



SAN JOSÉ
INTELLIGENCE HUB
Sí se puede

Our Talent – At the Heart of San Jose iHub



P&G: A Company of Leading Brands



Fabric Care



Home Care



Baby Care



Feminine Care



Family Care



Grooming



Oral Care



Personal Health Care



Hair Care



Skin and Personal Care

Sector Business Units

BABY,
FEMININE and
FAMILY CARE

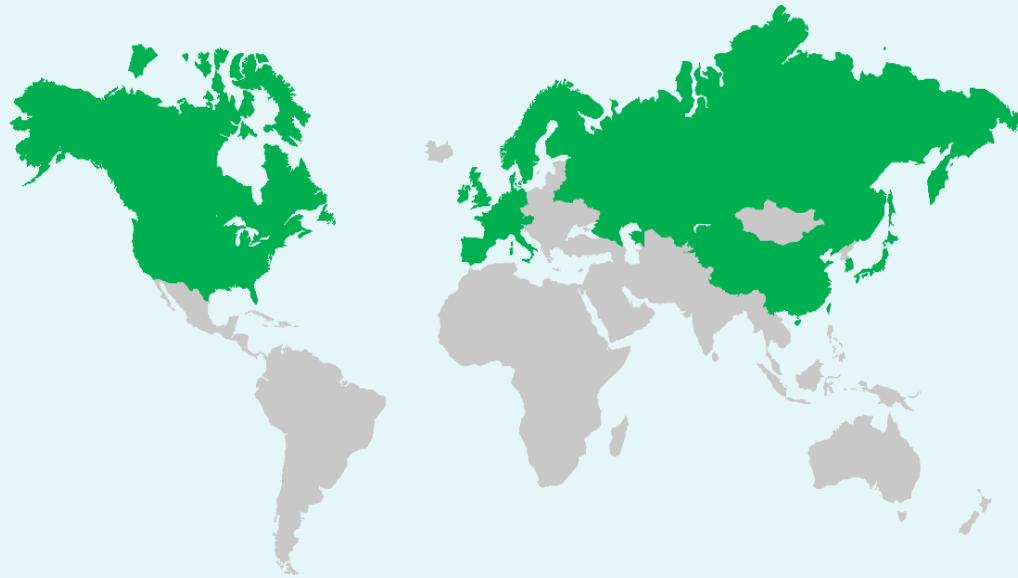
BEAUTY

HEALTH
CARE

GROOMING

FABRIC and
HOME CARE

FOCUS MARKETS / MARKET OPERATIONS



ENTERPRISE MARKETS



Global Business Services and CORPORATE RESOURCES



GBS – Global Business Services

CENTRALIZED

ONE Services
Organization

GLOBAL

3 Main Hubs

HOLISTIC

Employee and
Business Services



San José

Newcastle

Manila

SJ Intelligence Hub

Equity



We exist to be, and be recognized as, a competitive advantage for P&G.



Courageous business partners that unleash the power of data & analytics, technology, operational excellence, and best in class talent to be catalysts for value creation.

