



do more
feel better
live longer

Employee Volunteering
Annual Report
2018-2019

Sujan
Volunteer in India



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Methodology

This annual report summarises the impact of GSK's corporate volunteering schemes. The qualitative data cited in this report has been gathered through testimonials and case studies from volunteers, non-profit partners and GSK key stakeholders. The quantitative data has been collected from surveys we ran with volunteers, GSK line managers and our non-profit partners.

CEO's statement

Our company has an important purpose: to help people do more, feel better, live longer. PULSE, our flagship volunteering programme, enables our employees to both support society's most pressing needs and develop and enrich themselves.

Since we launched PULSE in 2009, 810 employees have volunteered with 127 non-profit organisations at home and abroad. These PULSE volunteers have created positive, sustainable change in communities all around the world. They are role modelling our expectations of courage, accountability, development and teamwork, and building trust within and outside the company.

When PULSE volunteers return to GSK, they are more confident, resilient and better leaders who bring different perspectives to their roles as a result of their experience.

I am proud of the tremendous impact this programme has had on communities over the last 10 years. Thank you to each one of our volunteers!

Emma Walmsley
Chief Executive Officer



About GSK

We are a science-led global healthcare company whose purpose is to help people do more, feel better and live longer.

In 2018, we had 95,490 employees across our Pharmaceuticals, Vaccines, and Consumer Healthcare businesses, which together generated a combined turnover of £30.8 billion.

We are driven by our purpose and our goal is to become one of the world's most innovative, best-performing and trusted healthcare companies.

We invested £3.9 billion in R&D in 2018 and announced a new approach to our R&D focussing on science related to the immune system, human genetics and advanced technologies.

Our values and expectations define our culture.

Our Values

Patient focus
Transparency
Respect
Integrity

Our expectations

Courage
Accountability
Development
Teamwork



95,490
employees



150
countries

GSK's volunteering commitment

Our commitment is to extend volunteering opportunities to all employees to bring positive change in communities and global health. Our two flagship volunteering programmes, Orange Days and PULSE, enable employees to offer their time and talent to support non-profit or non-governmental organisations (NGOs), while developing their skills and experience.



Orange Days

Orange Days allow our employees to take one day each year to volunteer for a cause in their local community. During Orange Days individuals or teams organise themselves to do hands-on activities such as local community clean-up projects, renovating homes for the disabled, or collecting and distributing goods such as food or schooling supplies to those in need. Some employees offer their skills focussed on Science, Technology, Engineering and Mathematics (STEM) conducting activities for students at local schools, or offering pro-bono legal support to individuals, companies or non-profits in need.

PULSE

PULSE enables a cohort of talented employees to volunteer full-time with partnered NGOs for three to six-months, either internationally or in their home country. Volunteers offer their skills and time to help NGOs with some of their most pressing challenges, often building capacity of the local NGO staff and in turn, developing themselves through this experience.



Through PULSE, we give our people the opportunity to support communities and global health and build their own abilities and experience. It has been inspiring to see the personal growth of colleagues from across the globe and the tremendous impact they have made on communities over the last 10 years of PULSE. Thank you to each one of you!

Jayne Haines, SVP, TL&OD, Human Resources, GSK

Orange Days 2018 highlights

Our Orange Day programme gives all employees one paid day off each year to make a difference for their chosen local community project. Employees often complete their Orange Day working on local community projects, from cleaning up parks to mentoring students.

During our Global Month of Volunteering in October, employees turned their compassion into action, promoting volunteerism at their GSK site and taking part in efforts to help communities throughout the month.

In **2018**, we recorded over **121,237** hours of volunteering by **10,429** employees in **77** different countries.

In the US, 178 employees from our Philadelphia region took part in a food packaging event with Rise Against Hunger packing a total of 35,208 meals that helped nourish the lives of 168 beneficiaries.



In Nigeria, 125 employees partnered with public educational institutions to raise funds for children in need. Volunteers procured schooling materials and spent over 1250 hours in schools - mentoring students, conducting hygiene trainings and painting desks and classrooms.

