

YOUNG SIKH PROFESSIONALS NETWORK ANNUAL REPORT 2015/16

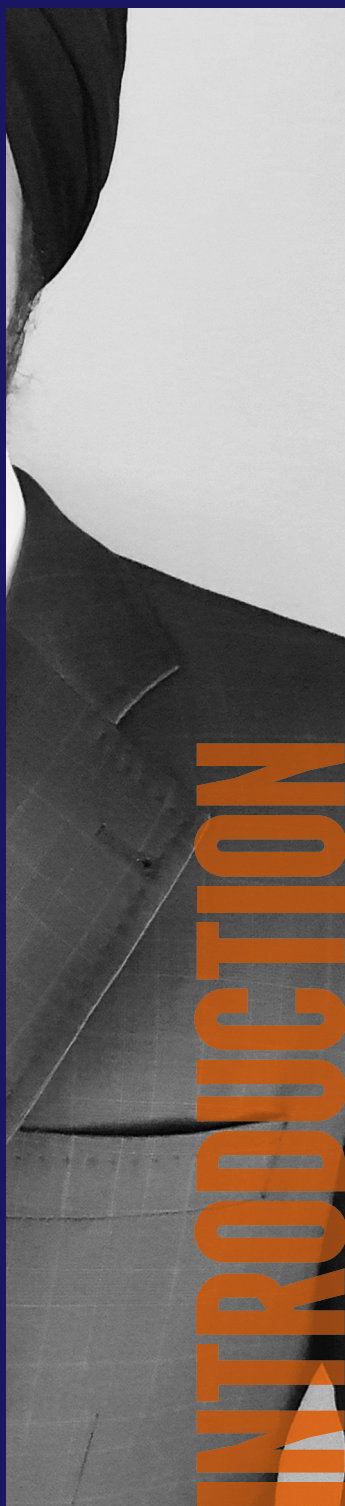


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This annual report was designed by the peculiar folk at Nerve.
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**SINCE
1971
WE
HAVE
GROWN
OUR
CONNECTIONS**



INTRODUCTION FROM OUR CHAIR

It gives me great pleasure to introduce YSPN's inaugural annual report after another incredibly successful year.

When we embarked on the journey of setting up YSPN in 2012, we did not envision that it would grow to the size that it has in such a short period of time. This growth and our continued success is testament to the hard work of an incredibly dedicated team of volunteers around the country and the motivation of young professionals in the Sikh community to engage in positive dialogue.

Our success in the last year can be attributed to our first annual summit held in July, 2015, where we gathered members of each of the YSPN management teams to review our progress to date and set up our strategy for the next 3-5 years. We set some lofty goals and I'm proud to say we've made some significant progress towards these. In particular:

We successfully established and rapidly grew our Perth chapter. The amazing response we've received in Perth is testament to the great work the team has done.

Across the country we delivered 17 events with an array of eminent speakers, including: the former Secretary General of ASEAN, to the former CEO of Caltex, Treasurer of Queensland, Head of the Hyundai A-League, and Managing Partner of Deloitte, WA.

We've progressed our first content piece, made strong strides in re-launching our mentoring program and established strong relationships with similar organisations across Australia and the world.

Finally, to ensure the continued success of the organisation we put in place some strong processes for events delivery, marketing and financial management. The centerpiece of this was a Deloitte Consulting report we commissioned pro-bono, that focused on improving our member experience. I'm excited about implementing the findings of this project in 2016/17.

Naturally, we couldn't do any of this without the strong support of our sponsors, partners and kind donors. In particular we'd like to thank Sikh Youth Australia, Montagio Custom Tailoring, Deloitte, Indian Link, FWC Australia, Commonwealth Bank, LinkedIn, MacDonnells Law and Melbourne Business School, Asia Link, Maya da Dhaba, Fishburners, Nerve and Vesanique Designs.

I'm extremely bullish about what the future holds for YSPN and am confident that the amazing things we've achieved in 2015/16 are only the tip of the iceberg, as we continue to strive towards our aspiration of creating a Sikh professional community that is truly inclusive, progressive and productive for the benefit of all Australia.

Regards,
Karan Anand

At the 2010 SYA National Leadership Development Program, we introduced a social entrepreneurship module called 'Ideas to Impact' where we challenged participants to find innovative solutions to the challenges we faced as a community.

The Young Sikh Professionals Network was one of the significant outcomes from this initiative, along with the very successful Sikh to Give and Culture Care projects.

We are really pleased to see YSPN continue to grow from strength to strength and establish itself as the premier networking platform for professional Sikhs in Australia.

