

YOUNG SIKH PROFESSIONALS NETWORK ANNUAL REPORT 2016/17



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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 IMPACT



INTRODUCTION FROM OUR CHAIR

This has been another incredible year in YSPN's evolution as an organisation, as we continue to make significant strides in engaging the first generation of Australian educated Sikhs.

This year we've achieved a tremendous number of goals – from re-launching our mentoring program, the acceleration of our workshops offering, completing an awareness building trip to Canberra and most significantly, the launch of our first NZ chapter in Auckland.

Our core events offering matured significantly this year as we aligned all our events under a unifying theme. This year's theme, "First Generation Leadership" aligns with YSPN's key reason for being – to proactively shape the future of the first generation of Australian educated Sikhs. This focus on the first generation was validated by the release of the 2016 Australian census results, which showed that there are currently 125,000 Sikhs living in Australia, a 5x growth in the last 10 years, making Sikhism the 5th largest and fastest growing religion in Australia.

Clearly this theme, along with our enhanced event offering resonated with our audience, as we saw an 11% increase in average attendance relative to 2015/16.

Two new offerings this year - our mentoring program, with two programs currently running in Sydney and Brisbane and a Melbourne version about to launch and the delivery of workshop style events, which focussed this year on CV writing and interviewing, navigating your career in a digital economy and Storytelling and Leadership received incredibly positive feedback and delivered tangible value to participants.

Additionally, we expanded our mandate this year by completing an awareness building trip to Canberra, where we met 11 MPs, including 3 Ministers, 1 Shadow Minister and 1 Party Leader. The primary focus of this was to raise awareness of Sikhs and the work being done by both Sikh Youth Australia and YSPN. The trip also included a Canberra pop up event for the small but vibrant young Sikh professional community where we hosted Professor Deep Saini, Vice Chancellor of the University of Canberra and only Sikh to serve as a Vice Chancellor in any university in Australia.

Finally, we launched our much anticipated Auckland chapter in July in front of a packed room of ~100 young Sikhs professionals. The Auckland team is a diverse group

of young New Zealanders, extremely passionate about their community and we look forward to watching their progress and growth over the coming years.

As validation for the success we've had over the past five years, we were very pleased to be awarded an Australia-India Council grant to help support some of our women's focussed events this year and we were delighted to be nominated as finalists in the Community Services Excellence Award in the 2017 India Australia Business and Community Awards.

Behind the scenes we've been working hard to grow and standardise the management of the organisation. To deliver this, we ran a strong recruitment drive, and our now international management team has expanded to ~50 individuals spread across 7 cities in both Australia and New Zealand. This has resulted in us refreshing our Sydney, Brisbane and Melbourne teams and bolstering our external affairs, marketing, events, mentoring and content teams. I'm excited to see where this expanded team will take YSPN in the years to come.

We couldn't achieve any of the above without the generous support of our sponsors, both financial and non-financial. I'd like to specifically thank Sikh Youth Australia, Australia-India Council, Montagio Custom Tailoring, Deloitte, Indian Link, AusPac Finance, FWC Australia, Sapient Nitro, Commonwealth Bank, MacDonnells Law, Melbourne Business School, Maya Sweets, Studio Nerve and Griffin College.

On a personal note, I will be finishing my term as Chair of YSPN after this year's management summit, being held in Brisbane in September. It's been my privilege to serve as Chair of the organisation for the past three years and given the calibre of young Sikhs who are engaged in the management of the organisation, I am extremely excited to see where it progresses and the amazing impact that it will have on not only the Sikh community, but the global community at large.

Regards,
Karan Anand
YSPN Chair

Sikh Youth Australia is very proud to see the Young Sikh Professionals Network continue to grow from strength to strength and establish itself as the premier network platform for professional Sikhs in Australia and now New Zealand.

YSPN was incubated at the 2012 Startup Bootcamp program, run during SYA's annual leadership camp, along with Culture Care and Sikh to Give, two other successful initiatives that were incubated from that camp. We are really happy to see the sewa being delivered by young Sikh leaders across all three of these initiatives to the broader Australian community.

