

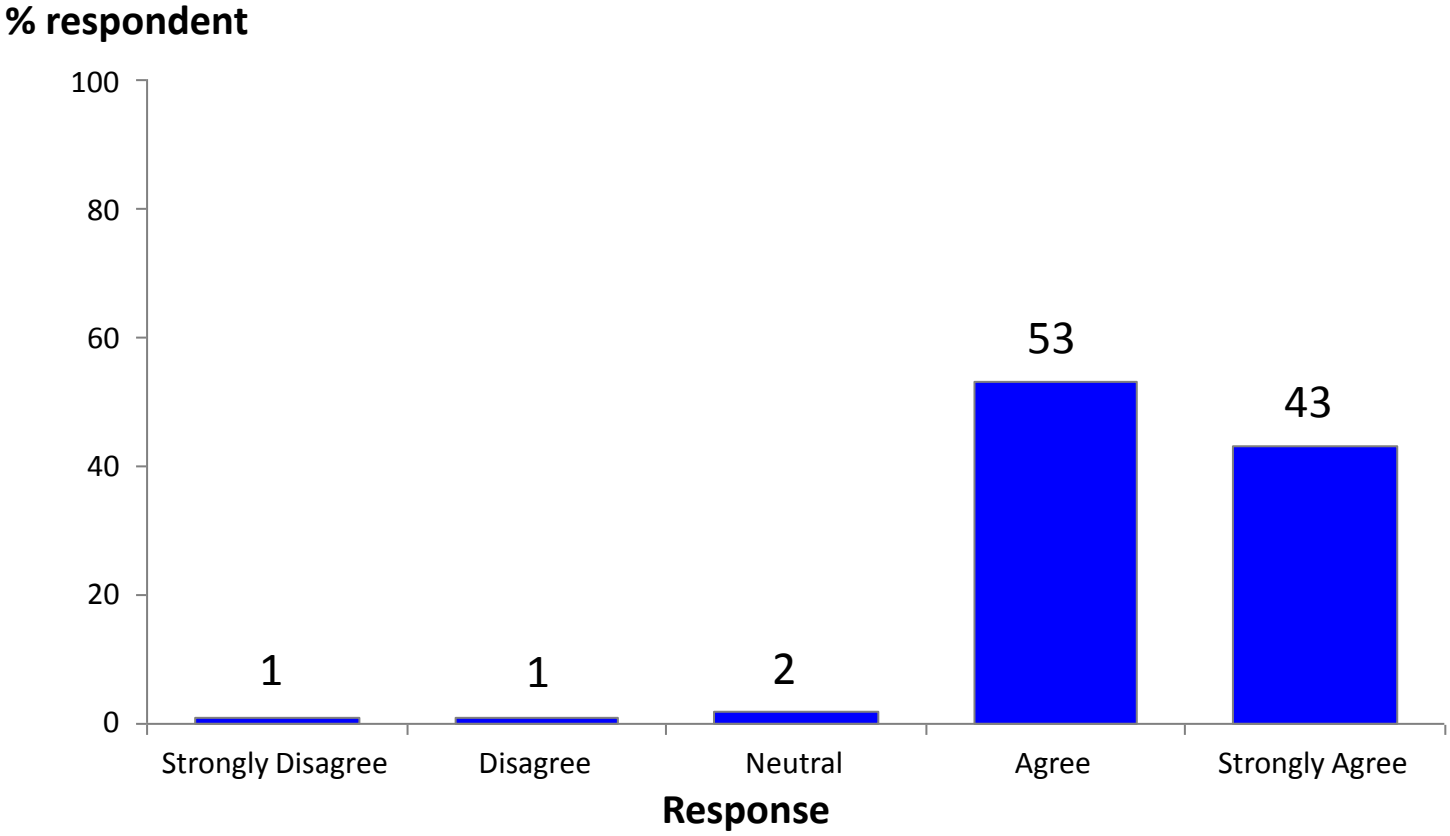
EMPOWER



- Shell CEO Voser gave call for action for RDS to be the most innovative energy company
- There was a need to build capacity and nourish innovation culture in Shell
- EMPOWER program was conceived to address:
 - ✓ What are the blockers to creativity and innovation?
 - ✓ What behaviors or skills do we need to learn to overcome these blockers?
 - ✓ What are the roles in an innovation culture/How can staff play those roles?
- Shell GameChanger sponsored EMPOWER to test:
 - Use of mindfulness techniques to build capacity for creativity and innovation
 - Mindfulness techniques sourced from [International Association for Human Values](#)
