

YOUNG SIKH PROFESSIONALS NETWORK ANNUAL REPORT 2017/18



We do our best to make sure that the material in our Annual Report is complete, correct, current and not misleading. However YSPN cannot guarantee that this is the case. YSPN does not accept any liability for any loss, damage, cost or inconvenience anyone might incur as a result of using or relying on the material set out in this Annual Report.

This annual report was designed by the peculiar folk at Nerve.
Visit studionerve.com to have a chat.

Introduction from our Chair	2
Message from our parent organisation	4
Our vision and strategy	6
Major achievements	8
YSPN impacts	10
Spotlight on	12
YSPN executive profiles	14
Year in review	
Sydney	16
Melbourne	18
Brisbane	20
Perth	22
Auckland	24
Shared functions reports	26
Our sponsors and partners	28
Priorities for 2017/18	29
Contact	30

SINCE 1971 WE HAVE GROWN OUR CONTRIBUTION



INTRODUCTION FROM OUR CHAIR

Our sixth year of YSPN, and my first as Chair, saw the further maturation of our events offering, a digital transformation underpinning the continued development of the YSPN brand, deeper community engagement and broader partnership building. Fundamentally, through the work we started in the Digital Transformation led to an extension in our audience offering.

Continuing the development in the previous year, we again saw the delivery of a unified theme for all YSPN Chapters. This year's theme was, "From a Whisper to a Shout." Building on the concepts underpinning the theme, as well as feedback and observed outcomes from attendees, we consciously shifted our events mix to focus on delivering more grassroots, skills-based workshops rather than increasing the number of headline marquee events.

Across our chapters, we delivered workshops on: lean startup development, public speaking (in conjunction with Toastmasters), negotiation workshops with noted academics and practitioners. These workshops gave our participants actionable advice, and an opportunity to practise these skills hands-on in a safe, constructive environment. This valuable combination meant that participants were able to take away important skills they could apply immediately in their careers.

Our events offering, also included our usual lineup of Marquee events that featured eminent speakers such as Sapreet Kaur, the former Executive Director of the Sikh Coalition, New York; Alex Bhathal, Former Greens Candidate for the Seat of Batman, Victoria; and Rashpal Bhatti, Vice-President, Marketing Freight at BHP, Singapore. Overall, we've now delivered 75 events, and impacted over 3,500 people.

In the background, our team focused on the execution of our digital transformation, which is expected to bring about a host of benefits in the co-ordination of geographically dispersed organisation such as ours. The Transformation involves a holistic change in our operating practises to leverage the benefits of the Microsoft Productivity suite which has been rolled out to all our members.

The delivery of this Digital Transformation and the development of our brand platform and stronger digital capability has enabled us to reconsider how we go about executing our mission of "creating the conditions for young Sikhs to succeed and amplify their influence." A perfect example of how this new thinking is manifesting in the organisation is the development of a digital mentoring platform with our partners Practera, and the transformation to leverage digital tools, such as automated email campaigns and push notifications, which will reduce the operational overhead, allowing us to impact the more than 55 people that participated in the program over this year.

As our brand has developed over this year, we have increased the level of community engagement, meeting with members of NSW Parliament, participating in discussions with participants from Khalsa Camp and United Sikhs, as well as announced a partnership with the Sikh Startup Course. Additionally, we helped to bring about special stories featuring Sikhs in the AFR and ABC.

Naturally, none of this would be possible without the continuous effort of our sponsors and volunteer team. I'd like to thank Sikh Youth Australia, AusPac Finance, Montagio Custom Tailoring, Gilbert and Tobin and Indian Link for continuing to support us, and the wonderful volunteer team which toils tirelessly behind the scenes to deliver on our mission.

**Best Regards,
Ramneek Singh
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 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 also 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 including the establishment of a common accounting system across YSPN and all of SYA chapters.

