

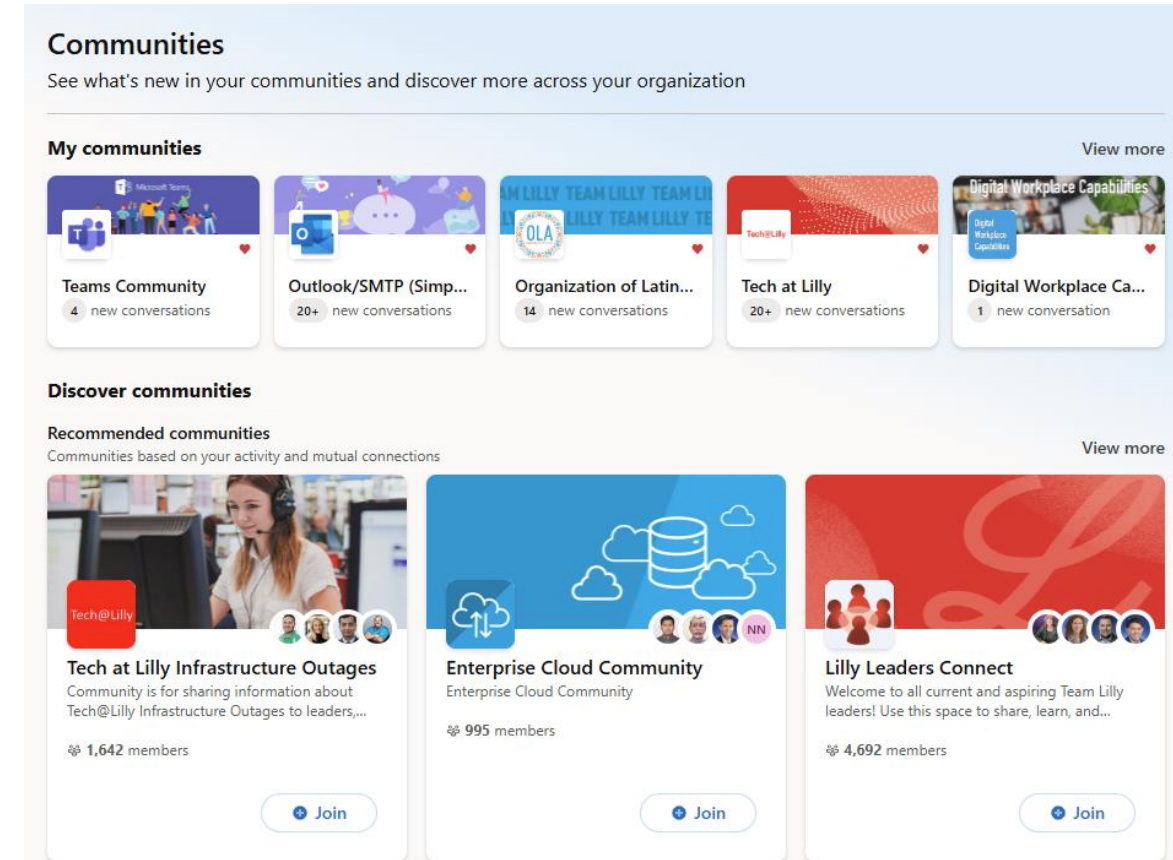


ELI LILLY & COMPANY: CULTIVATING A CULTURE OF CARING AND CONNECTION WITH VIVA ENGAGE

RAY GONZALES
TECH@LILLY, BUSINESS CAPABILITIES

Today's Program

- Cultivating Culture
- Viva Engage Cultivates (and Amplifies) Team Lilly
- Flagship and Key Communities: Building Belonging and Engagement
- Humor, Campaigns, and Engagement Drivers
- Copilot's One-Year Anniversary at Lilly
- Key Takeaways and Insights



