

# MATTHEW KANE

## HUMAN RESOURCES

# CAREER SUMMARY



Matt develops Credo-based global leaders and drives business impact by building a culture of learning, development, agility, and growth across Johnson & Johnson. His global experience across multiple sectors, functions, and markets was an exercise in adaptability and resilience, which cultivated his ability to lead at the Enterprise level.

### TALENT + HR 2011-PRESENT

- Designing and implementing both a learning strategy for all 140,000 employees and a multi-facted manager capability & accountability strategy for all people leaders.
- Reimagining the leadership portfolio and integrating with learning teams Enterprise-wide to evolve J&J's employee learning experiences, connect purpose to work, and reskill global talent pools to grow, develop, and deliver business impact.
- Leading Emerging Markets Talent Strategy—Capabilities workstream to rapidly build critical capabilities (like AI, Data Science, and Market Access) and identify expertise in key Emerging Markets.
- Enabling scalable learning experience platform technology that utilizes AI and machine learning to deliver intelligent and personalized development opportunities in the flow of work.
- Redesigned and led an immersive residency-based Leadership Development Experience responsible for accelerating the growth of high-potential Senior Leader talent pools.
- Created a TEDx community platform for 15,000+ J&J employees to generate more diverse and inclusive ideas to impact the business and collaborate globally.

### 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.
- Proven track record of developing and executing digital programs that drive sales and break previous success metrics.
- Built J&J's first data science capability for marketing spend and digital analytics.

### DIGITAL / IT 1999–2007

- Created \$50MM in Year 1 business growth with an internal product and service startup that is also used internally for clinical trial support.
- Formed a Sales Technology Center of Excellence and reduced sales systems by 50%.
- Led \$11MM supply chain and distribution center implementation project.
- Created the first business relationship management group and implemented a new operating model for org transformation.

### 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, brings big-picture learnings back to his organization, and gives back through non-profit Board leadership and volunteering, community art projects, continual learning, external partnerships, and University teaching.