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

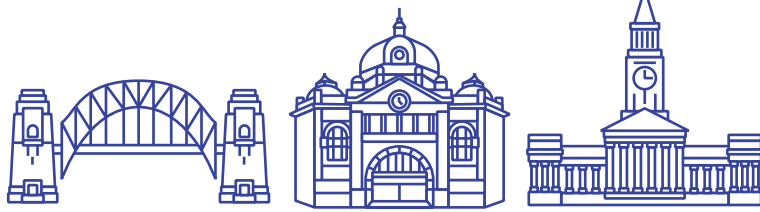
- Engage with Sikh and non-Sikh leaders at the top of their field
- Establish partnerships with other organisations
- Support the establishment of other similar networks in other communities

MAJOR ACHIEVEMENTS

18
EVENTS

6
CITIES

700+
ATTENDEES IN TOTAL



MENTORING PROGRAMS

Our mentoring program impacted 55 mentees



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

4% GROWTH
**IN AVERAGE ATTENDANCE AT OUR
EVENTS THIS YEAR**

YSPN EXECUTIVE PROFILES



Ramneek Singh
YSPN Chair
Entrepreneur



Gurvansh Bhatia
Events Lead
Entrepreneur



Ratanjit Singh
Mentoring Lead
Entrepreneur



Amardeep Gill
Mentoring Lead
Consultant



Sofia Kaur
Auckland Lead
Teacher



Preety Bains
Brisbane Lead
Lawyer



Preet Toki
Melbourne Lead
Pricing Manager



Jasdeep Bansal
Perth Lead
Project Engineer



Jasmine Deogun
Sydney Lead
Financial Analyst



Melvir Sidhu
External Affairs
Financial Analyst



Saksham Kapoor
Marketing Lead
Associate Director



Balraj Hansra
Content Lead & Events
Principal Planning Analyst

SYDNEY

YEAR IN REVIEW

Advocacy in the Age of Fake News with Sapreet Kaur September 2017

YSPN Sydney hosted a Luncheon with Sapreet Kaur (Executive Director of the Sikh Coalition) focusing on Advocacy in the Age of Fake News. Sapreet Kaur has been Executive Director of the Sikh Coalition since 2009. In her 8 years leading the organisation, the Sikh Coalition has tripled in size and is now of the biggest Sikh Civil Rights organisation in the world.

The Sikh Coalition is a community-focused organisation that works towards securing safer schools, preventing hate and discrimination in the broader community, creating equal employment opportunities and empowering local Sikh communities. Sapreet spoke about the Advocacy for the rights of minorities in this new age of fake news. Our members had the opportunity to hear her story and her reflections as a female head of an organisation and the challenges that came with the role.

Business Canvas Workshop December 2017

YSPN Sydney held an insightful workshop with Studio Nerve (Design/Consulting) + Montagio (Fashion/Retail). Both companies shared their journeys and advised attendees on how to turn an idea into reality! The format was a collaborative workshop where we invited our audience to bring an idea or a concept with potential that they have always wanted to explore and share / socialise in an inspiring environment surrounded by like-minded people. This workshop was designed to enable our members to understand how to think about the business through a step by step walk-through of the lean business canvas model.

Defining Your Voice: A Public Speaking Workshop April 2018

Sydney's first event of 2018 as part of the Defining Your Voice series held across the country sought to equip our members with the skills to be confident public speakers to enable them in achieving their professional and personal goals. Featuring noted panelists from Sydney's Startup scene, Lily Wu and Vaibhav Namburi, the event had over 25 attendees from different industries and experience levels. Ending in a series of speeches by members chosen as strongest among their group, the interactive workshop allowed everyone to develop their skills in a safe environment.

Getting the Yes: A Masterclass in Negotiations June 2018

YSPN Sydney's second event for 2018, Getting the Yes, hosting a negotiation masterclass with seasoned negotiator and academic Noa Sheer. The event was generously sponsored by Allen and Overy.

Our members identified negotiation as a critical skill underpinning career and commercial success, and a skill that people use multiple times per day as we discovered that most interactions are some form of negotiation - a request for a file, a phone call or a simple task, all are examples of negotiations. The key insight Noa brought to the table to build on "Getting to Yes" (the negotiating bible) built upon behavioural research and managing or exploiting cognitive biases. This event attracted professionals from a range of backgrounds including finance, law, consulting and even doctors.

THE SYDNEY TEAM



Ramneek Singh
YSPN Chair
Entrepreneur



Gurvansh Bhatia
Events Lead
Entrepreneur



Gursimrat Bawa
External Affairs
Aerospace Engineer



Melvir Sidhu
External Affairs
Financial Analyst



Jasmine Deogun
Sydney Lead
Financial Analyst



Gurbaj Pawar
Mentoring
Strategy Consultant



Harjit Sidhu
Mentoring
Financial Analyst



Reshpaul Chahal
External Affairs
Auditor



Karan Anand
Events
Management Consultant



Hasveen Chahal
Events
Auditor



Saksham Kapoor
Marketing Lead
Associate Director



Jasdeep Singh Chhabra
Events
Customer Account Executive

MELBOURNE

YEAR IN REVIEW

Advocacy in the Age of Fake News August 2017

Sarpreet Kaur, Executive Director of the Sikh Coalition in the USA spoke about her journey in leading one of the biggest Sikh Civil Rights organisations in the world. Sarpreet shared intimate details on many life experiences including an invitation to Oprah Winfrey's residence and becoming the first Sikh to speak at a Presidential Inaugural Prayer Service.