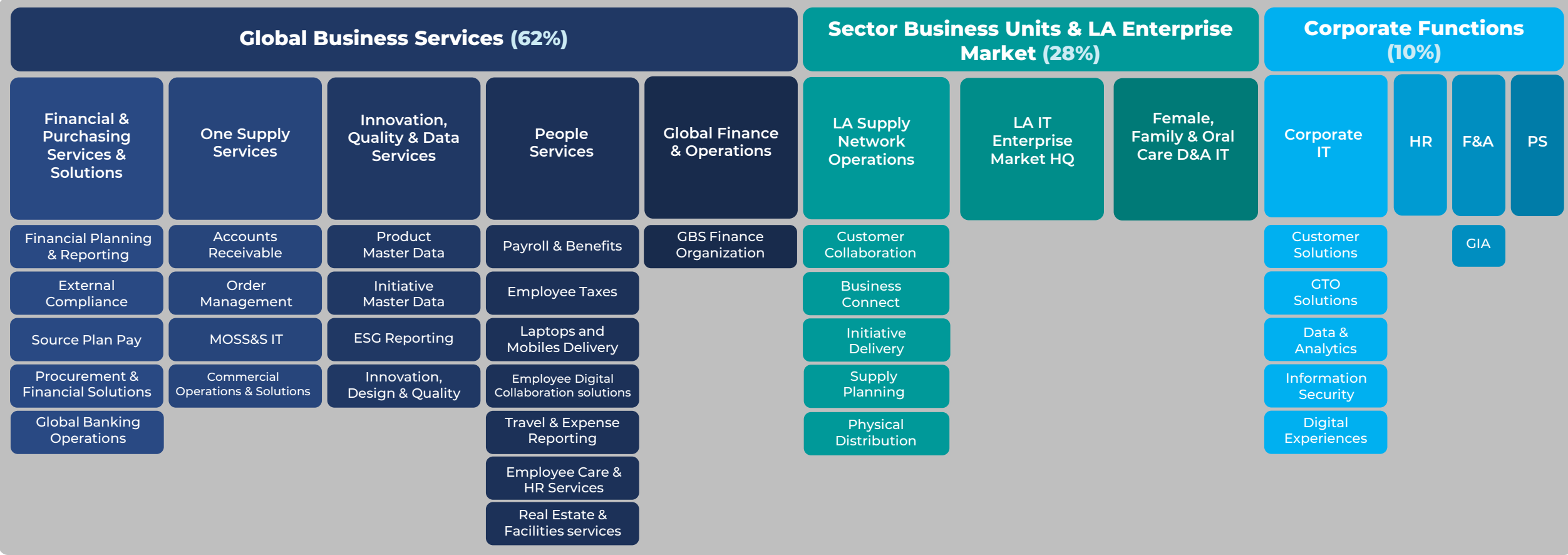


We operate, transform, and constructively disrupt business processes at scale.