The work done since its inception by the Executive team of YSPN to establish chapters in four states across Australia is highly commendable.

The YSPN strategic plan and commitment of all its leaders and members is a wonderful example of service with humility.

Sikh Youth Australia has supported this program from its inception with funding and support from the wider SYA family, and we will continue to provide strong support to YSPN to ensure that its aims and objectives are achieved and the initiative moves forward in the spirit of Chardi Khala.

Best Wishes

Satwant Singh Calais
Sikh Youth Australia

**MESSAGE FROM
OUR PARENT
ORGANISATION,**

SIKH YOUTH AUSTRALIA



OUR VISION AND STRATEGY

**“WE CREATE THE CONDITIONS
FOR YOUNG SIKH PROFESSIONALS
TO SUCCEED AND AMPLIFY
THEIR INFLUENCE”**

ELEVATE OUR MEMBERS PROFESSIONAL CAPABILITIES

- Hold marquee events in each city
- Run skill based workshops
- Administer an industry based mentoring program
- Facilitate the development of strong networks

ACTIVELY CONTRIBUTE AND SHAPE THE NATIONAL DEBATE

- Engage our members through digital channels to elevate the quality of the conversation in our community
- Develop thought leadership pieces relevant to Australia, which give our members a voice.

BUILD ADVOCACY IN THE GLOBAL SIKH AND AUSTRALIAN PROFESSIONAL COMMUNITY

- Engage with Sikh and non-Sikh leaders at the top of their field
- Establish partnerships with other organisations
- Support the establishment of other similar networks in other communities

OUR JOURNEY TO DATE

MAY

A group of motivated young professional Sikhs in Sydney get together to discuss the foundations of what would become YSPN.

APR

A formal launch event is held with Giam Swiegers, CEO Deloitte Australia and Dr Perminder Sachdev, AM acting as panellists. Over 120 people attend.

JUL

YSPN is formally incubated and developed in Sikh Youth Australia's Ideas to Impact program as part of the annual leadership camp.

AUG

YSPN Sydney hosts an event celebrating successful Sikh women, attended by over 90 people.

NOV

YSPN holds a preview event in Sydney, with Sarv Girn, CIO of the RBA as the keynote speaker and 65 people in attendance.

SEP

YSPN Melbourne is formally launched with a sold out first event at the Melbourne Business School.

2012 2013

JAN

YSPN host Amandeep Singh aka Inkquisitive Illustration in Brisbane, Sydney and Melbourne.

MAR

YSPN Brisbane chapter is officially launched with a sell-out audience of over 60 in attendance at Brisbane's launch event.

APR

YSPN Sydney hosts its inaugural dinner with Peeyush Gupta, Chairman MLC and Director SBS with over 110 people in attendance.

MAR

YSPN Sydney hosts their first event of the year on entrepreneurship attended by over 70 people, while YSPN Melbourne holds their first 2014 event titled 'CSI'.

JUL

YSPN hosts its first annual summit — to develop our strategy, with representatives from all 3 geographies.

APR

YSPN Brisbane hosts Curtis Pitt, Treasurer of QLD at their first event of 2016.

MAY

YSPN Melbourne hosts an entrepreneurship event with Ash Singh, with over 60 people in attendance.

NOV

YSPN Perth launches with over 125 people in attendance at the first event

SEP

YSPN hosts its second national summit in Melbourne, attended by approximately 25 people from from five different cities

14th
15th
16th
17th
18th

MAJOR ACHIEVEMENTS

17 EVENTS HELD

with more than 750 attendees
at these events.

PERTH CHAPTER

Successfully launched
with 3 events already held.

SPEAKERS HOSTED

Former Secretary General of ASEAN,
Treasurer of QLD, Former CEO of Caltex,
Head of Hyundai A-League.

ESTABLISHED RELATIONSHIPS

with CBA and LinkedIn and expanded
relationships with Deloitte and
Melbourne Business School.

93%

Growth in Facebook likes.

NATIONAL EXECUTIVE PROFILES



Karan Anand
National Chair
Management Consultant



Sohail Bhatia
Sydney Lead
Advertising Strategist



Ratanjit Singh
Melbourne Lead
Business Banker



Luckbir Singh
Brisbane Lead
Lawyer



Jasdeep Bansal
Perth Lead
Project Engineer



Angad Soin
National External Affairs Lead
Investment Director



Gary Sandhu
National Events Lead
Financial Accountant & Analyst



Ramneek Singh
National Marketing & Engagement Lead
Entrepreneur



Manpreet Kaur
National Finance Lead
Senior Tax Specialist

SYDNEY

YEAR IN REVIEW

YSPN Sydney have had an amazing a year, we've run four successful events, including one marquee event with Jeet Bindra, former CEO of Caltex, our first ever workshop in partnership with LinkedIn and two smaller networking events. Like much of the organisation the success has also come with some challenges but we've been amazingly resilient and positive. Our collective can do attitude has meant we've been able to move quickly and adapt on the fly and that has put us in a fantastic place. We've also seen some changes in the executive team and have been very lucky to get brilliant young members who bring a high level of professionalism, passion and ambition to the organisation. With new blood of such high calibre YSPN's future is looking bright.