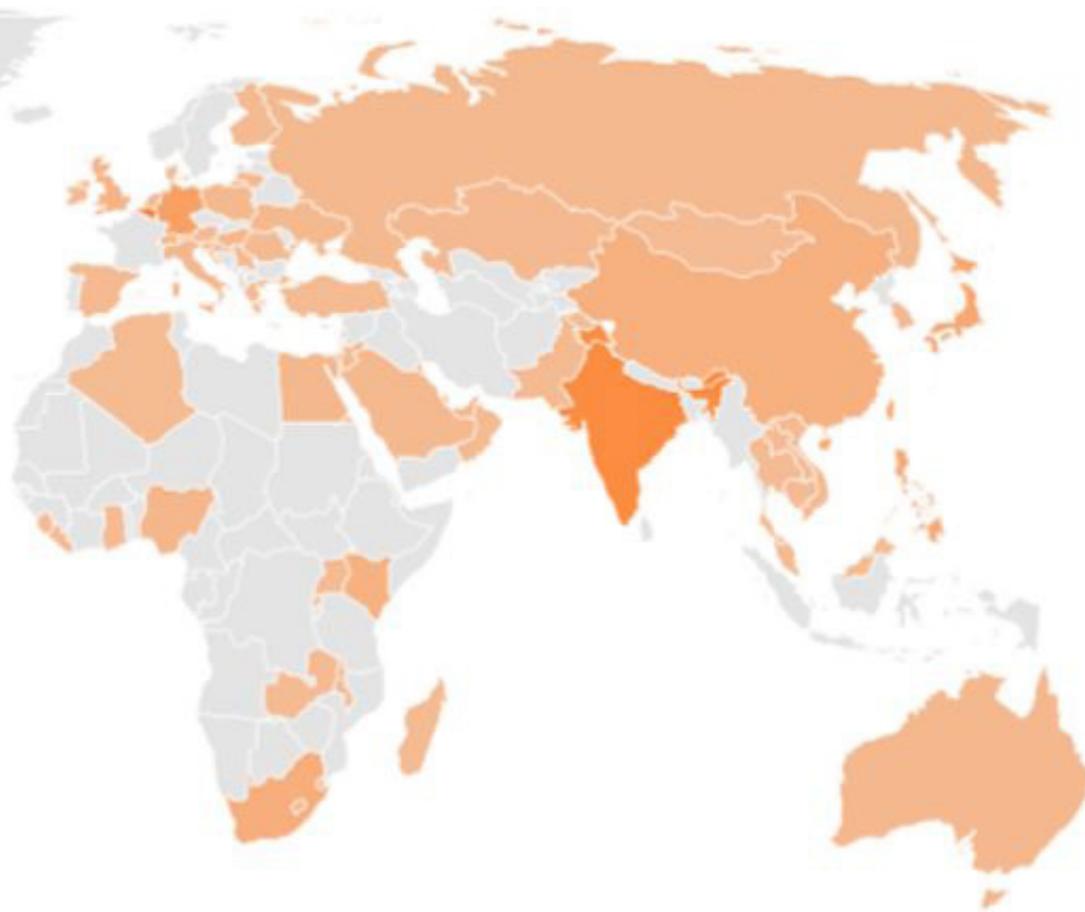


From my perspective, our volunteering opportunities are incredibly motivating for employees and equally powerful for the communities we serve. I have seen first-hand the impact of our Orange Days in my local area and I know for sure that whenever there is a charitable activity in the company, my entire team gets behind it with great enthusiasm! It is a win-win situation.
Dan Millard, General Manager, Vietnam, GSK



260 employees from the Nyon site in Switzerland participated in 14 NGO projects to do different Orange Day activities. The biggest activity involved 100 employees who came together to collect garbage in the mountains for Summit Foundation.

In India, 1200 employees from across the country participated in Orange Days logging a total of 8400 hours and contributing to 20+ local projects. The focus on the community activities was on health and education. Employees worked with several NGOs, including Save the Children, BITAN and St. Jude Childcare Centres.