 - Implementation of the program using bottom up approach:
 - First step: Introduction to EMPOWER (1 hr module) conducted by Shell staff
 - ✓ Greater than 500 staff have participated in these sessions
 - ✓ 10 staff trained to deliver these sessions across Shell through Train the Trainer approach
 - Second step: Full EMPOWER workshop (4 sessions of 3 hours each)
 - ✓ In less than a year, 11 workshops were coordinated @Shell offices in Dubai, London, Amsterdam, Houston, Rio de Janeiro;
 - ✓ ~250 staff attended the full workshops



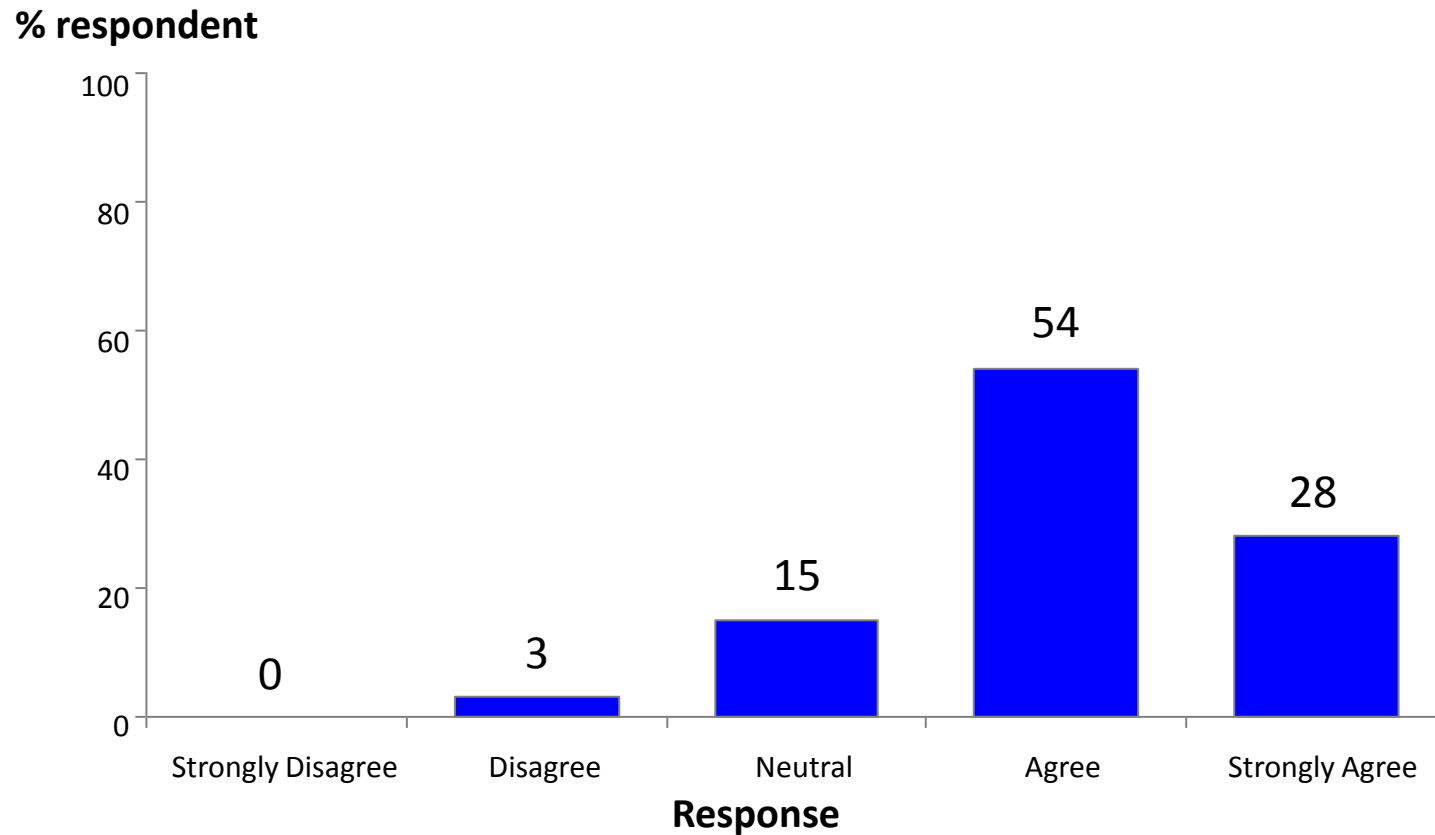
~96% respondents highlight how they now have better understanding of their own blockers to innovation