2015 Thank You Networking Event November 2015

Great event with about 50 people in attendance, interestingly this was the first event we've held on a weekend and we got a number of new attendees who were experiencing YSPN for the first time.

An Afternoon with Jeet Bindra February 2016

Great way to start 2016, Jeet Bindra, Former CEO of Caltex and Non-Executive Director of Worley Parsons shared his inspiring life story to a sold out room over a sit down lunch.

Optimising your professional social media profile with LinkedIn May 2016

Our first workshop for YSPN Sydney was a blistering success. Shiva Kumar, Head of communications at LinkedIn Australian delivered a fantastic presentation inspiring attendees to improve their own profiles.

Becoming a smarter investor August 2016

Our final event of 15/16 was a workshop focused on empowering our members to improve their investment knowledge by exposing them to Stephen Flegg and Anthony Garay experts in equities and real estate.

THE SYDNEY TEAM



Sohail Bhatia
Sydney Lead
Advertising Strategist



Gurvansh Bhatia
Events
Entrepreneur



Amardeep Gill
Finance and Community Engagement
Lawyer



Melvir Sidhu
External Affairs
Commercial Analyst



Sabiha Deol
Events
Doctor



Gurinder Kamboj
Finance
Accountant



Preet Oberai
Events
Financial Analyst



Angad Soin
National External Affairs Lead
Investment Director



Tony Banga
Marketing and Engagement
Technology Consultant



Ramneek Singh
National Marketing & Engagement Lead
Entrepreneur



Karan Anand
National Chair
Management Consultant

MELBOURNE

YEAR IN REVIEW

It has been an eventful year at YSPN Melbourne – we have held five successful events, kept growing our database and have held a few first time events for Melbourne. YSPN Melbourne's inaugural dinner was in September 2015 featuring Damien De Bohun — the previous head of Australia's Hyundai A-League; the first pure networking event in November 2015; the first LinkedIn workshop in March 2016 and finally the first time YSPN has partnered with another organisation (Asialink) for the Tan Sri Ajit's event. We finished 2015/16 with another pure networking event and received positive feedback and energy.

The Business Of Sport September 2015

YSPN Melbourne hosted its first sit down dinner featuring Damien De Bohun — the previous Head of Australia's Hyundai A-League. Damien provided an insightful keynote on his day to day activities in running Australia's A-League — and stressed the importance of networking in getting ahead in one's career.

Pure Networking November 2015

Heard of Speed Dating — How about Speed Networking? YSPN Melbourne hosted its inaugural Speed Networking event in November 2016. The room was abuzz with the audience creating valuable connections and business contacts. The event proved to be an exciting and effective way to make a lot of initial connections in a fun way.

Optimising Your LinkedIn Profile February 2016

LinkedIn Australia Marketing Manager, Ritika Bains, provided her insights on how to effectively use LinkedIn to improve network. YSPN's own Amrit Dhillon shared her story with the audience on how she landed her current role at Tesla using the power of LinkedIn.

An evening with Tan Sri Dato Ajit Singh April 2016

YSPN, in partnership with Asialink had the opportunity host Tan Sri Dato' Ajit Singh — the first Secretary-General of the Association of Southeast Asian Nations (ASEAN) in Melbourne in April. Tan Sri led ASEAN through a significant stage of the organisation's development and enlargement. He inspired the audience with his personal stories and challenges during his time as Secretary General.

THE MELBOURNE TEAM



Ratanjit Singh
Melbourne Lead
Business Banker



Jaspreet Sidhu
Mentoring
Clinical Manager



Simer Khaira
Melbourne Events Lead
Research Scientist



Preet Toki
Finance Lead
Commercial Analyst



Harjoth Veriah
Social Media Marketing
Pharmacist



Shaveen Grewal
Content Marketing
Management Consultant



Adesh Kandhari
Events Team
National Account Manager



Teehal Bal
Events Team
Entrepreneur



Gary Sandhu
National Events Lead
Financial Accountant & Analyst



BRISBANE

YEAR IN REVIEW

YSPN Brisbane, one of our newer chapters, delivered a variety of events in 2015/16. To build YSPN's brand in the market, the Brisbane team have been pioneering a number of marketing strategies to draw out and attract new members to our events. We have found that we are succeeding in this regard and continue to attract new and different people to our events. The committee has stepped up for each event when challenges have presented themselves.