Life in the Political Spotlight November 2017

Alex Kaur Bhathal, a member of the Australian Green's Political party for over 15 years shared her learnings and challenges as a Green candidate in the key seat of Batman, Victoria. Alex motivated the audience to act on issues including global warming, marriage equality and fairer treatment for people seeking asylum.

Lead into Leadership February 2018

John Holding, Group Executive, People & Performance at Nufarm (ASX 200 Listed) inspired the audience with his career journey spanning across numerous continents and industries. John shared numerous tips including how to rise efficiently on the corporate ladder and addressing career road blocks.

Connect and Grow June 2018

We closed out the year with a pure networking event facilitated by the YSPN Melbourne team. The audience were taught practical networking strategies and given the opportunity to 'work the room' through numerous activities. The event was a fitting end to a year where we created the conditions for Young Sikh Professionals to Succeed and Amplify their influence in the wider community.

THE MELBOURNE TEAM



Preet Toki
Melbourne Lead
Pricing Manager



Jaspreet Sidhu
Events
Senior Project Manager



Simer Khaira
Events
Research Scientist



Ratanjit Singh
Mentoring Lead
Entrepreneur



Harjoth Veriah
Marketing
Pharmacist



Gary Sandhu
Finance
Financial Accountant & Analyst



Arvind Dhaliwal
Events
Engineer

BRISBANE

YEAR IN REVIEW

Dare 2 Be Different with L-FRESH The LION & Sukhjot Khalsa July 2018

YSPN Brisbane for the first time ever collaborated with Queensland Sikh Society to host an Evening with dynamic duo L-FRESH The LION and Sukhjot Kaur Khalsa. Both of these artists have faced discrimination yet talked of how they used their gift of spoken word poetry and music to express their identity as a Sikh born and brought up in Australia. Sukhjot Kaur Khalsa, spoken word artist, shed light on the importance of visibility in a Western country with an ethnic background, feminism, Australian identity and cultural confusions. L-FRESH The LION, the rapper, talked about his experience of feeling lost and finding himself through hip hop which he now uses to break down cultural barriers and make our society a better, more supportive and inclusive place.

Defining Your Voice: Public Speaking Workshop April 2018

YSPN Brisbane kicked off 2018 with a Public Speaking Workshop "Defining Your Voice" hosted by Carolyn Shaw, a Talent Management Professional, Organisational Change Leader, Behavioural Analysis Consultant, Trainer, Facilitator, Coach - a fantastic way to start off the year. Drawing on her extensive experiences, Carolyn provided the attendees with a number of strategies and tactics on how to structure impactful messages and enhance our communication toolkit. It was an evening of amazing engagement, networking and participating around learning how to engage your audience better. It wasn't just the attendees and the YSPN Brisbane team that enjoyed their time, Carolyn Shaw said she was "on an energy high and was grateful for the opportunity to present a keynote and connect with such an uplifting community of young professionals."