250 employees volunteered for 'National Senior Citizen's Day' in Taiwan. In three separate events in the northern, central and southern part of the country, employees along with their NGO hosts, accompanied senior citizens and took them to the local museums and arboretums to spend the day out with them.

30 senior leaders from our Belgium and Switzerland sites participated in a one-day skilled-based volunteering workshop in October to provide consultation and expertise to 6 different NGOs. Each of the NGOs came in with a specific organisational challenge that our leaders helped to address.

Map represents the number of employees who took part in Orange Days



1

2000

PULSE

2018 highlights

Through PULSE, employees devote their time and skills to create positive change in communities around the world. This gives them a unique chance to step outside of GSK, develop themselves and bring back fresh ideas and insights. In return, our NGO partners benefit from GSK employee expertise to support their most pressing needs.

Employees

PULSE is a global programme available to all GSK employees. In order to apply to the programme, an employee needs to have at least three years' tenure with GSK, a good performance record and sponsorship from their line manager.

All assignments require employees to leave their day job for 3 to 6 months. During this time their GSK home team covers their work allowing for the volunteer's colleagues to learn and grow.

In addition to the minimum eligibility criteria, employees are also screened on pre-defined leadership and behavioural criteria referred to as the 'PULSE gene' of altruism, cultural sensitivity, flexibility, people agility and resilience.

Once selected, an employee is matched to an assignment based on their skillsets, as well as their interests and development needs.

£3m

Gift-in-Kind shared with our NGO partners in 2018

60,863

beneficiaries positively impacted by our PULSE volunteers, achieving SDG 3 - Ensure healthy lives and promote well-being for all at all ages*

NGOs

PULSE works in collaboration with the Global Health team and Community Partnership teams in local GSK markets to make sure that the assignments are of philanthropic and strategic benefit for communities and GSK. We focus on the UN's Sustainable Development Goals (SDGs) 3 and 4.

Our future focus is to collaborate with non-profit organisations with an alignment to GSK's Global Health strategy. This strategy focuses on using our science to fight infectious diseases that impact children and young people in the developing world with a focus on HIV, malaria and TB. Through PULSE, we work to identify partners, areas of focus and geographies aligned to this strategy where we can have the biggest impact on the health of underserved populations, while giving our employees stretching developmental opportunities.



Arancha
Spain

In 2018, GSK's PULSE Programme won the 2018 International Association for Volunteer Effort (IAVE) Inspiring Practice Award presented at the 25th IAVE World Volunteer Conference in Augsburg, Germany in October. The Inspiring Practice Award recognises a global company that has created a high impact volunteer initiative designed to meet a specific community or societal need.



Louise
United Kingdom

I want to recognise the significant contribution made to global health by the PULSE programme over the last 10 years. PULSE volunteers have worked with our NGO partners on many real and important global health challenges, bringing much needed technical knowledge as well as bags of enthusiasm and personal resilience. Our volunteers are incredible ambassadors for GSK and we are proud of what they've achieved.

Fiona Smith-Laittan, VP, Global Health, GSK

63 volunteers deployed in 2018 in the tenth cohort to support 26 NGOs in 31 countries. They accomplished our 3-fold change mission.

Change communities

By giving our greatest resource, our people, to support non-profit organisations around the world, we aim to contribute real and lasting value to society.

Change employees

Employees step out of their comfort zone and gain more understanding of the global healthcare landscape. PULSE increases their energy, motivation and resilience.

Change GSK

PULSE volunteers are part of how we evolve GSK to stay in step with society. They represent a cadre of employees who return with a bigger view of the world to change us for the better.



98% of NGO supervisors believe the PULSE volunteer's work had a beneficial impact on their organisation and/or local community



92% of employees agree they have acquired, improved or developed skills/competencies as a result of participating in PULSE



72% of line managers agree that their employee brought reinvigorated energy, spirit and motivation back to those they work with

The PULSE programme partners with national and international NGOs to address their talent needs and often involve immersive community experiences, giving volunteers a chance to meet beneficiaries and understand their needs. NGO needs vary - those at a health clinic in a rural setting differ from those identified by organisations supporting quality education in urban areas.