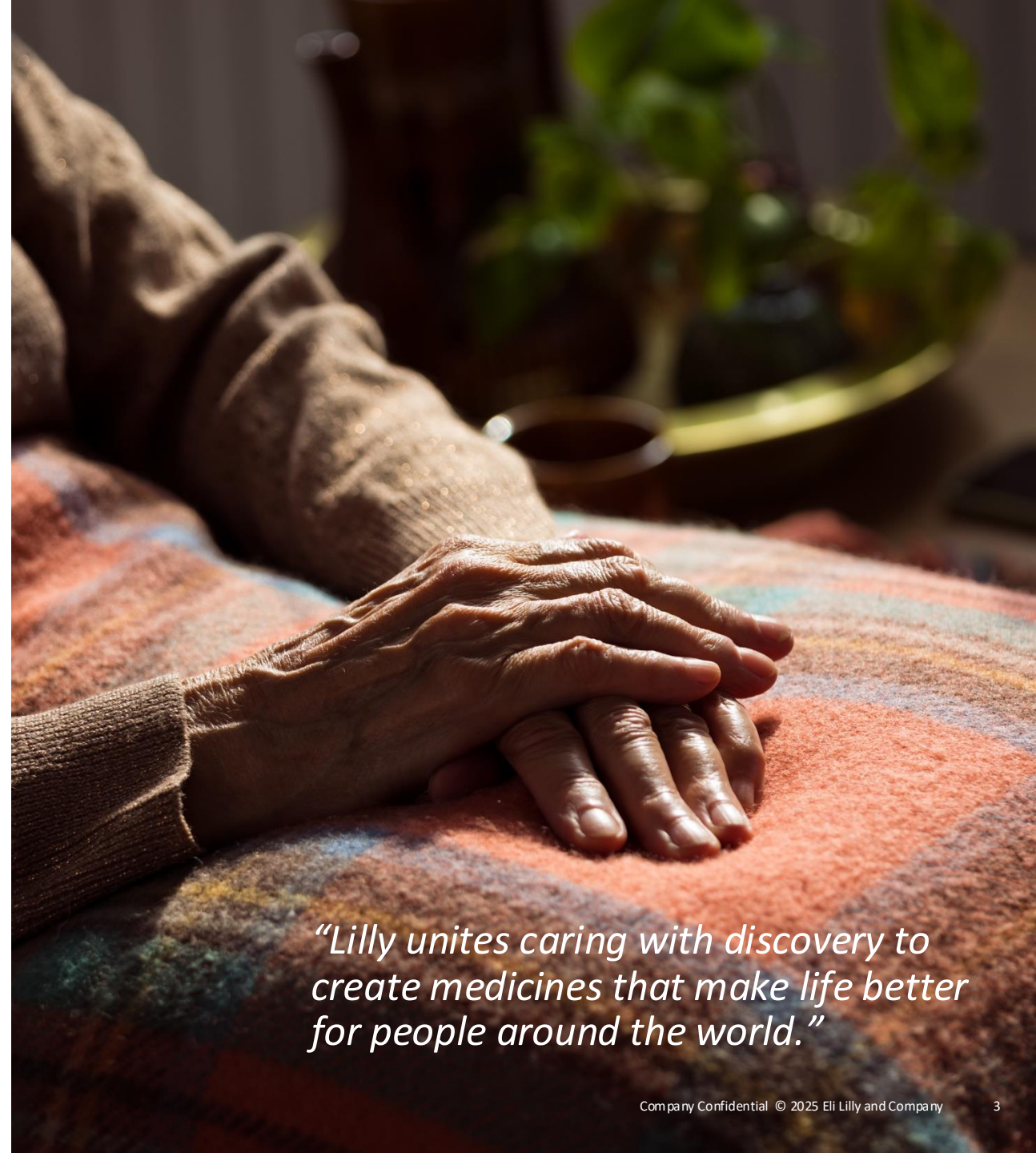
Eli Lilly and Company: A Culture of Caring

Nearly 150 Years of “making life better”

1876: Founded by American Civil War Veteran Colonel Eli Lilly

1923: Lilly introduced the world’s first commercially available insulin product.