THE BRISBANE TEAM



Preety Bains
Brisbane Lead
Lawyer



Amardeep Gill
Mentoring Lead
Consultant



Ramy Singh Dayal
Finance
Accountant



Navdeep Gill
Design Lead & Marketing
Marketing Coordinator



Karan Mand
Events
ICT Business Analyst



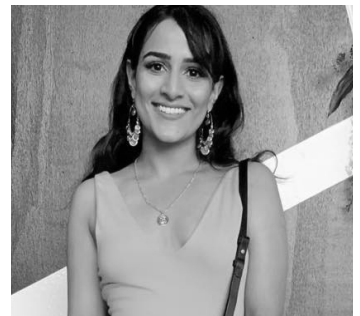
Manisha Pannu
Marketing
Lawyer



Nasireen Kaur
Marketing
Engineering Undergraduate



Amandeep Singh
Events
Engineering Undergraduate



Arshdeep Gill
Events
Honours Student



Gurvinder Singh
Events
Accountancy Undergraduate



PERTH

YEAR IN REVIEW

Leadership and Diversity in a Changing Market October 2017

Rashpal Bhatti spoke in conjunction with our national theme “First Generation of Leadership”. He covered his leadership journey, that led him to becoming Vice President at BHP. He shared his personal tips on how to manage your career in the current volatile economy to achieve your full leadership potential. He also added how to leverage a diverse background to add value in a career. Rashpal joined BHP in 2002 and has held various senior positions across Marketing, Technology and Procurement. He has been based in Europe, U.S.A, India and most recently Singapore, where he was appointed Vice President Marketing Freight in 2015. Rashpal holds a non-executive Director position on the RightShip Board. Furthermore, as a member of Singapore’s International Maritime Centre(IMC) 2030 Advisory Committee, Rashpal contributes to the future of the maritime industry through advice on technological disruption and sustainability.

Defining your Voice March 2018

Public speaking is one of the most impactful and connective means of communicating. In this collaborative multi-group workshop, hosted by members of Young Guns Toastmasters and YSPN Perth, we aimed to help attendees overcome their nerves, face their fears and teach them basic technique of public speaking with the aim of defining their own unique voice. In fact, almost all attendees managed to present as well as received feedback from the members of the Young Guns Toastmasters. Facilitated by skilled executives from Perth, Young Gun Toastmasters: Shil Shanghavi, Sarah Blyde, Lois Andrijich, Sebastian Bednarczyk and Dan Broomfield, this workshop was interactive and engaging while still maintaining a friendly and fun atmosphere.

THE PERTH TEAM



Jasdeep Bansal
Perth Lead
 Utilities and marine System Engineer



Balraj Hansra
Content Lead & Events
 Principal Planning Analyst



Amrit Khamo
Marketing
 Solicitor



Jaspreet Mudhar
Marketing
 Doctor



Sanjiv Rangi
Finance & External Affairs
 Data Analyst



Amtoj Sethi
Marketing
 Mechanical Engineer



Avtar Singh
Marketing
 Entrepreneur



AUCKLAND

YEAR IN REVIEW

Strong Finish, Fast Start November 2017

YSPN Auckland hosted another sold-out event with performance coach Ian Richards, as the keynote speaker and facilitator. Set along the theme of finishing the 2017 year strong and starting 2018 fast, smart and ready, Ian encouraged our network to set ambitious goals and to be brave in taking steps to achieving them now. He shared organisational tips, time management skills and provided practical tools for reflection and self-assessment which allowed the audience to rebuild more favourable paradigms for success.

Your Career Journey May 2018

On Friday 4th May, YSPN Auckland held 'Your Career Journey', the first keynote event for 2018. The event featured Sarv Girm, one of the highest-ranking Sikhs in corporate Australia and New Zealand as CIO of The Reserve Bank of Australia. Sarv addressed the YSPN network with grace and humility: his interactive keynote inspired change, challenge and growth. Sarv shared the most significant and impactful events of his career journey so far highlighting the idea that education does not finish upon the completion of a degree – it is a lifelong process.

Blazing a Trail: Being an Authentic Leader August 2018

Auckland's first panel-style event brought together four successful women of South Asian descent who have undoubtedly blazed a trail in their career journeys so far. Joining the conversation was Hardeep Kang (General Manager at Fonterra), Dil Khosa (Operations Director at Parrot Analytics), Aryanah Paul (Psychologist at Department of Corrections) and Mandeep Kaur (Ethnic Peoples Relations Community Officer at the New Zealand Police). The panel discussed what authentic leadership meant to them, engaged in conversation around how identity informs career trajectories, how they came to understand their purpose and how they have navigated their career journeys as immigrants and women of colour in New Zealand.

THE AUCKLAND TEAM



Sofia Kaur
Auckland Lead
Teacher



Harpal Singh
Mentoring
Integration Lead



Newzee Bhullar
Marketing
Finance Graduate



Bani Tapia
External Affairs/ Finance
Finance Analyst



Ashvindev Singh
Events
Project Manager

Events

The theme for the 2017/18 year was “From a Whisper to a Shout”, and was aimed at enabling the Network to grow their confidence as individuals and young professionals. The early part of the year was aimed at providing our attendees with insights into how individuals (including Sapreet Kaur/ Executive Director of the Sikh Coalition, Sukhjot Kaur Khalsa – Spoken Word Poet and social rights campaigner and L-Fresh the Lion – Rapper) have managed to define their voice and shape discussion in not just the Sikh community but also the broader Australian Community. We then held workshops to help attendees gain the skills needed to define their voice, but also showcase it to the world.