Regardless of whether assignments are in developed or developing countries, urban or rural areas, volunteers are fully immersed with their NGOs and focus not only on solving the immediate problem, but also on building capacity for their impact to be sustainable.

Supporting local communities in STEM education

Liz undertook a home-based 6-month assignment with the Philadelphia Education Fund (PEF). Liz joined PEF as a Project Manager for the McKinney Center for STEM Education. As a daughter of two educators and as a scientist herself, Liz is passionate about engaging others in STEM and supporting the growth of STEM opportunities in her local community. Throughout her assignment, Liz had the opportunity to share her experiences with local school children, as well as conduct workshops with STEM educators.

Liz's project at the PEF was to help continue to address the widening gap between the increasing number of STEM jobs and the number of qualified STEM professionals. Liz says "Across the nation, and here in Pennsylvania, the number of STEM focussed job openings is rapidly outpacing the number of qualified candidates. By supporting local schools, educators and students, we are literally helping to create the next generation of confident, educated, empowered STEM professionals who may end up with companies like GSK, helping us create world-class medicines for our patients."

"For me, to be able to do this in my own local community was very impactful and has the ability to be sustainable, which can deepen the community connection and support."



Liz
United States

93%

of non-profit partners believe that their organisation is doing something differently due to their PULSE volunteer

88%

of our non-profit partners believe that their volunteer's work is sustainable in their organisation

In the US, we work with many community partners that are addressing important social and economic justice issues, like equity in STEM education. Being able to provide not only financial resources, but also the skills of our own talented employees through PULSE, makes GSK's contribution even more impactful.

Becki Lynch, Director, US Community Partnerships, GSK

82%

of volunteers agree their participation in PULSE has sparked new ideas for business improvements, products or services

90%

of line managers agree that PULSE was a development opportunity for their employee



Manjit (right)
United Kingdom

Recognising change within yourself

Volunteers often return from PULSE recognising their experience as life-changing. Sometimes this life-altering experience can be very personal. This is exactly what happened for Manjit who went to work for Save the Children in the Philippines. Since 2007, when Manjit sadly lost her sister on Christmas Day, she has avoided all things Christmas. Instead of staying home during the holidays, she would travel far and wide to create new memories.

“It wasn’t pure coincidence that as a PULSE volunteer in 2018 I was assigned to do marketing and fundraising for Save the Children’s Christmas campaign called ‘#LahatDapat’. I think it was fate!”

Manjit supported the delivery of a programme for children suffering from chronic and moderate malnutrition. She created materials and fundraising opportunities to grow partnerships with schools and corporates for the #LahatDapat campaign. As hard as it was for her to take on an assignment centred around Christmas, Manjit says “through chance meetings, I met and interacted with the most influential people, shared real life issues and united them with a common purpose - to positively contribute to societal changes.”

Manjit recognised that her assignment was not monetary-related or status-oriented, just simply about doing the right thing to help vulnerable children in need and through this work, she has rediscovered the spirit of Christmas.

“Having challenged myself both physically and mentally through various activities, it was my PULSE assignment that enabled me to grow emotionally and spiritually. It has helped me to embrace challenges head-on and supercharged my existing capabilities.”

As one of the first PULSE volunteers to be deployed in 2009 with AmeriCares in India, to now being the Head of volunteering programs at GSK in US, I can personally attest to the fact that the PULSE experience is ‘life-changing!’ I donated my time & skills to create a fundraiser event for AmeriCares that helped them grow their disaster relief & healthcare programs. In return, I recharged my confidence & found my purpose that led me to change my career from marketing to social responsibility. In the last 10 years, I have witnessed the tremendous impact of PULSE and the unique win-win this partnership creates, leading to positive change that lasts beyond the 3 or 6 months. My team & I am looking forward to strengthening our partnerships and creating meaningful and stretch assignment opportunities for our employees in the coming years! **Manu Juneja, Head of Employee Volunteering, GSK**

Bringing back renewed energy and fresh ways of working to GSK

Eliana moved from Brazil to Cambodia for her 6-month assignment to volunteer with Malaria Consortium as a Field Epidemiologist. Her assignment was to help build capacity of the field team and support colleagues to develop their skills in data analysis and dissemination for the Malaria programme for the hard-to-reach populations in the north-east region of the country.