The relationship between SYA and YSPN has continued to grow stronger and as a result we were able to partner on a number of initiatives this year. In particular, we were very excited this year to collaborate with YSPN in bringing Harry Singha, world leading performance coach from the UK for an SYA camp in Perth followed by three YSPN events in Sydney, Melbourne and Brisbane and Benaifer Bhadha, Storytelling and Leadership extraordinaire from New York to facilitate a Women's Leadership program at our leadership camp, followed by three YSPN events in Melbourne, Brisbane and Perth.

We are also delighted that a number of members of YSPN's committee and broader team are supporting the SYA management team in developing SYA's new strategy.

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 that the organisation 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

MAJOR ACHIEVEMENTS

20

EVENTS

6

CITIES

10000+

ATTENDEES IN TOTAL



MENTORING PROGRAMS

Our mentoring programs re-launched with successful programs running in Sydney, Melbourne and Brisbane.



AUCKLAND CHAPTER

successfully launched with 100 people attending the launch event.



WORKSHOP OFFERING SCALED

We held career building and digital literacy workshops across all our Australian chapters

11% GROWTH

IN AVERAGE ATTENDANCE AT OUR
EVENTS THIS YEAR.

In its short existence, YSPN has managed to create a tremendous amount of impact on the Sikh community in Australia and New Zealand. As an organisation, we are motivated by creating the conditions for young Sikh professionals to succeed and these examples highlight a few of the many times we have managed to create material impacts on young professionals in our community.

YSPN IMPACTS

Creating career opportunities

YSPN has continued to help young professionals to build and grow their networks. The last year specifically has seen many different individuals take full advantage of this, as is the case of Ramneek Oberai and Monisha Bhogal below, who attending our resume writing and interviewing event in Sydney.



I'm an Accounting and Finance student in my penultimate year of study. At the time of the event, I was in the middle of my vacationer applications for firms across Professional Services. Attending the Resume workshop gave me the opportunity to connect with Young Sikh Professionals already working in the industry. Moreover, I had the opportunity to work closely with one of the facilitators, Matthew Jelley, who went through my resume with a fine-toothed comb and polished my interviewing skills. I was able to put these new-found skills into practice, and just a few short weeks later, I had career offers from all the big 4 accounting firms! This workshop taught me some incredible skills, without which this success wouldn't be possible - definitely would recommend to other Uni students seeking work in the corporate sphere! ”

— Ramneek Oberai, University Student



Having missed the opportunity to receive Angad's advice verbally, he took out the time to personally email me with feedback regarding my CV. I took all his suggestions on board and circulated the updated CV, after which I was successful in receiving many interview calls. The YSPN event really helped in shaping the direction my career is headed in a positive way ”

— Monisha Bhogal, Graduate



Inspiring Future Leaders

As part of our 2017 event theme of “First generation leadership”, YSPN invited a number of speakers from a diverse range of backgrounds, to help shape the first generation of young Sikh leaders in Australia and New Zealand. One such example, Benaifer Bhadha, leadership and storytelling extraordinaire from New York shared the art of storytelling with attendees in events in Brisbane, Melbourne and Perth so that they could discover their own voice. One attendee at our Melbourne event, Sarbjoth Veriah was significantly impacted by Benaifer’s event:



Benaifer really stood out for me as a speaker at YSPN this year as she explained the power of listening and the incredible effect it has on engaging meaningfully with those around us. She shared and had us practicing the art of storytelling as a method to discover our voices and communicate authentically in a personal and professional capacity. Learning to harness these unique skills and connect them with our values is the recipe for authentic and effective leadership! 🙌

— **Sarbjoth Veriah, Physiotherapist**

Similarly, Harry Singha, leading performance coach from the UK conducted events in Brisbane, Sydney and Melbourne and encouraged attendees to consciously consider how they move beyond their own means to reach their own goals. Attendees were both moved and inspired by Harry’s events, as described by Amardeep Gill below:



Harry Singha was a truly unique guest speaker, drawing on personal life experiences to captivate the audience, and highlighting how these personal lessons can transform into professional career highlights. Attending the Harry Singha event highlighted that professional and personal can be mixed and need not necessarily be treated as distinct paths. He was warm, engaging and it was great to see YSPN profiling the not for profit sector. 🙌

— **Amardeep Gill, Lawyer**

Empowering young women

A specific focus for YSPN in 2017 was to empower young females within our community to be more successful by highlighting and sharing the success of female community members. In this vein, we were proud to host Sapreet Kaur Saluja, Executive Director of the Sikh Coalition from New York, for events in Brisbane, Sydney and Melbourne and Uppma Virdi aka Chaiwalli and Sukhjot Kaur, spoken word poet at an event in Sydney. All three women were able to highlight their various pathways to success and challenged the audience, particularly young women, to reject cultural stereotypes and forge their own journeys.



THE GIL TON SPONSOR

Mentoring program

In 2017 YSPN formally re-launched its mentoring program. The 2017 YSPN Mentoring program has been developed with feedback and recommendations of industry leaders and scholars – with the aim of the program to “add value to the career development experience of the mentee” and “to enrich learnings and the ability to contribute back for the mentors”. The program was specifically designed with process and structure – with the mentoring program being carried out over three months with the objective of the mentor and mentee developing solutions address the mentee workplace challenge or career aspiration.

Approximately 30 participants, committed to developing their respective careers, gathered for the mentoring launch workshop in April 2017. Prior to joining the mentoring program – the applicants were required to complete an application form which requested careers backgrounds, future goals and aspirations of the potential mentee prior to being matched with a mentor that had expertise in the areas of need.

The mentoring program in Sydney resulted in 10 mentor-mentee pairs with outstanding feedback and early success for mentees ranging from achieving personal to professional goals. At the time of writing, the Mentoring program is scheduled to be launched in Brisbane with plans to roll out the program in other geographies in the near future.



Canberra trip

Late last year, a contingent of YSPN National Executives and the President of Sikh Youth Australia, our parent organisation, travelled to Canberra to meet with Members of Parliament from all sides of politics, on the final parliamentary sitting week of the year. We met with 11 MPs from all 3 major political parties, including 3 Ministers, 1 Shadow Minister and 1 Party Leader. The objective of this trip was to introduce the Young Sikh Professionals Network to political leaders in Australia, and communicate our proud achievements and hopefully use this as a bridge to connect with other ethnic communities to contribute back to Australia.

In addition to meeting with members of Parliament YSPN held its first Canberra event in a popup style format.

YSPN Canberra Popup: Humble Beginnings to Global Academic Leadership

The Canberra popup event featured keynote speaker Professor Deep Saini, the newly appointed Vice Chancellor and President of the University of Canberra, who spoke to a crowd of 27 professionals hailing from both Government and Private Sector roles.

During the event Professor Saini described his serendipitous movement into academia and across western universities following his humble beginnings, captivating and motivating the audience to aspire to be exceptional. Professor Saini also imparted career wisdom given his varied experiences across the world and breadth of interests.

This popup event was extremely well received by the community of Canberra Sikh professionals and revealed the desire to eventually form their own chapter.



Launch of YSPN Auckland

On the 22nd of July YSPN launched its long awaited Auckland chapter in front of a sold out crowd of close to 100 young Sikh professionals. The event was launched by newly appointed Auckland lead, Sofia Kaur. Karan Anand, YSPN Chair shared the strategy, progress and impact YSPN has had over its 5 years of existence in Australia.

Karan's address was followed by a keynote by Dr Malvinder Singh Bains, a NZ native neuroscientist and world leading researcher in Huntington's disease. Malvinder, a former finalist for young New Zealander of the year shared her story of success and her passion for finding a cure for this debilitating brain disease.

The event closed with extensive networking amongst the sizeable audience with many remarking that an initiative such as YSPN was long overdue and they looked forward to seeing it succeed over the coming years in Auckland.