Successful Brisbane Sikhs September 2015

With a mix of legal, accounting, medical, property and entrepreneurial professionals, this event showcased local Sikhs who have excelled in their fields. The tips provided by them were invaluable for the attendees.

Dinner with Ishi Singh September 2015

An intimate dinner with Ishi Singh — Head of Business Strategy and Market Development, Emerging Markets Google — allowed attendees to receive the same benefits from a YSPN event but in a less formal setting.

YSPN Brisbane Thank You Event November 2015

A 'thank you' BBQ hosted by YSPN Brisbane for attendees of events during 2015. Attendees ate, laughed, got to know one another better and overall had a good time in the Sunshine State!

An Evening with Curtis Pitt April 2016

A question and answer style event with Queensland Treasurer the Honorable Mr Curtis Pitt, attendees found out about Mr Pitt's Sikh links, the Queensland economy and had the opportunity to ask Mr Pitt questions.

Evening of Networking August 2016

20 attendees gathered for a series of activity based networking exercises. No one left till we had to "kick people out" at 9.15pm. Feedback from attendees was very positive and most were new faces.

THE BRISBANE TEAM



Luckbir Singh
Brisbane Lead
Lawyer



Rajit Gilhotra
Events
Doctor



Preety Bains
Events
Lawyer



Amrit Singh
National Mentoring Lead
Student



Ramy Singh
Finance
Accountant



Simran Kaur
Marketing
Dentist



Vinny Bassi
Marketing
Entrepreneur



Manpreet Kaur
National Finance Lead
Senior Tax Specialist

PERTH YEAR IN REVIEW

The Perth chapter successfully launched in November 2015 starting off with a sold out event attended by more than 120 people. So far, the Perth chapter has managed to execute three events in total over the past year. The Perth chapter is currently managed by a team of eleven personnel and has had 170 unique attendees at these events.

Your Career Journey November 2015

Sarv Girn, arguably the highest-ranking Sikh in Corporate Australia, spoke about his experience and journey in the geographic and corporate world, providing advice and strategies on how to build your own successful career. Mr Girn has had a diverse set of experiences throughout his life, including an illustrious career in banking. After moving from the United Kingdom to Australia, Mr Girn has settled into the role of CIO of the Reserve Bank of Australia, a role he has held for the past 4 years.

Milestones to Success April 2016

Michael McNulty is the head of Deloitte WA and a Board member of Deloitte Australia and has over 20 years of consulting experience across a broad range of industries but has focused primarily on mining, oil and gas. He discussed his career experience while highlighting the milestones moments which lead to achieving his current position at Deloitte.

FRESH Voices of Success June 2016

Inherently merging her advocacy background with her passion for the performing arts, Sukhjit's writing predominantly surrounds stories of the Sikh diaspora, family, cultural confusions, and gender. L-FRESH The LION is renowned for his powerful presence, inspiring live shows and thought-provoking lyricism. They both engaged with the crowd while discussing topics from discrimination to what it takes to achieve your true defined success in life.

THE PERTH TEAM



Jasdeep Bansal
Perth Lead
Project Engineer



Balraj Hansra
Events Lead
Analyst – Mine Production



Daman Singh
Operations Lead
Budget Analyst



Anil Singh
Marketing Lead
Property Agent



Prem Gill
Marketing
Speech Pathologist



Saania Dosanjh
Events
Accountant



Ravinder Phagura
Events
Doctor



Prabhpreet Dhillon
Events
Law & Psychology Graduate



Amarvir Singh
Marketing
Student



Ranjeet Sekhon
Events
Dentist



Sharmin Kaur
Marketing
Psychology Undergraduate

NATIONAL FUNCTIONS REPORTS

MARKETING AND ENGAGEMENT

The Marketing and Non-Events Engagement team, received a widened mandate during the 2015 National Summit and consequently aimed to improve digital and social channel engagement and content, build foundational platforms to support the organisation's next phase of growth and raise the level of conversation within and about the community.

Operationalise marketing and improve social engagement

We instituted a nationwide marketing planning methodology, and rolled out an outsource model which ensured all events received the same level of marketing and promotional support to maintain a consistent YSPN brand promise nationally.

