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**From:** Powers, Marti D SHLOIL-ERUP/U [/O=SHELL/OU=EXTERNAL  
(FYDIBOHF25SPDLT)/CN=RECIPIENTS/ [REDACTED]  
**Sent:** 5/22/2019 11:12:36 AM  
**To:** O'Connor, Helen C SHLOIL-ERUP/U [REDACTED@shell.com]  
**Subject:** RE: ACTION by COB May 23 - All Hands Courses

The idea has come from a variety of situations where some executives have been forced to choice whether they want to stand behind an issue – in Texas it was the bathroom bill, Trump's economic council disbanding, gun control. The recent Edelman barometer suggests CEOs have a bigger role to play but in a company like Shell – traditional and conservative – how does that line up? GR has lots of sensitivities on political issues – even the methane stance at CERAWeek caused heartburn. Where have CEOs managed this well, and where not so well? How do you choose an issue or stay away from it? We say we want to be bolder but Shell really doesn't have that thick of skin and we've lost partners like Lego because of it.

Regards/Saludos,

Marti Powers  
External Relations Manager, U.S.A. & Unconventionals  
Shell Oil Company

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**From:** O'Connor, Helen C SHLOIL-ERUP/U  
**Sent:** Wednesday, May 22, 2019 10:54 AM  
**To:** Powers, Marti D SHLOIL-ERUP/U <[REDACTED]@Shell.Com>  
**Subject:** RE: ACTION by COB May 23 - All Hands Courses

OK, happy to try to help make all-hands successful. Let's do the social one then and I'll pull Natasha in to it. We can stretch it to include the thought that must go into holding statements in general when dealing with social issues (human rights, energy transition), before we transition into the thought required to decide to take a stance on a topic.

Helen O'Connor  
Manager, US Stakeholder Relations, External Relations  
[REDACTED]

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**From:** Powers, Marti D SHLOIL-ERUP/U  
**Sent:** Wednesday, May 22, 2019 10:25 AM  
**To:** O'Connor, Helen C SHLOIL-ERUP/U <[REDACTED]@shell.com>  
**Subject:** RE: ACTION by COB May 23 - All Hands Courses

It shouldn't be chunky work on your side unless you are teaching. You are there to provide steer not work the session so up to you. Social issues hasn't been fleshed out – could be a cool debate format. Happy to help frame that one if you are interested.

I'm struggling with this year's planning team. It is great exposure and learning experience but this year's team has more than it's fair share of lower job grades, lacking experience and skills, so they are very slow and hesitant in progressing. I'm a little worried at the moment.

Regards/Saludos,

Marti Powers  
External Relations Manager, U.S.A. & Unconventionals  
Shell Oil Company

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**From:** O'Connor, Helen C SHLOIL-ERUP/U  
**Sent:** Wednesday, May 22, 2019 10:17 AM  
**To:** Powers, Marti D SHLOIL-ERUP/U <[\[REDACTED\]@shell.com](mailto:[REDACTED]@shell.com)>  
**Subject:** RE: ACTION by COB May 23 - All Hands Courses

Well I didn't like the title on this one because eNGO covers more than just conservation relationships and I'd mentioned to Tim yesterday that I thought we needed to clarify what the session is about so I had some energy around it for those reasons.

I had a scan last night but didn't see anything that jumped out at me.

There is the one about 'should my company take a stand on social issues', but there doesn't seem to be anyone assigned and to be brutally honest, I was not looking to pick up another big chunk of work with the big project already on my plate. What I could do is get Maggie to share the Care for People one with me that Chris currently has assigned to her?

Thoughts?

Helen

Helen O'Connor  
Manager, US Stakeholder Relations, External Relations

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**From:** Powers, Marti D SHLOIL-ERUP/U  
**Sent:** Wednesday, May 22, 2019 10:06 AM  
**To:** O'Connor, Helen C SHLOIL-ERUP/U <[\[REDACTED\]@shell.com](mailto:[REDACTED]@shell.com)>  
**Subject:** RE: ACTION by COB May 23 - All Hands Courses

Is there any other you'd like to take and we can give Pam this NGO one?