YSPN EXECUTIVE PROFILES



Sofia Kaur
Auckland Lead
Teacher



Gurvansh Bhatia
YSPN Events Lead
Entrepreneur



Ratanjit Singh
YSPN Mentoring Lead
Entrepreneur



Karan Anand
YSPN Chair
Management Consultant



Amrit Prihar
Brisbane Lead
Lawyer



Simer Khaira
Melbourne Lead
Research Scientist



Luckbir Singh
YSPN External Affairs Lead
Lawyer



Jasdeep Bansal
Perth Lead
Project Engineer



Preet Oberai
Sydney Lead
Financial Analyst



Gary Sandhu
Finance and Member Engagement
Financial Accountant & Analyst



Ramneek Singh
YSPN Marketing & Engagement Lead
Entrepreneur



Balraj Hansra
YSPN Content Lead
Mining Analyst

SYDNEY

YEAR IN REVIEW

Transformation Workshop with Harry Singha October 2016

YSPN Sydney hosted Harry Singha, a peak performance coach and internationally renowned leadership expert from the UK. Harry has spoken around the world and shared the stage with the likes of Sir Richard Branson, President Bill Clinton, Anthony Robbins, and Dr Deepak Chopra. During the event, our members learnt important life skills, how to achieve dramatic progress and the necessary tools to implement a high energy work ethic.

Technology and the Future of Banking and Finance November 2016

YSPN was privileged to host Mr Savneet Singh, Investment Banker turned Entrepreneur and Mr Mohamed Khalil, CBA's Chief Innovation Officer at CBA's Innovation Lab. Our members witnessed industry leading technologies including data mining and virtual reality along with prospective viewpoints of the Australian economy.

Framing your Career March 2017

Our members had the opportunity to meet established HR and industry professionals for a career workshop including a personalised resume review session. With a stellar panel including the likes of Matthew Jelley, Consultant at Morgan McKinley, Angad Soin, Director at Deloitte and Daniel Coone, Principal at Heidrick and Struggles; this help guide our members on their career journey and elevated the value proposition presented.

Blazing a Trail: Leadership in unorthodox Careers July 2017

This event presented a striking balance between two amazing speakers, both of whom pioneers in their chosen professions. Uppma Virdi, "Chai Walli," a member of the Forbes 30 under 30 and 2016 Business Woman of the Year at the India Australia Business and Community Awards (IABCA) partnered with Sukhjot Kaur Khalsa, first generation Australian Sikh storyteller, blogger, spoken word poet and writer extraordinaire to deliver an engaging discussion around success through differing career journeys. The speakers left the audience in awe of their success and inspired attendees to lead by stepping out of their comfort zone.

THE SYDNEY TEAM



Harjit Sidhu
Mentoring
Financial Analyst



Gurvansh Bhatia
YSPN Events Lead
Entrepreneur



Gursimrat Bawa
External Affairs
Aerospace Engineer



Melvir Sidhu
External Affairs
Financial Analyst



Jasmine Deogun
Events
Financial Analyst



Gurbaj Pawar
Mentoring
Strategy Consultant



Preet Oberai
Sydney Lead
Financial Analyst



Reshpaul Chahal
External Affairs
Auditor



Tony Banga
Marketing and Engagement
Technology Consultant



Ramneek Singh
YSPN Marketing & Engagement Lead
Entrepreneur



Karan Anand
YSPN Chair
Management Consultant



Hasveen Chahal
Events
Auditor

MELBOURNE YEAR IN REVIEW

Transformation Workshop October 2016

Internationally acclaimed speaker Harry Singha had everyone on their feet in his transformation workshop. He bestowed his wealth of knowledge on everyone who attended giving them the power to enhance and transform their lives. Harry also spoke about how to create effective habits to ensure high performance in any area of life and on ways to become an outstanding leader.

Recipe for Success November 2016

Melbourne's own Uppma Viridi discussed how she has juggled working with pursuing her love of Chai at this event hosted by CBA. Uppma's enthusiasm was infectious and she spoke about how she broke out of the mould in a traditionally male dominated field. She urged the audience to showcase their uniqueness.