2020: Lilly helped fight COVID-19 by providing testing, donating PPE supplies and developing treatments, including the first antibody.



“Lilly unites caring with discovery to create medicines that make life better for people around the world.”



Our Challenge: Maintaining Connection Over Time, Distance, and Difference

A Diverse, Global Workforce

- A full-time workforce approaching 50,000
- Nearly half of the employees work outside the US, in different time zones, and speak multiple languages.

Communication Challenges Can Prohibit Connection

- Traditional top-down communication is insufficient to maintain engagement and shared culture at scale.
- Employees need ways to connect openly across divisions and continents and share knowledge peer-to-peer.



Connecting a Global Workforce through Viva Engage

Global Workforce Connection

Viva Engage connects employees worldwide, fostering alignment and collaboration across countries.

Inclusive Communication Platform

The platform empowers every employee to share ideas and build community from new hires to CEOs.

Engagement Features Support Dynamic Interaction

Features like leadership posts, interest groups, humor, and campaigns drive employee engagement and connection.



TEAM Lilly

Team Lilly

Conversations

About

Files

Events



Share thoughts, ideas, or updates



Discussion



Question



Praise



Poll

Drafts

Team Lilly: The Global All-Employee Community

Massive Employee Participation

Team Lilly includes over 48,000 members, reflecting nearly the entire company's participation and engagement.

Leadership Communication

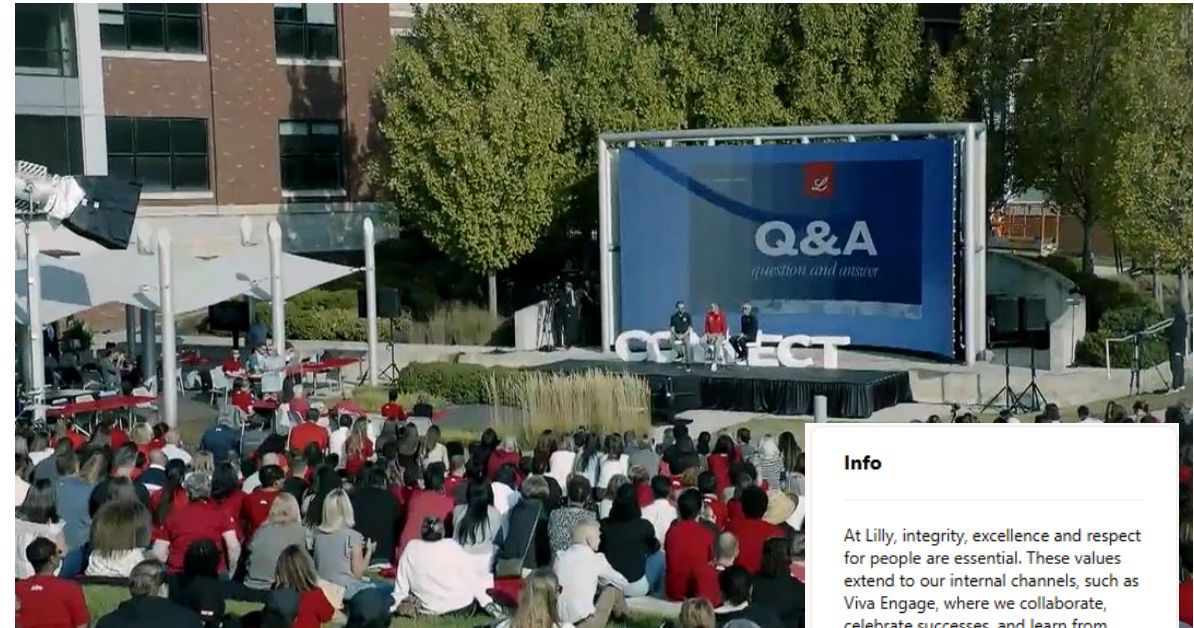
Leaders use Team Lilly for major announcements and strategy updates, fostering direct communication with all employees.