Source: Based on post survey results of 182 participants from 11 EMPOWER workshops



~82% of respondents indicate they have better understanding of what role they can play in the innovation culture

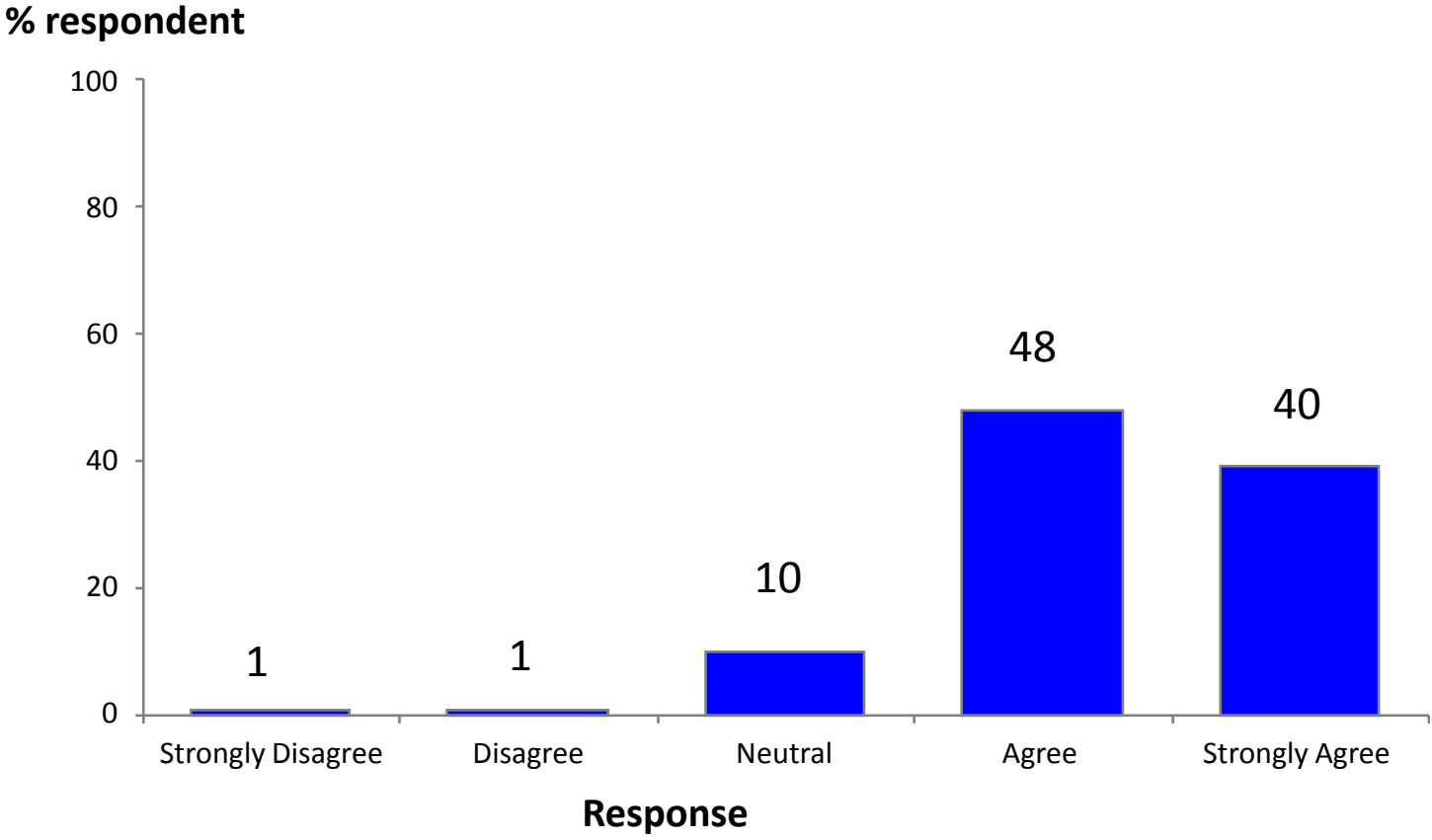


Source: Based on post survey results of 182 participants from 11 EMPOWER workshops