“I came back with a desire to work closely with people, supporting their personal and professional development.”



Eliana (third from left, top row)
Brazil



Dorothy
United States

“I worked with a non-profit, The Food Trust, that ensures access to affordable, nutritious food and dietary information. I learned first-hand the importance of effective communication and returned to GSK to implement an effective communication training to the Vaccines Business Unit.”



Elizabeth
United States

“At Jhpiego, I learnt that through collaborating with key partners, I was able to identify ways to bridge the gap in access to healthcare, so every woman and child, wherever they live, whatever their circumstances, have access to standardised healthcare. The knowledge I gained helped me to improve access to GSK’s medicines for patients.”



Bu
United Kingdom

“At Save the Children, I supported building plans for countries affected by high child pneumonia deaths in Africa and Asia to make a sustained, tangible difference to improving child health. Collaboration was key and I returned to GSK with a renewed sense of professional purpose and commitment to strengthening our internal and external partnerships.”

Mark completed his 6-month assignment with the Clinton Health Access Initiative (CHAI) in Eswatini as a Pre-Exposure Prophylaxis (PrEP) costing volunteer. He worked on the cost analysis for the scale-up of the PrEP distribution through local clinics for the prevention of HIV. He returned to GSK with a renewed approach to work. He says “I am more flexible and care deeply about the CHAI value of ‘work with urgency’. This helps me to identify what part of a solution is the quickest and most urgent to provide versus what can be done later.”



Mark (third from right)
United States

Celebrating 10 years of PULSE

Since 2009,

810


PULSE volunteers

from

65


countries

have worked with

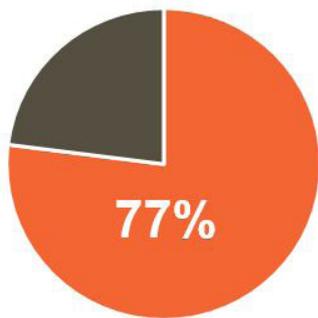
127


non-profits

based in

77

countries



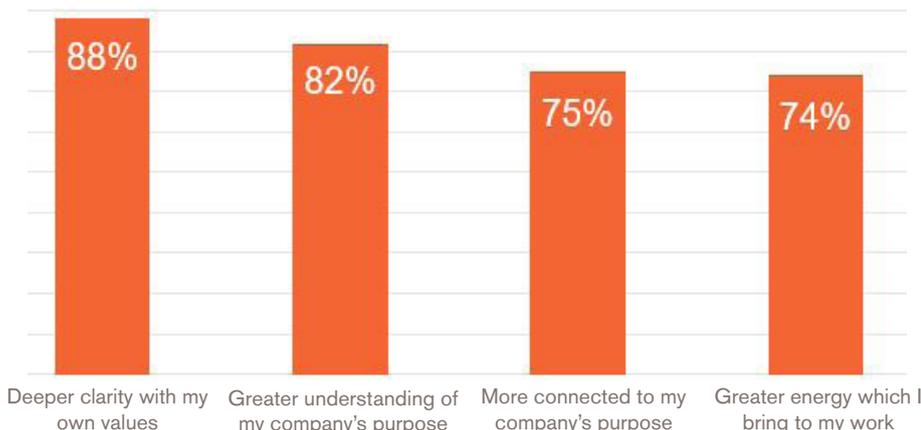
77% of volunteers have taken on a new role since returning from PULSE*

86% of NGO supervisors agree that their PULSE volunteer was a change agent for their organisation

87% of volunteers agree their PULSE assignment has positively developed their leadership skills or competencies*

82% of volunteers brought back a greater understanding of GSK's purpose*

Following their PULSE experience, volunteers felt*



£29m

Gift-in-Kind donated to NGO partners since 2009

*Long term impact data collected through a study conducted by a third-party organisation, Emerging World. Participants who took part went on PULSE assignments between 2014-2017.