Regards/Saludos,

Marti Powers  
External Relations Manager, U.S.A. & Unconventionals  
Shell Oil Company

Email: [REDACTED]@shell.com

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**From:** O'Connor, Helen C SHLOIL-ERUP/U  
**Sent:** Wednesday, May 22, 2019 9:38 AM  
**To:** Rosen, Pamela AC SHLOIL-ERUP/U <[REDACTED]@shell.com>; Powers, Marti D SHLOIL-ERUP/U <[REDACTED]@shell.com>; Sims, Chris C SHLOIL-ERUP/U <[REDACTED]@shell.com>; Byers, Lynn Marie SOPUS-ERUP/U <[REDACTED]@shell.com>; Bozman, Chris C SHLOIL-ERUP/U <[REDACTED]@shell.com>; Rummele, Audrey W SHLOIL-ERUP/U <[REDACTED]@shell.com>; Hawkins, Maggie L SEPCO-ERUP/U <[REDACTED]@shell.com>; Thomasson, Katherine A SHLOIL-HRS/CUP <[REDACTED]@shell.com>; Shaw, Angela SHLOIL-ERS <[REDACTED]@shell.com>  
**Cc:** Reyna, Cecilia SHLOIL-ERUP/U <[REDACTED]@shell.com>  
**Subject:** RE: ACTION by COB May 23 - All Hands Courses

Happy to share the eNGO course – that was going to be my steer too.

Helen O'Connor  
Manager, US Stakeholder Relations, External Relations

[REDACTED]

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**From:** Rosen, Pamela AC SHLOIL-ERUP/U  
**Sent:** Wednesday, May 22, 2019 9:14 AM  
**To:** Powers, Marti D SHLOIL-ERUP/U <[REDACTED]@shell.com>; Sims, Chris C SHLOIL-ERUP/U <[REDACTED]@shell.com>; Byers, Lynn Marie SOPUS-ERUP/U <[REDACTED]@shell.com>; Bozman, Chris C SHLOIL-ERUP/U <[REDACTED]@shell.com>; Rummele, Audrey W SHLOIL-ERUP/U <[REDACTED]@shell.com>; Hawkins, Maggie L SEPCO-ERUP/U <[REDACTED]@shell.com>; O'Connor, Helen C SHLOIL-ERUP/U <[REDACTED]@shell.com>; Thomasson, Katherine A SHLOIL-HRS/CUP <[REDACTED]@shell.com>; Shaw, Angela SHLOIL-ERS <[REDACTED]@shell.com>  
**Cc:** Reyna, Cecilia SHLOIL-ERUP/U <[REDACTED]@shell.com>  
**Subject:** RE: ACTION by COB May 23 - All Hands Courses

I'm happy to take Measurement and share the SI / eNGO course with Helen. ☺

I'll reach out to Jane re: Measurement to make sure she has what she needs.

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**From:** Powers, Marti D SHLOIL-ERUP/U  
**Sent:** Tuesday, May 21, 2019 8:23 PM  
**To:** Sims, Chris C SHLOIL-ERUP/U <[REDACTED]@shell.com>; Byers, Lynn Marie SOPUS-ERUP/U <[REDACTED]@shell.com>; Bozman, Chris C SHLOIL-ERUP/U <[REDACTED]@shell.com>; Rummele, Audrey W SHLOIL-ERUP/U <[REDACTED]@shell.com>; Hawkins, Maggie L SEPCO-ERUP/U <[REDACTED]@shell.com>; O'Connor, Helen C SHLOIL-ERUP/U <[REDACTED]@shell.com>; Thomasson, Katherine A SHLOIL-HRS/CUP <[REDACTED]@shell.com>; Shaw, Angela SHLOIL-ERS <[REDACTED]@shell.com>; Rosen, Pamela AC SHLOIL-ERUP/U <[REDACTED]@shell.com>  
**Cc:** Reyna, Cecilia SHLOIL-ERUP/U <[REDACTED]@shell.com>  
**Subject:** ACTION by COB May 23 - All Hands Courses

LT, please review the proposed All Hands courses listed under tab Courses 2019.

As discussed during our last meeting, the planning committee is working in earnest to create another engaging 3 days. Our ask of you is to sign up as LT sponsors for the classes listed. Current names shown are, for the most part, the LT member who suggested the class. We need to do some 'sharing of load' so I ask you nominate and/or confirm yourself. I will manage all conflicts.

The committee needs to get a jump start on development so I ask you to respond by COB May 23.

Regards/Saludos,

Marti Powers  
External Relations Manager, U.S.A. & Unconventionals  
Shell Oil Company

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