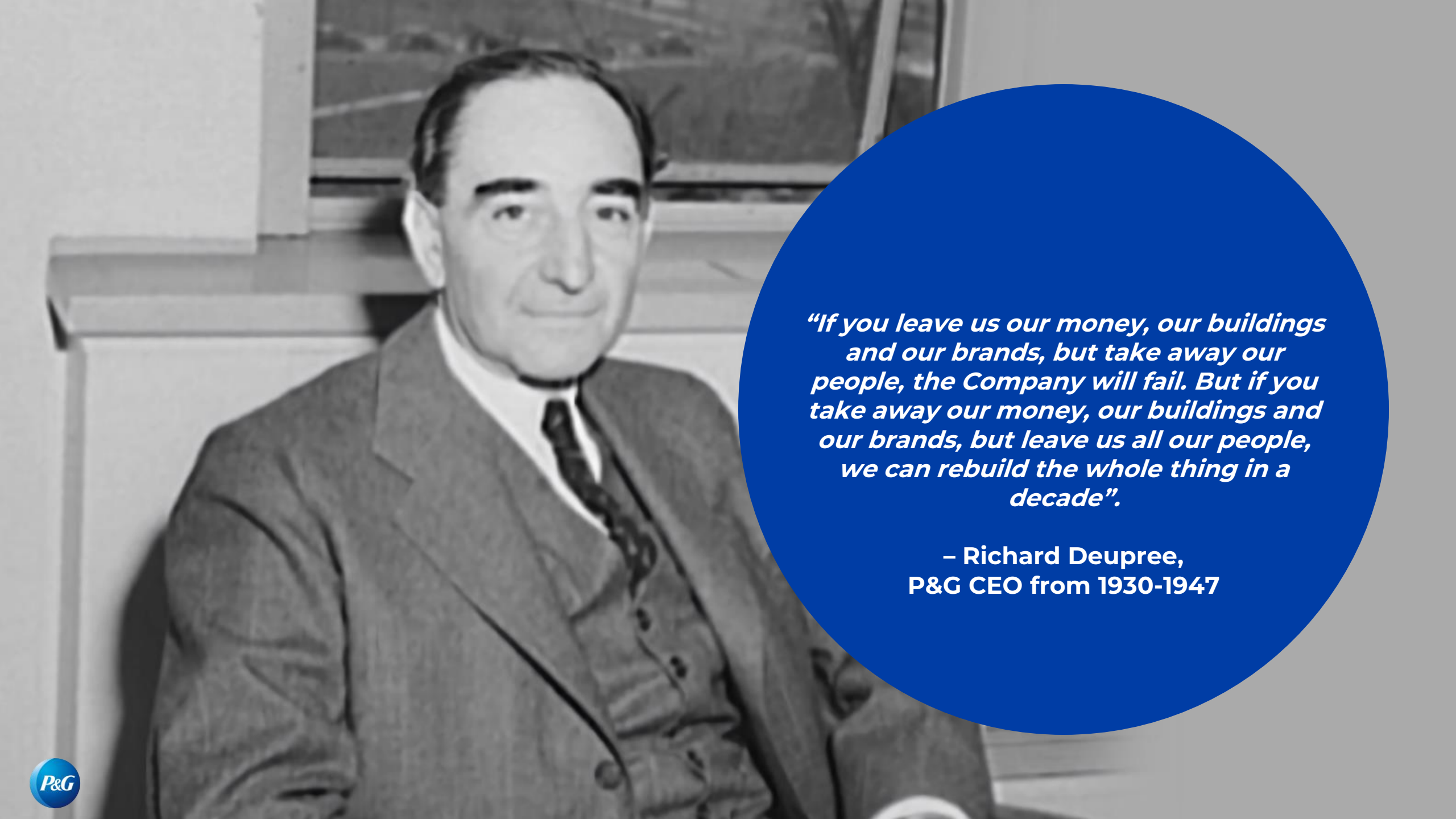


We thrive through innovation, stewardship, and a vibrant can-do culture.

SJ Intelligence Hub Current Scope (2700 EE)



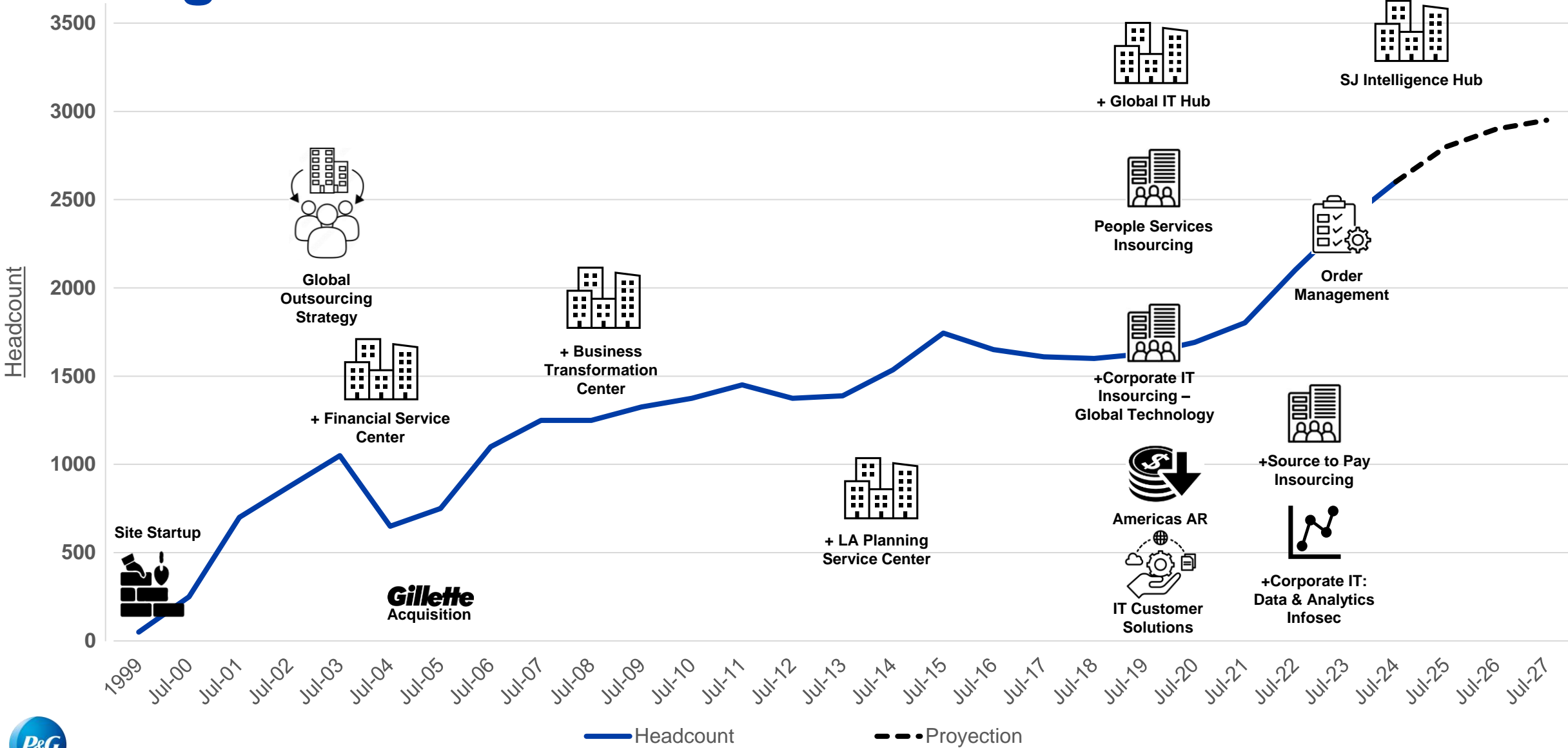
Overall priorities: Productivity – Operational Excellence – Growth & Value - Innovation – Stewardship (90% Critical Business Processes)



“If you leave us our money, our buildings and our brands, but take away our people, the Company will fail. But if you take away our money, our buildings and our brands, but leave us all our people, we can rebuild the whole thing in a decade”.