A decade of doing good

In the summer of 2009, without fuss or fanfare, about 50 employees from different parts of the world - from Azerbaijan to Bolivia, from El Salvador to Ethiopia, and from Tajikistan to Tanzania - paused their lives to help NGOs and communities in need. Some travelled abroad while others worked closer to home. Whatever their destination, the first wave of PULSE volunteers started a small movement in GSK. A movement that grew steadily, year by year.

The PULSE mission is simple: let's send our talented employees to work with NGOs full-time for three to six-months to use their skills and knowledge to create positive, sustainable change in the NGO and the communities they serve. The employee's job at GSK does not get filled in their absence and they continue to receive their usual pay and benefits. They simply hit the pause button on their GSK job, and in return, they help others while developing themselves.



Hafiz
India

Having PULSE volunteers as part of our small team has enabled us to do much more. They worked on projects that address immediate needs, as well as having a long-term impact in the Philippines and around the world. We know these projects will enable Smile Train and partner hospitals to provide better care for cleft patients and their families. In general, their presence has allowed us to reach more people and spread the word about Smile Train's work. Smile Train is grateful to GSK for this partnership that truly transforms lives.

Kimmy Coseteng-Flaviano, Area Director, South-East Asia, Smile Train



Gilbert
Malaysia

Each PULSE assignment is created by our NGOs and is 'need driven'. The NGO determines what challenge or opportunity they need help with and in what geography. GSK employees are matched based on their skillsets and development objectives. One of the key reasons why NGOs need skills-based volunteers is that they often lack the resources or talent to potentially address this need. In that sense, a loaned GSK employee is not merely filling the resource or talent gap, but someone who can help build capacity for the NGO in the longer term.

88% of partners agree that the volunteer's impact was still being felt 6 months after the end of the assignment

2009-2019

Since 2009, the PULSE programme has evolved to meet the changing needs of NGOs, as well as our employees. For instance, in the earlier years, we offered support to partners to scope meaningful projects to match the talent of our employees. As the programme grew and the alumni base became larger, we realised that employees needed help with reintegration to GSK after their assignments. This led to many process changes, including seeking support from the CEO's office to ensure managers understood their responsibility in reintegration, offering innovation challenges and forums to hear ideas that returning volunteers brought back with them and ensuring that employees had a support network upon their return - alumni buddies, mentors and coaches.

94% of volunteers agree their PULSE assignment met or exceeded their expectations

74% of volunteers' GSK line managers agree that their employee brought back reinvigorated energy, spirit and motivation to GSK

In 2018-19, the focus shifted to improving and aligning assignments to employee development and ensuring the selected assignments not only offered challenging tasks, but also offered a solid support system that makes these experiences rewarding for both the volunteers and our NGO partners.

Many things have evolved in the 10 years of the PULSE programme, however the sentiment from participating volunteers has remained the same - "What could be more exciting than offering your skills to help others, while accelerating your own development and bringing back valuable experience and knowledge to GSK?"



Photo by Paul, 2016 PULSE volunteer, Nepal

To me, the benefit of having a PULSE volunteer on our team is two-fold. First, they bring a unique perspective, refreshing insights and practical knowledge, which we have found particularly indispensable where volunteers have helped us as we develop our global partnerships strategy. The second benefit is the unique opportunity that the Amref partnerships and business development ecosystem, with over 400 partners and more than 100 funders, offers an insight and breadth learning opportunity for the volunteer to understand the complexity of the environment Amref works in to deliver critical programmes.

Desta Lakew, Global Director of Partnerships, Amref Health Africa

To celebrate a decade of PULSE, here are some volunteer highlights from across the 10 years:



Daryl
United Kingdom

Daryl was part of the first wave of PULSE volunteers in 2009 and undertook his assignment with Leonard Cheshire Disability in Sri Lanka. His role involved developing a 3-year strategic plan, building an inclusive education system, providing support for starting small home-based businesses and deploying accessible transport for people with disabilities in Sri Lanka. This helped Leonard Cheshire Disability modernise their approach, prioritise and allocate resources, as well as partner with others in their work. Daryl was able to build and practice skills outside of his comfort zone and develop personal resilience through PULSE. It also helped Daryl realise working in the area of international development was something he had a huge passion for and the following year he left his commercial role in UK Pharma to join the Global Health team where he has worked ever since.

