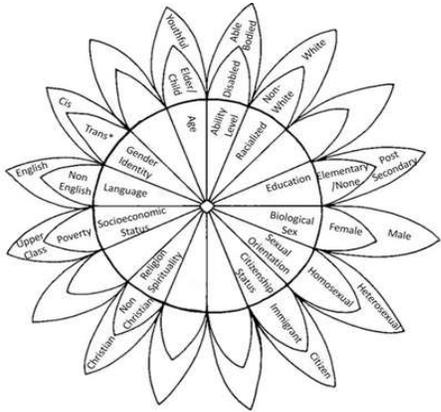


| Power Flower: A Self and Group Check-In   |  |
|---|--|
|    | <p><b>Warm-up:</b> On your own, think of a meeting or large gather where you or someone around you didn't have a voice in the conversation or decision-making. What was the possible lose for the group, the person, or the decision-making?</p> <p>Share your ideas with someone close to you, but whom you don't know well.</p>  |
|    | <p><b>Step One:</b> Follow along with a brief presentation on power and identity components using the Power Flower on the next page.</p> <ul style="list-style-type: none"> <li>• <i>What identity components would you like to add?</i></li> </ul> <div style="text-align: right; margin-top: 20px;">  </div>  |
|  | <p><b>Step Two:</b> Working on your own, practice using the Power Flower and shade in your level of power and privilege.</p> <ul style="list-style-type: none"> <li>• <i>What has changed over time or recently? What was the impact of this?</i></li> <li>• <i>What additions can you add to the petals?</i></li> </ul> <p><b>Step Three:</b> Check in with a partner and share what you see in your Power Flowers.</p> <ul style="list-style-type: none"> <li>• <i>What do you notice about your flowers? About the flowers in the room?</i></li> <li>• <i>What has happened in history to change these petals and the power they represent?</i></li> <li>• <i>How may the petals vary in importance? How might this be situational?</i></li> <li>• <i>What questions are coming to mind for you?</i></li> </ul> |
|  | <p><b>Step Four:</b> At your table, brainstorm ways to better ensure shared equalizing and sharing power and voice at Annual General Meetings.</p> <p>Together, select your two top ideas and write these on Post-it notes.</p> <p>Let's hear your ideas. These will be shared with the planning team and Chair. In your booklet, write the one idea you want to take action on yourself in the meetings you Chair or events you plan.</p>   |

| Identifying the Connection between Me and the Elanco Promise |   |
|--|---|
| <b>Anchor</b>  | <p>What is a promise? Think of a time where someone kept a promise to you.</p> <ul style="list-style-type: none"> <li>- <i>What was the impact on you?</i></li> </ul> <p>Share your thoughts with someone close to you.</p>   |
| <b>Add</b>   | <p>Allow me to present Elanco’s three promises and the rationale behind them. As you listen, consider what you especially appreciate about these promises, and how these strengthen the value to our customers.</p> <p>Let’s hear some of your thoughts.</p>  |
| <b>Apply</b>   | <p>In table teams and at your flipchart, operationally define these terms and how we deliver on these promises.</p> <p>Debrief:</p> <ul style="list-style-type: none"> <li>- <i>What did you notice as you worked through this?</i></li> <li>- <i>What questions are coming to mind?</i></li> </ul>   |
| <b>Apply</b>   | <p>Together, let’s answer these questions at the front:</p> <ul style="list-style-type: none"> <li>- <i>How will we know if we are delivering on these promises?</i></li> <li>- <i>What do you notice about what we have here?</i></li> <li>- <i>What will need to change if we indeed want to operationalize these ideas?</i></li> </ul>                                   |
| <b>Away</b>  | <p>On your own, consider what your role in helping Elanco to deliver on these promises. On the card given to you, note 2-3 things you are willing to start or stop doing.</p> <p>Let’s hear from a few people. You are encouraged to now take your card back to your desk and pin or post it in a place you can easily see. This will be your challenge moving forward.</p> |