operating model for org transformation.
- Built first data science capability for marketing spend and digital analytics.

DIGITAL + IT 1999-2007

- Proven track record of developing and executing digital programs that drive sales and break previous success metrics.
- Created \$50MM in forecasted 1 year business growth in an internal product and service startup, which is now part of a commercial product pipeline and used internally for clinical trial support.
- Formed a Sales Technology Center of Excellence and reduced sales systems by 50%.
- Led \$11MM distribution center and supply chain implementation project.

LEARNING MINDSET

Matt is known for being an extremely quick & agile learner. By strategically moving across functions and regions, Matt is developing cross-functional experience and learning the ins and outs of the Enterprise, the people, and J&J's talent pipeline. In addition to internal development opportunities and experiences, Matt expands his thinking and brings big-picture learnings back to his organization through purpose-driven non-profit Board leadership and volunteer opportunities, community art projects, external partnerships, and continual learning.