Interactive Town Hall

The platform encourages dialogue through comments and reactions, replacing many traditional company-wide emails.

Global Inclusion and Multilingual Content

Content celebrates diverse cultures and uses translation features to ensure inclusive engagement across languages.



Info

At Lilly, integrity, excellence and respect for people are essential. These values extend to our internal channels, such as Viva Engage, where we collaborate, celebrate successes, and learn from each other.

Please think before you type and consider what information you should share, who will see your post and any important posting guidelines. Remember that Lilly's rules related to privacy, adverse event reporting, litigation, and conduct in the workplace still apply.

Top questions ⓘ

My closed captions button is missing. My only option is to expand the vide...
4,763 views • 6 answers

No sound...any suggestions?
4,743 views • 19 answers

Play button not working :(
4,560 views • 3 answers

[View more questions](#)



PARTNERS IN MAKING LIFE BETTER

As a member of one or more of Lilly's 11 U.S. and 3 international employee resource groups (ERGs), Lilly associates become a partner in making life better.

Lilly's ERGs focus on mentoring and employee engagement—but also have a significant impact on our business. Each ERG is aligned with a member of the company's executive committee and has a top-talent organizational chairperson and a lead team of energetic employees with a passion for diversity, equity and inclusion. Employee resource groups contribute much to the organization.

Each ERG offers unique opportunities to develop leadership and cultural competency skills, network with colleagues at all levels, engage in local community partnerships, recruit new, diverse talent to Lilly and help influence the culture of the business.

Membership in Lilly's ERGs continues to grow, with an estimated 15,000 members worldwide. In the United States, many of our corporate ERGs also have associated field-based organizations, along with the headquarters groups. International groups include those representing women, LGBTQ+ people, early career professionals and people with disabilities. Many geographies also have local organizations.

ERGs offer opportunities to help pursue leadership positions, cultural competency skills, networking, community partnerships and influence the culture of the organization. Join one or more!



Connections that Flow Top, Down, and Sideways

Community Building Tools

Viva Engage offers features to build strong, interactive communities across different regions and cultures.

Real-Time Updates

Real-time updates facilitate instant communication and keep teams informed regardless of location.

Integrated Collaboration Features

Collaboration tools integrated within Viva Engage streamline teamwork and bridge cultural divides.

Community Spotlights: Pets of Lilly and Lilly Marketplace

Pets of Lilly Community

A lively global forum where employees share pet photos and stories, boosting workplace joy and connection.