~88% of respondents rate that workshop helps one to accept multiple perspectives – a key enabler for innovation

Increased ability to listen and accept multiple perspectives



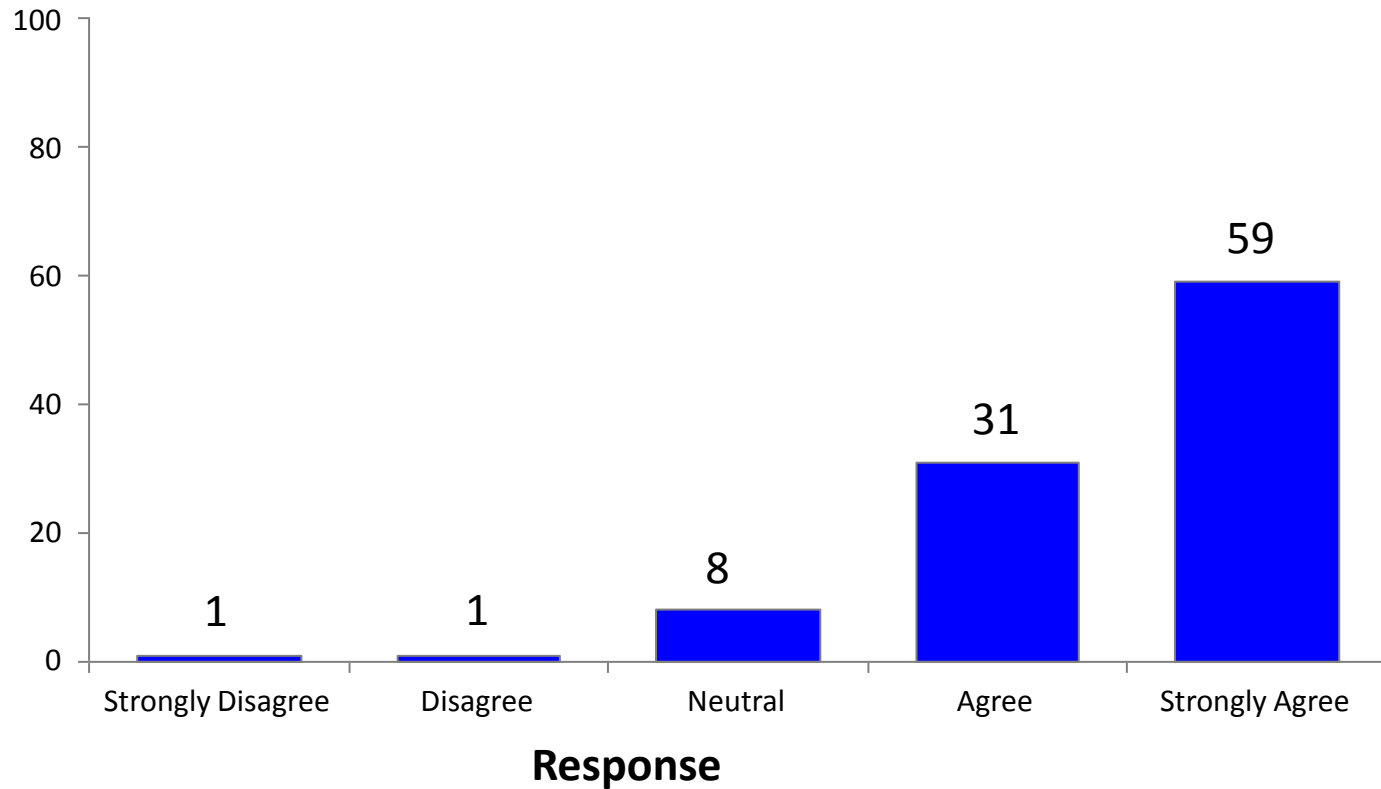
Source: Based on post survey results of 182 participants from 11 EMPOWER workshops