We have grown our social media presence by increasing our Facebook likes by 93%, our LinkedIn followers by 53% and live-tweeted our events across the nation. We continue to work on reaching our target of 10,000 Facebook likes through sharing relevant content, promoting good news stories from within our community and targeted promotions.

Build a CMS Platform and update the website

We embarked on a website upgrade from the static pages developed originally to a more dynamic CMS platform underpinned by Wordpress. The CMS platform would provide the flexibility to support newer initiatives like tiered membership, a mentoring portal and the updated YSPN brand. While development was challenging, Vesanique Design offered to build a full CMS solution as a pro-bono project for YSPN and the website is in final testing stages prior to being rolled out.

Content Piece

As part of YSPN's objective of elevating the conversation within and about our community, the team has been busy preparing a report into the impacts on the community by the entrance of Uber. The team has conducted background research, and prepared a questionnaire. This is currently in the data collection phase and is likely to be concluded by the end of this year.

EVENTS

The national events function, newly formed in 2015/16 set out to deliver an integrated experience across all YSPN events in Australia. Specifically, this included sourcing international and eminent speakers; standardising events protocols across the country and providing national support to events execution.

We have very proudly achieved the quantitative measures we set out at the start of the year — delivering 17 events (against a target of 16), continuing to grow our participant footprint, with ~1,000 unique attendees at events.

A significant initiative undertaken this year was a pro-bono review conducted by Deloitte Consulting on the YSPN member experience — initiated to challenge the premise by which we engage our members and position them to be more successful. The outcomes of this report were well received, and the recommendations will start to be embedded in 2016/17, as we strive to take our member events' experience to new and lofty heights.

EXTERNAL AFFAIRS AND RELATIONS

In 2015/16 YSPN continued its focus on improving our connection with the broader Australian community through greater awareness of our events and the sustainability of the organisation through personal donations, corporate sponsorships/ supporters and government grants.

Awareness

We continued to strengthen our partnership with Indian Link to promote our events nationally and to the broader Indian community.

We increased our engagement with mainstream media and have started to build a relationship with journalists at established publication (e.g. the AFR).

Donations, Sponsorships & Grants

Montagio a founding sponsor, continues to support YSPN as it grows, increasing their funding for the year.

Business sponsors have continued to provide in-kind support to our organisation by providing free or heavily discounted rooms and catering. The Commonwealth Bank of Australia and Fishburners were the most recent sponsors to come on board to help us host events in Sydney and Melbourne. We saw continuous support from Indian Link, Deloitte, the Melbourne Business School, Maya da Dhaba, FWC Australia and MacDonnells Law.

We have built the right infrastructure to launch a crowdfunding campaign in September to set up the executive for success in 2017/18.

FINANCE

The operations function had a stated mandate in 2015/16 to build the financial backbone for YSPN, preparing us for future growth opportunities in following years.

A number of initiatives commenced in 2015/16, detailed below:

Created formalised and streamlined financial processes, including financial reporting templates and procedures.

In the final stages of rolling out an end-to-end events template to embed efficient execution across all events.

Provided commentary around financial reports to the National Executive to ensure broader implications to the organisation are accurately understood.

Facilitated prudent financial measures resulting in an overall cost neutral position for the year.

CURRENT SPONSORS, PARTNERS, SUPPORTERS:

YSPN Australia would like to express sincere gratitude to our current sponsors, partners and supporters. The funding, services and expertise provided by these organisations assist and encourage YSPN Australia to both meet and exceed its strategic objectives each year. YSPN is dedicated to ensuring that we create the conditions for every Australian young Sikh professional to succeed and amplify their influence; our partners, sponsors and supporters are helping us to realise this goal.

Thank you to all of you that have made this all possible from Day one.

OUR SPONSORS AND PARTNERS

Deloitte.

CommonwealthBank



nerve

BUILDING OUT NEW SERVICE OFFERINGS

Deliver content pieces to build
out our intellectual credentials.

Roll out our national
mentoring program.

INTERNATIONAL EXPANSION

Establish our first
international chapter.

ENHANCING THE MEMBER EXPERIENCE

Focus on providing more targeted
offerings for our priority segments,
including better ways for older
professionals to connect.

PRIORITIES FOR 2016/17

web
www.yspn.org.au

email
karan.anand@yspn.org.au

[facebook.com/
YoungSikhProfessionalsNetworkAus](https://facebook.com/YoungSikhProfessionalsNetworkAus)

[linkedin.com/company/
young-sikh-professionals-network](https://linkedin.com/company/young-sikh-professionals-network)

[twitter.com/
yspn_au](https://twitter.com/yspn_au)

YouTube search
YSPN Australia

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TWITTER YOUTUBE