Workspired June 2017

An intimate workshop with Indar Gill, a PWC consultant, and owner of Workspired provided the audience with real tips to strive towards a career that aligns with your inspiration. With disengagement at an all-time high, Indar discussed finding your strengths and how to find a career you love.

Storytelling and Listening for Leadership July 2017

Benaifer Bhadha, leadership and storytelling coach from New York delivered an insightful workshop with practical skills on active listening and how to deliver a story with more impact. Attendees were given the opportunity to practice these skills and learnt how to build a story bank to help in their professional and personal lives.

THE MELBOURNE TEAM



Ratanjit Singh
YSPN Mentoring Lead
Entrepreneur



Jaspreet Sidhu
Mentoring
Clinical Manager



Simer Khaira
Melbourne Lead
Research Scientist



Preet Toki
Finance
Commercial Analyst



Harjoth Veriah
Melbourne Marketing
Pharmacist



Gary Sandhu
YSPN Finance Lead
Financial Accountant & Analyst



Arvind Dhaliwal
Events
Engineer



Saachi Chaudhary
Events
Pharmacist

BRISBANE

YEAR IN REVIEW

Transformation Workshop with Harry Singha October 2016

If Harry Singha's event could be summed up in one word, it would be 'powerful'. The UK based Harry Singha had an effect on every member of the sold out audience. Harry began by connecting with the audience with his personal story. The audience was drawn to Harry's every word, with some almost shedding tears. Harry's story then went to one of perseverance and hope, showing people that they could achieve their goals despite their setbacks. The event was interactive and the audience participated in many exercises and games.

Think Social, Think Digital March 2017

Laura Campbell – Director at Deloitte – was YSPN Brisbane's first speaker of 2017. Her talk on the digital economy included what is currently happening and what the future holds. One of the highlights of the event was Laura's focus on the importance of digital platforms like LinkedIn, with feedback suggesting that the audience really valued the tips Laura provided. Her insights, and experiences equipped the audience to ensure they are prepared for the constantly changing economy. With no shortage of questions for Laura from the audience, and during the post-event networking Laura was happy to engage with the audience one-on-one.

Storytelling and Listening for Leadership June 2017

Benaifer (trainer/performer/storyteller) started with her own story about identity and growing up in the midst of two cultures, skilfully picked for its relevance to the audience, instantly demonstrating the connection felt through stories we share. She then coached an audience member through a personal story of her own and demonstrated the power of all our stories in the way the audience was enraptured. The logistics behind our behaviours and habits related to listening and storytelling were realised by the audience in activities following. The event encapsulated the significance of empathy, connection and the vulnerability required to build these and make a memorable impression. It also touched on the understanding the context of others' stories and knowing your audience.

THE BRISBANE TEAM



Luckbir Singh
YSPN External Affairs Lead
Lawyer



Rajit Gilhotra
Events
Doctor



Preety Bains
Events
Lawyer



Manpreet Kaur
Marketing
HR Professional



Ramy Singh
Finance
Accountant



Simran Kaur
Marketing
Dentist



Amrit Prihar
Brisbane Lead
Student



Manpreet Kaur
Finance & Mentoring
Accountant



Mandeep Singh
Events
Aviation Engineer



Nasireen Kaur
Marketing
Engineering and Business
Undergraduate

PERTH YEAR IN REVIEW

Panel 4 Success November 2016

This event featured professionals from four major industries in Perth including Engineering, Health, Law and Finance. The panelists included Amarjit Grewal (Principal Project Manager at I&E Systems), Tejinder Singh (one of only four radiologically guided Neurointerventionists in the state), Sukhwant Singh (Legal Director) and Jody Hutchinson (Director at the Business Tax Advisory team at Deloitte). The attendees were provided with the opportunity to hear from successful professionals from a range of industries in a facilitated Q&A environment, covering the panellists journey in their career and important topics including how to approach interviews when applying for new job opportunities.