“PULSE was a wonderful opportunity to bring some of the skills acquired in GSK to a new environment, bring new skills and insights back to GSK and perhaps most importantly, learn and grow from the experience and people I met and worked with.”

Zoe completed her PULSE assignment in 2010 with the Earth Institute in Ethiopia. Her role was to support Epidemiology at the Centre for National Health Development through building capacity and proposing improvements in data and statistical processes, as well as conducting training and devising a plan to ensure sustainability of these process improvements.

For Zoe, her PULSE assignment was both a professional and personal journey which she describes as “life-changing”. “It made me more confident, allowed me to gain a different perspective of the world and challenge work-related decisions.” In the time that Zoe has been home from PULSE, she has continued to stay involved in volunteering and is a STEM ambassador at GSK.



Zoe
United Kingdom

“Since my return from PULSE, I have continued my involvement with the work from my assignment through training analytical chemists in Africa as part of a collaborative partnership between GSK and the Royal Society of Chemistry.”

Len, a 2011 volunteer, completed his PULSE assignment with Rotaplast in India and Bangladesh. As a trained paediatrician, Len's role focussed mainly on conducting pre and post-operative care for children who were undertaking surgery for cleft lip, cleft palate, burn scarring and other deformities.

Between surgical missions, Len was also looking into ways to make sustainable quality improvements to Rotaplast's medical activities, including linking Rotaplast up with other non-profits conducting similar activities to find a way to record and track patient safety information and share best practice. Len describes his PULSE experience as "transformative" and was the start of his continued volunteering in this field, both at home and internationally.



Len
United States

"Many of my colleagues on my assignment missions worked solely in the medical field. Being the only person in my team of around 25 who worked full-time in the pharmaceutical industry allowed me the opportunity to show my colleagues just how much our industry is doing to take action to create positive change in the global health landscape."



Florence (right)
Belgium

Florence was a 2012 PULSE volunteer with Save the Children in the Democratic Republic of Congo (DRC). She was a member of their Health and Nutrition team, working to improve the distribution and logistics of vaccines for the hard to reach populations and to help in the protection of young children. Florence was able to offer a lot of practical support to the local team, helping them to develop resources for future funding applications, training the team in project management and working with local stakeholders to develop public health research programmes. "My PULSE assignment helped me to develop my flexible thinking capabilities, which helped me to understand, adapt and find my place in a new working environment, with an unfamiliar organisational structure."

"I had never realised the extent of GSK's commitment for improving healthcare in developing countries and the results of the partnerships between private sector, non-profit and governmental organisations. I strongly believe such partnerships can bring sustainable development for both GSK's business objectives and for the most vulnerable communities."

"It is truly remarkable to be able to say that we have now had 124 PULSE volunteers from GSK, that have each brought their unique skills to Save the Children in over 35 countries. Reflecting on 10 years of the PULSE volunteer scheme, each volunteer can be proud of the impact they have made to children, by sharing their time and expertise. From volunteers who have helped strengthen our organisation, to those who have joined humanitarian colleagues out in the field - they've all had an impact. PULSE is an integral part of our innovative partnership with GSK and has made a lasting contribution to our ambitious aim of helping build a world where no child under the age of five dies from preventable causes."

Kath Price, Head of Partnerships, Save the Children



Moaz
Saudi Arabia

Moaz completed his PULSE assignment with Malaria Consortium in Nigeria in 2013. His role was to provide marketing and communications support in the commercial sector by designing an intervention strategy aimed at strengthening the distribution and marketing of malaria prevention tools. This intervention strategy included a variety of alternative marketing channels in order to reach customers in rural areas.