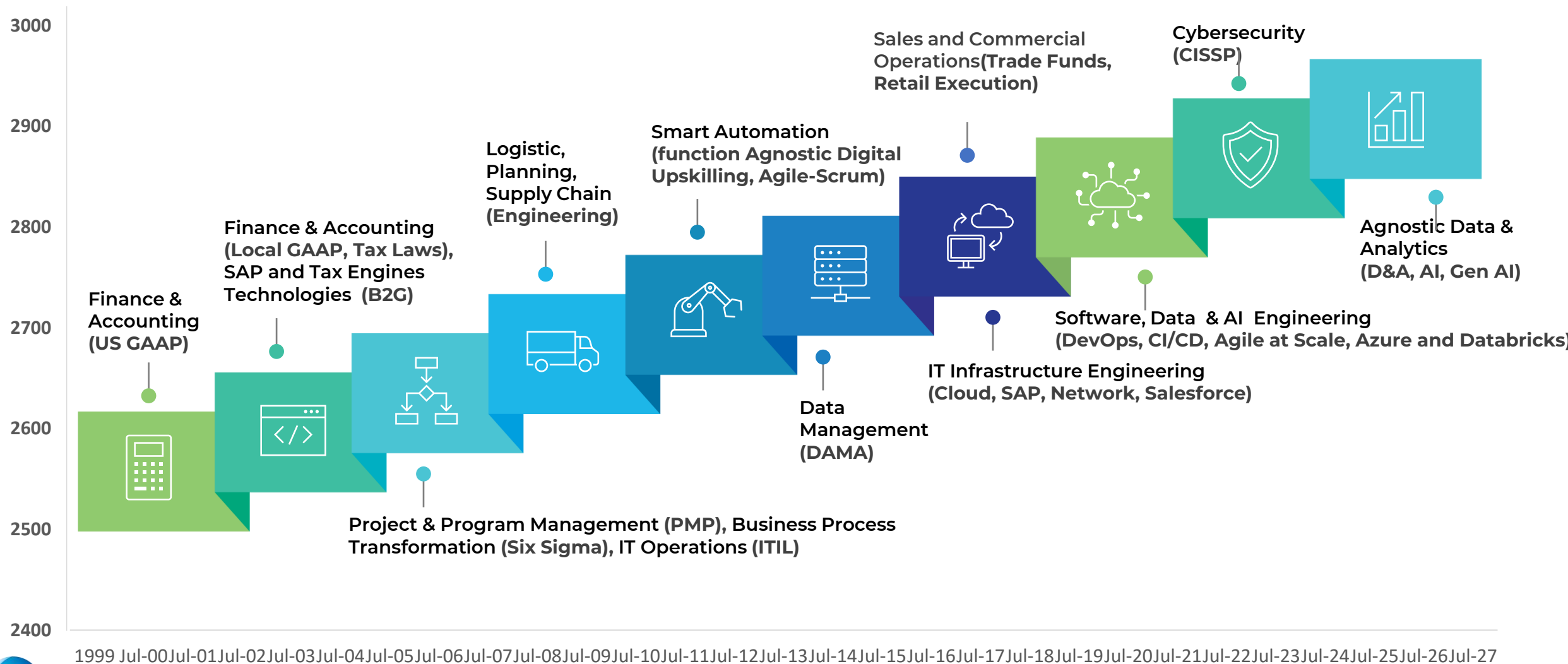
– Richard Deupree,
P&G CEO from 1930-1947

From Financial Transactional Back-Office to An Intelligence Hub Continuous Talent Reinvention