“Recommend the course to colleagues” ~ 90% of respondents

I would recommend this course to other employees in the company

% respondent



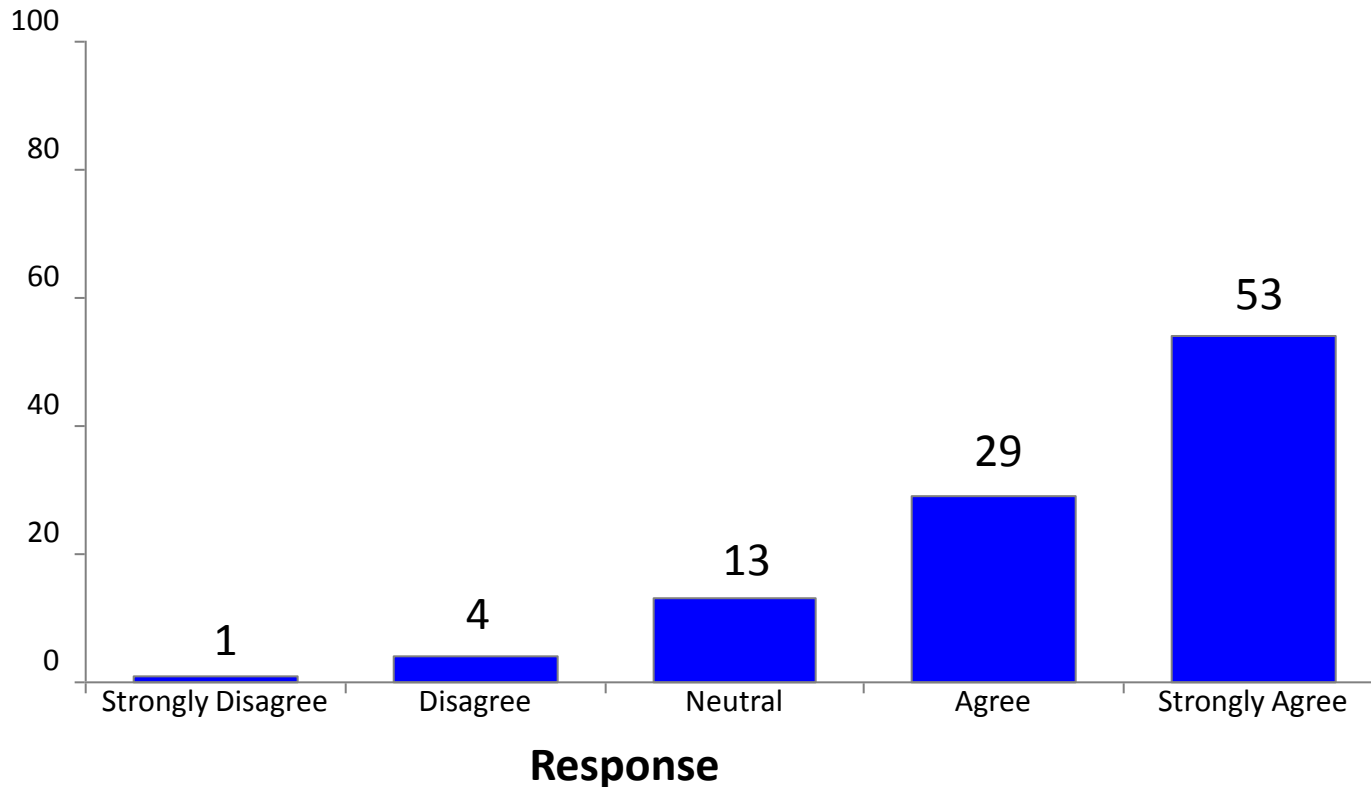
Source: Based on post survey results of 182 participants from 11 EMPOWER workshops