“My PULSE assignment had a huge impact on me. I learnt to work with a great level of flexibility without losing focus on the optimal goal. In addition, managing people from different cultures developed my level of emotional intelligence and understanding about how to adapt the message according to the cultural background of the person.”

Beverley worked with Amref Health Africa in Nairobi, Kenya in 2014 as a Clinical and Diagnostics Marketing and Resourcing volunteer. She supported the medical outreach programme for mothers and children needing medical care in east Africa. In her role, Beverley identified the costs involved in conducting operations and created a tool to collect data for these medical operations. She also had the opportunity to take field trips to visit hospitals and meet local patients and even travelling with surgeons to support them as they operated on children with orthopaedic congenital abnormalities. Since returning from her assignment, Beverley has continued volunteering with Amref UK.



Beverley
United Kingdom

“I learnt two key things on my assignment: One, in reality, you need very little in life to be happy. Two, I learnt so much more about how to lead in an environment where there is no hierarchy, you are not a subject expert, in a culture you do not know and with people you have never worked with.”



Qutaiba
United Arab Emirates

Qutaiba completed his PULSE assignment in Nairobi, Kenya in 2015. His role as a Programme Development Volunteer with Amref Health Africa involved reviewing the quality and analysing the success rate of funding proposals. This helped Amref to develop a strategy for development of future funding proposals. Qutaiba says for him, PULSE means creating sustainable change beyond the assignment both for his NGO and for himself. PULSE helped him to become a better listener and develop his analytical skills. Upon his return to GSK, Qutaiba secured a new role that helped him to apply his learnings to his day job.

“I think the best words to describe my PULSE assignment are that it was a life-changing experience that pushed me out of my comfort zone and made me a better person.”



Shaun
United States

Shaun completed her home-based PULSE assignment working with the East Durham Children's Initiative (EDCI) in 2016. Her role at EDCI was as a Brand Consultant to increase recognition of their services and impact in the community through the creation and deployment of a rebranding strategy. After her assignment, Shaun returned to GSK more inspired.

"I discovered my authentic voice and life purpose through my PULSE assignment. Working so closely with the local community and partnering with EDCI to expand their mission was truly an experience of a lifetime. It opened the eyes of my understanding to see the world differently and strengthened my connection to GSK's mission of helping people do more, feel better, live longer."

Sue, a 2017 PULSE volunteer, went to Rwanda to complete her assignment with Partners in Health (PIH). Sue's role was mainly to produce a curriculum for nurses to help teach the basics of neonatal care. Sue, previously a neonatal nurse in the United States, managed to secure her nursing licence in Rwanda. This allowed her to work side-by-side with local nurses in the hospital. At the end of the assignment, Sue developed a curriculum to be implemented that not only helped the nurses to deliver a higher standard of care, but also made them feel empowered to make decisions that would help save an infant's life.



Sue
United States

"The most powerful emotions I feel about PULSE are pride and gratitude. Knowing that I was afforded this opportunity by GSK and supported by my family, friends and colleagues allowed me to embed myself into working and living in Rwanda and to help build a curriculum to empower nurses towards improving neonatal care and survival."



Ambily (left)
United Kingdom

Ambily completed her 2018 PULSE assignment with Malaria No More UK as a Strategy Consultant in their London office. Ambily worked on building partnerships to support Malaria No More's advocacy, communication and fundraising strategy. As part of her role, Ambily built partnerships with a wide range of external organisations including private companies, public institutions and not-for-profit organisations at both the global and local level. She also took the lead on a private sector engagement strategy review, as well as conducting a review of Malaria No More's strategy, working with the leadership team to brainstorm ideas to develop their vision for 2021.

"I engaged with private sector organisations to build partnerships which will help Malaria No More to fundraise more effectively. I also initiated a partnership that could lead to Malaria No More being a key participant in a global healthcare event in which global leaders come together to take concrete actions to accelerate the end of malaria."

In 2019, we said farewell to 40 talented employees from 17 countries. They departed to 22 countries to work with 15 NGOs to help with some of their most pressing challenges, building the capacity of local office staff and make a sustainable impact on the communities they serve. You can follow their stories at: www.gskpulsevolunteers.com



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