Inkquisitive Illustration: Art with a Purpose January 2017

Amandeep Singh, aka Inkquisitive Illustration, is an internationally renowned artist who has caught the attention of high profile names, such as LL Cool J, Drake, The Weeknd, Missy Elliott, J Cole, Madhuri Dixit, Ice Cube, Billboard, BBC, and many others who are massive supporters of his work. The exceptionally talented Inkquisitive appeared at our first marquee event for 2017 travelling all the way from the UK. Inkquisitive Illustration is one of the leading young artists creating work that reflects a new movement of self-expression and experimentation.

At this event he discussed his journey as an artist, academic work, how he entered the art world and successfully held exhibitions around the world, as well as the wider social work he has been involved in.

Career Success in a Challenging Economy May 2017

This event was designed to equip participants with practical skills that they can take away and use in their next job application or interview. The event featured top recruiters including; Andrew Dixon (Head of Talent Acquisition at Bankwest), Kerry-Jane Lindeque (Human Resources Practitioner with 20 years experience working in large, multi-national and global organisations), Tristan Kolay (Resourcing Advisor within the international & local resources & energy sector) and Jodie Gillespie (Associate Director for one of the world's leading specialist professional recruitment consultancies). The panelists covered three key recruitment topics that are seldom covered at University; How to find the right job and get into the market? How do I write my CV to stand out and stay relevant? And what to expect in an interview so I can be prepared? Not just this, but all the attendees managed to take away a resume that was health checked by both either Andrew, Kerry-Jane, Tristan or Jodie.

Storytelling and Listening for Leadership July 2017

Storytelling is one of the most impactful and connective means of communicating with others. YSPN was fortunate enough to have Benaifer Bhadha facilitate a workshop on how to craft compelling stories that create a memorable impact in every context and how storytelling can become an empowering technique for connection in our family, workplace, communities and society. As an executive coach and trainer residing in New York, Benaifer has worked with major foundations, socially conscious companies, NGOs and educational institutions all over the world. Some of her clients include UNICEF, the Open Society Foundation, the Rockefeller Foundation, Medium, Bloomberg LP, Twitter, Indian Institute of Management Ahmedabad (IIM) and Columbia University.

THE PERTH TEAM



Jasdeep Bansal
Perth Lead
Project Engineer



Prabhpreet Dhillon
Events
Lawyer



Balraj Hansra
YSPN Content Lead
Mining Analyst



Jaspreet Mudhar
Marketing
Doctor

A group of people, including men and women, are standing and sitting in front of a building. The image is overlaid with a semi-transparent orange filter. The text 'AUCKLAND' is written in large, bold, yellow capital letters, and 'YEAR IN REVIEW' is written in bold, blue capital letters, both oriented vertically on the left side of the page.

AUCKLAND

YEAR IN REVIEW

Launch of YSPN Auckland

On the 22nd of July YSPN launched its long awaited Auckland chapter in front of a sold out crowd of close to 100 young Sikh professionals. The event was launched by newly appointed Auckland lead, Sofia Kaur. Karan Anand, YSPN Chair shared the strategy, progress and impact YSPN has had over its 5 years of existence in Australia.

Karan's address was followed by a keynote by Dr Malvinder Singh Bains, a NZ native neuroscientist and world leading researcher in Huntington's disease. Malvinder, a former finalist for young New Zealander of the year shared her story of success and her passion for finding a cure for this debilitating brain disease.

The event closed with extensive networking amongst the sizeable audience with many remarking that an initiative such as YSPN was long overdue and they looked forward to seeing it succeed over the coming years in Auckland.

THE AUCKLAND TEAM



Kulvinder Singh
Marketing
Business Analyst



Navtej Randhawa
Events
Real Estate Agent



Vishav Singh
Events
Strategy Consultant



Gawan Bakshi
Events
Investment Broker



Jasdeep Basra
Marketing
Teacher



Robin Singh
Events
Business Manager



Sofia Kaur
Auckland Lead
Teacher



Harpal Singh
Events
Integration Lead



Bhavneet Matharu
Marketing
Accountant

Events

This is the second year the Shared Events function has been active with the goal of delivering an exceptional, integrated events experience across all YSPN geographies. In 2017 we are on track to deliver 20 events in Australia, as well as a new set of events in our newest chapter, Auckland.