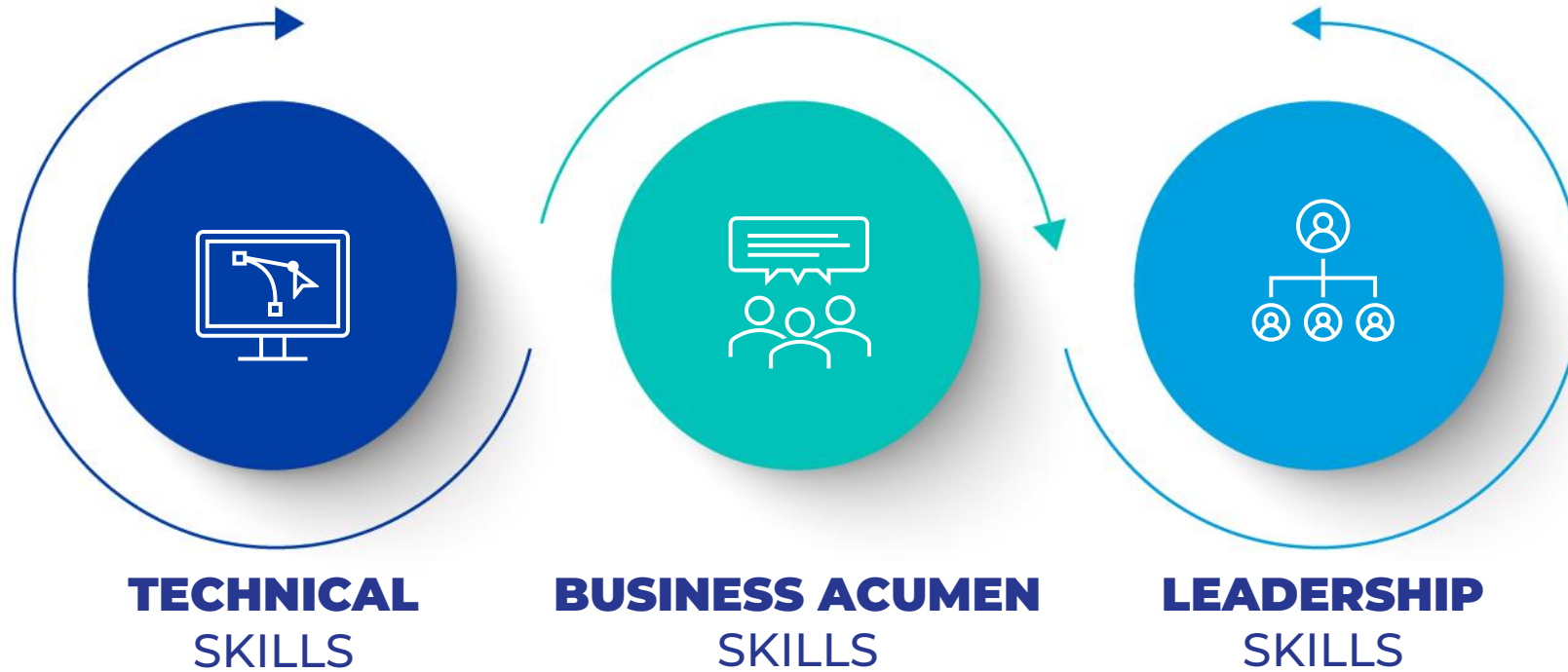


Output base organization

Skills are the NEW Currency



Every position requires a different mix of skills



Why: Employee Value Equation



I'm proud to work for a company that improves lives now and for generations to come.



I learn from a world-class leadership academy, from leaders, and colleagues, continuously building industry-relevant skills.



Our unique culture of accountability empowers me to drive the business forward.



I'm my authentic self, championed for wellbeing, financially rewarded, and enjoy competitive benefits.

What: Supporting talent through all stages: attract, hire, retain, grow to retire



Technical Scholars

Inters, New & Experience Hires

From New Hire to Retirement (Career Development)

Attracting & Recruiting New Talent

Attract diverse talent to STEM, Finance & Accounting studies, offer roles to start a Career as Scholars, Interns, New Hires, and Experienced Hires, Promote P&G as the top workplace.

Talent Development & Progression

Support retention and progression via coaching, mentoring, training and talent career management.

Culture

Agile, Diverse, Vibrant & Empowered

Partnership with Universities, Industry and Government



How: Action Plan Pillars

Enable Superior Employee Value Equation



GROWING

- Managers of Others • CARE
- Communication Skills
- Mastery
- Quality Management
- Digital Capability
- Data & Analytics
- Growing Career & Guidance
- Mentoring
- Jedi Academy

MAKING AN IMPACT

- Growth Mindset
- Behaviors & Values
- Talent Evolution

VALUED + REWARDED

- Wellbeing
- Rewards & Recognition

INSPIRED

- Gender Equality
Women Empowering Every Woman
- Community Impact
- Neurodiversity
- Environmental Sustainability
- Racial and Ethnic Equality
- PVPs, Ethics & Compliance
- GABLE
- People with Disabilities
- Women of IT
- Be You

Superior Talent Attraction

SLT Pillar

Partner for Growth and Value / Execute with Excellence

Q&A



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