82% of respondents rated very highly that the training was a good use of their time

I am inspired to practice the techniques learned on this course

% respondent



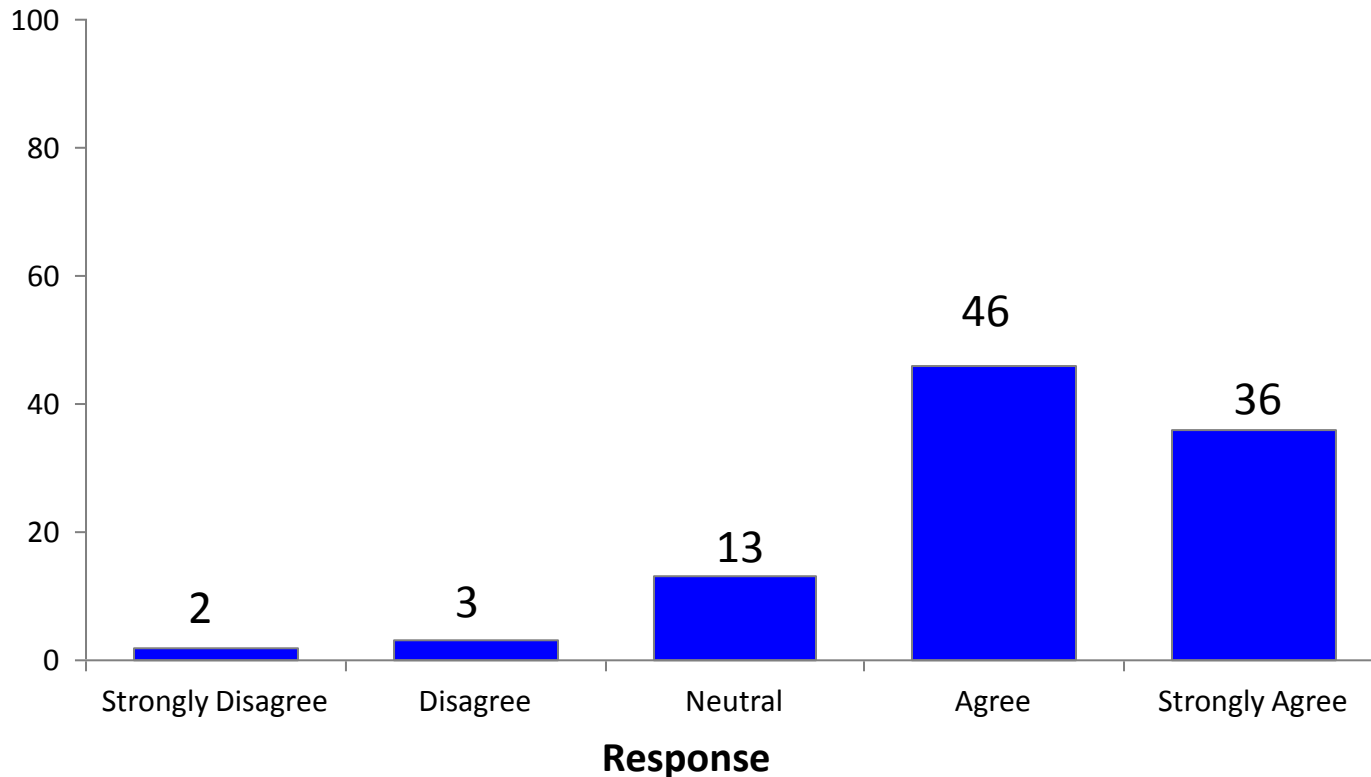
Source: Based on post survey results of 182 participants for courses conducted in SHELL-USA,UK,UAE, Holland, Dubai Brazil, Amsterdam and London; TLEX team analysis



82% of respondents said that their self-awareness had increased for substantial part of the day due to the practices

Increased self awareness for a substantial part of the day

% respondent



Source: Based on post survey results of 182 participants from 11 EMPOWER workshops