We have worked exceptionally hard this year to deliver 2 multi city speaker series', with both Benaifer Bhadha's, Storytelling and Listening for Leadership workshops, and Sapreet Kaur, Advocacy in the Age of Fake News. These events were coordinated at a national level and delivered across multiple cities, establishing a foundation for such events in the coming years.

We streamlined our multi-faceted events calendar in 2017, appealing to all of our different market segments, and as such, managed to engage a broader audience throughout the year, which became evident with the new and changing faces at our events.

We will continue to implement new exciting ideas into the events function to ensure that YSPN stays dynamic and delivers value to our members in the years to come.

Marketing

The Marketing and Non-Events Engagement team continued to build on the professionalism of the new brand identity. We saw continued success across our digital channels with a focus on operational excellence in executing promotional campaigns, and delivering a unified brand experience.

Following the unveiling of the refreshed brand identity of 'Professional Sewa' by Studio Nerve last year, the marketing team established relationships with visual design resources and video production studios. These partnerships have led to the more strategic approach to collateral production and delivery; and a consistent tone of voice and visual style.

We continued to experience growth across our social media channels with Facebook growing 50% year on year, and LinkedIn 42%. Facebook engagement was extremely strong across videos produced. The four videos released over the year resulted in 27,600 views, a fantastic result and extremely efficient method of sharing our message.

Following several setbacks in the development of the website, we have recruited several resources to join the broader Marketing function in delivering the website. The website went live on Sunday 20th August, and successfully integrated several YSPN systems, in the pursuit of driving a single unified experience both physically and digitally.

The above improvements to YSPN's marketing effectiveness, continue to move us closer to a more tightly integrated digital organisation. We're excited to see what the next year brings as we strengthen our discipline and

focus on analytics across the website, social media, and events in an effort to improve the member value proposition in conjunction with other YSPN teams.

Mentoring

Following the success of the Medical industry focused mentoring program last year, YSPN built on its success this year with a broader National Mentoring program launched in April this year.

The 2017 YSPN Mentoring program was developed with feedback and recommendations of industry leaders, and aims to add value to the career development experience of the mentee, and to enrich learnings and the ability to contribute back for the mentors. The program is structured to occur over three months with the objective of the mentor and mentee developing solutions address the mentee's workplace challenge or career aspiration.

Approximately 30 participants committed to developing their respective careers, gathered for the mentoring launch workshop on April 1 2017 in Sydney and resulted in 10 mentor-mentee pairs. Below is a highlight from a mentees experience during the program:

"My mentor provided some great examples of where he trialled a few options or had to pivot his model in order to approach a different method. He advised [me] on how to listen to advice from others, but also stick to my 'guns' and not be distracted by too much outside noise. He also explained the importance of resilience, perseverance and effort involved".

The Mentoring program was rolled out to Brisbane in July this year, with plans to roll out the program in other geographies in the near future.

Content and publications

This year, Content was elevated to the national stage in order to increase focus and resourcing on what is expected to be an important pillar of YSPN. The focus of the Content Function is to develop long form content pertaining to the strategic interests of YSPN. In 2016, we continued progressing our first long-form content piece, The effects of technological ride sharing apps on the Australian Taxi Industry. This was driven through the services of Global Scope, a program that engages teams of university students to conduct projects under the supervision of consulting partners. Through a three week project with Global Scope, we were able survey over 140 taxi drivers to ascertain their perceptions of the personal transportation industry and how it had been affected by technological entrants such as Uber. These survey results formed the basis of our analysis and subsequent policy recommendations. We're continuing to work toward launching this content piece in future.