The year focused on ensuring that all attendees were able to take away tips and skills that they could apply immediately to their professional and personal lives. With over 700 attendees across 5 locations (Sydney, Brisbane, Melbourne Perth and Auckland) and esteemed speakers from around the world, 2017/18 has been an incredibly successful year for YSPN globally.

Digital, Marketing and Engagement

Digital

2017/18 saw the launch of our updated digital engagement strategy. Following discussions held during Summit 2017 and help from the Finance and External Affairs teams, YSPN moved onto Microsoft Productivity Suite as our collaboration platform of choice (encompassing Outlook, SharePoint and Microsoft Teams, replacing for the most part, Facebook, WhatsApp, Messenger). The documentation collected in this process also got us access to Canva for Work to further streamline our graphics capabilities and equip all geographies to be self-sufficient. Our website has also started to play a role in our Mentoring programs, along with operability with some exciting third parties to leverage on each other's capabilities.

Marketing and Engagement

Our revamped website also started to see more engagement among our user base and a higher role in our digital strategy for the upcoming year. The creation of standard templates for post-event blogs helped us on our journey to provide value to our members long before, and after, they attend our events – and become a powerful marketing tool in their own right. We also started to become smarter in our marketing campaigns, using Buffer to give us greater insights and control into our posting schedules, and reach a wider and more connected audience. 2018 also saw the launch of our Instagram account, with Stories forming a key part of our engagement strategy to driving people to our accounts.

Mentoring

YSPN Mentoring Program

This is the second year that the YSPN Mentoring program has been running. We now have mentoring program running in most cities in Australia and across the Tasman – having launch mentoring in Auckland earlier this year.

2018 has been a year of innovation; automation and digitisation of the mentoring program. When the program started in April 2017, we ran the whole program manually – from application forms to collecting feedback to keeping in touch with mentors and mentees.

Automation of Processes

Currently mentoring uses an automated the application process and in the process of automating email mailouts. The automations have created more efficiencies of collecting, analysing and storing information.

Marketing Digitisation

We are in the process of building a one-stop member portal (within the YSPN main webpage) which will contain videos of past experiences of mentees; the online application form and resources and useful information on the mentoring program.

The Vision for YSPN Mentoring

The investment resources in improving the technologies of the YSPN Mentoring programs serve to:

1. Assist us to analysis the data imputed in the forms to better tailor YSPN's contents and events .
2. Expand the YSPN mentoring program without geographical boundaries. For example, to connect young professionals in regional locations to mentors in urban locations.
3. Create a structured mentoring program with measurable outcomes and a portal for mentors and mentees to communicate.

At the time of writing, the Mentoring program was well on the way to achieving the goals above and over the past 2017 and 2018 impacted more than 50 professionals (the most experienced mentee having 15 years of experience, and was promoted as a result of the program) generously resourced by more than 20 Mentors who have been kind enough to volunteer their time, effort and experience to grow the next generation.

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 \$9,600** 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, Redolence Tech and Studio Nerve.

Finance and Member Management

In 2017/18 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.

OUR PARTNERS

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:



DELIVER A SIKH PROFESSIONAL'S CONFERENCE

Take our events offering to the next level and unite the Sikh Diaspora from across Australia and New Zealand, and our broader region. And use this conference as a platform to announce the meaningful arrival of the Sikh community to mainstream Australia.

PRIORITIES

TRANSLATE OUR DIGITAL TRANSFORMATION INTO BETTER AUDIENCE EXPERIENCES

Build on the enhanced digital capability and existing brand platform to deliver more value to our audience through underutilised channels like our mentoring platform, website, videos and webinars. And re-think our events mix and offerings to leverage technologies and channels which do not require large operating overheads to deliver.

FOR

EXPAND OUR INFLUENCE AND GLOBAL NETWORK

Focus on delivering on our advocacy efforts by delivering a substantive thought-piece which starts meaningful conversations about partnerships with local organisations and government representatives, locally and regionally.

2019

web
www.yspn.org.au

email
info@yspn.org.au

[facebook.com/](https://facebook.com/YSPNAU)
YSPNAU, YSPN.NZ

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

[instagram.com/](https://instagram.com/yspn_)
yspn_

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

YouTube search
YSPN Australia

WWW.YSPN.ORG.AU
RAMNEEK.SINGH@YSPN.ORG.AU
FACEBOOK LINKEDIN
TWITTER YOUTUBE