External affairs

The External Affairs team positioned itself this year to enhance our funding levels through sponsorships and grants. These two pillars were pursued and strategies implemented to improve the amount of funds that could be obtained for YSPN. The highlights this year were:

1. **Awarded a \$12,900 grant** by Australia India Council and Department of Foreign Affairs and Trade to execute four events across Sydney, Melbourne and Brisbane. The funding enabled us to cover the costs for domestic and international travel and the accommodation for the speakers. Further we were able to engage professional graphic designers, photographers and videographers to cover the events and develop high quality content for print media.
2. **Finalist for Community Services Excellence** for the Year at India Australia Business & Community Awards (IABCA) 2017, to be held at Brisbane in October 2017. This nomination recognises the vision YSPN shares with IABCA, which is to foster entrepreneurship and leadership amongst the community. Being a finalist in this award assists YSPN in promoting ourselves to expand internationally and gain credibility to attract high calibre global speakers.
3. **Raised over \$9600** through YSPNs inaugural crowdfunding campaign, which provided us with the opportunity to engage with the broader community. The funds raised enabled us to subsidise costs for venue bookings and catering for several events across the country, establish our first international chapter and organise the YSPN summit.

In addition to grants and awards, YSPN has been fortunate to have a number of supporters who have provided us with both financial and non-financial support. These include Montagio Custom Tailoring, AusPac Finance, Griffin College, The Commonwealth Bank of Australia, SapientNitro, Indian Link, Deloitte, the Melbourne Business School, Maya Sweets, FWC Australia and MacDonnells Law, Australia India Council, Sikh Youth Australia and Studio Nerve.

Finance & Member management

In 2015/16 the Finance team had a mandate to build the financial backbone for YSPN, preparing us for future growth opportunities. A number of initiatives commenced last year to support this objective, which were extended into this reporting period. This year, we continued the formalisation and streamlining of our financial processes to embed efficient execution across all functions.

This was primarily achieved through consistent financial reporting templates and procedures, such as the end-to-end events template; the provision of commentary around financial reports ensuring the accurate understanding

of broader organisational impacts across the Executive team; and the facilitation of prudent financial measures resulting in an overall cost neutral position for the year.

Over this reporting period, the highlight for the finance team was a digital transformation of our financial system, moving YSPN away from decentralised spreadsheet based reporting, onto Xero. This transformation will allow YSPN to hit the ground running with accurate, real time data, out of the box reporting, and clean audit trails. This was a critical milestone for YSPN as recent growth in operations with more events in different cities formed an urgent need to move away from the previous system. YSPN has since delivered the same digital transformation for Sikh Youth Australia, our parent organisation to help more effectively consolidate our reporting through to them.

From here, the finance function will focus on profit and loss analysis which will enable better forecasting for 2017/2018 for our external affairs teams, partners and sponsors.

YSPN Australia would like to express sincere gratitude to our current partners. The funding, services and expertise provided by these organisations assist and encourage YSPN to both meet and exceed its strategic objectives each year. YSPN is dedicated to ensuring that we create the conditions for every 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.

CURRENT SPONSORS, PARTNERS, SUPPORTERS:



OUR PARTNERS

Over the past year, our capabilities in mentoring and content have begun to deepen with teams recruited to deliver those programs. Next year, we expect to build on the incredible success of the mentoring program from this year, delivering the program to all the remaining YSPN chapters, and refining its delivery to be more systematic. In addition to this, we are working toward delivering our anticipated first content piece.

REFINE OUR EVENTS AND DIGITISE THE EXPERIENCE

Over the past five years our core events offering has matured with improvements made continuously over that period. In the following year, we expect to further improve the way our events are co-ordinated nationally, delivered locally and engage with members throughout their interactions with YSPN. This will be driven heavily through our opportunities to better leverage our digital channels, as well refining the types of events we deliver making them more focused on the needs of our members.

With the much anticipated launch of our first international chapter, Auckland, New Zealand, and having delivered over 50 events here in Australia over five years, we're well on our way to becoming the pre-eminent international professional Sikh network. We will continue to build on this momentum by strengthening our connections with other international Sikh organisations, and focus on launching our next international chapter when the time is right.

A large, stylized orange number '17102' is positioned on the right side of the page, oriented vertically. The digits are thick and blocky, with a slight shadow effect. The '1' is at the top, followed by '7', '1', '0', and '2' at the bottom.

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