High Engagement and Positive Reactions

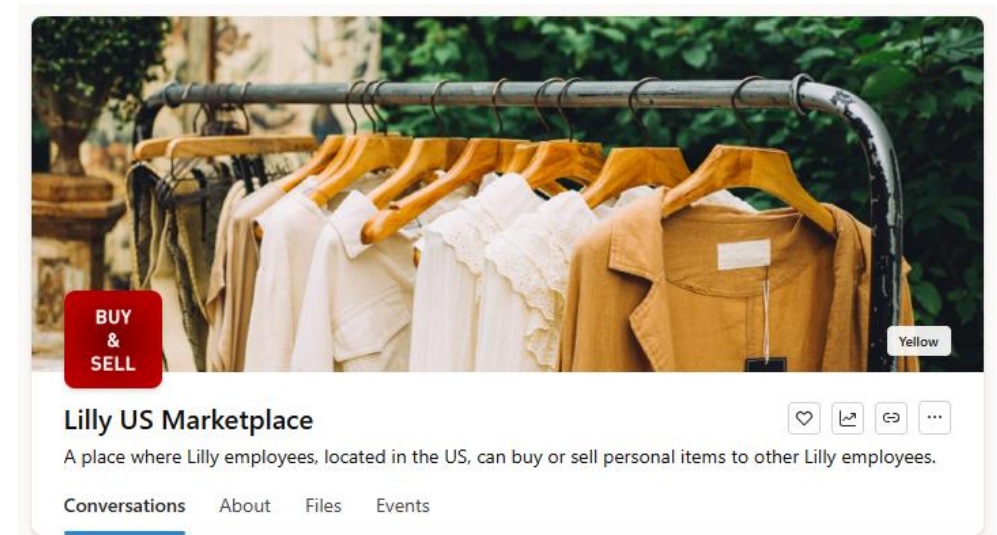
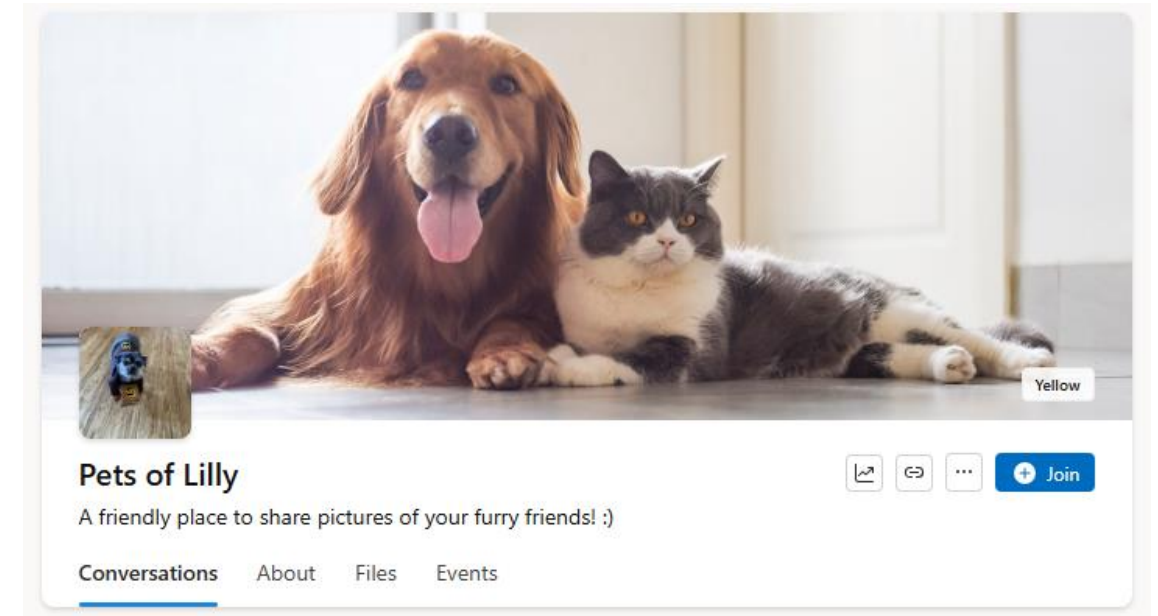
With nearly 5,000 members, the community generated thousands of posts and tens of thousands of likes in six months.

Lilly Marketplace Community

An internal buy-sell-trade board where employees exchange items and advice, fostering peer support and trust.

Building Workplace Culture

These grassroots communities strengthen employee bonds, enhance morale, and promote collaboration across departments.



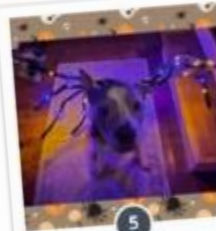
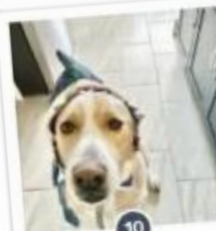


The **Lilly Kenosha County M&Q** is participating in the **Halloween Pet Costume Contest**, and we need your help to reach our fundraising goal! 🐾 🐾

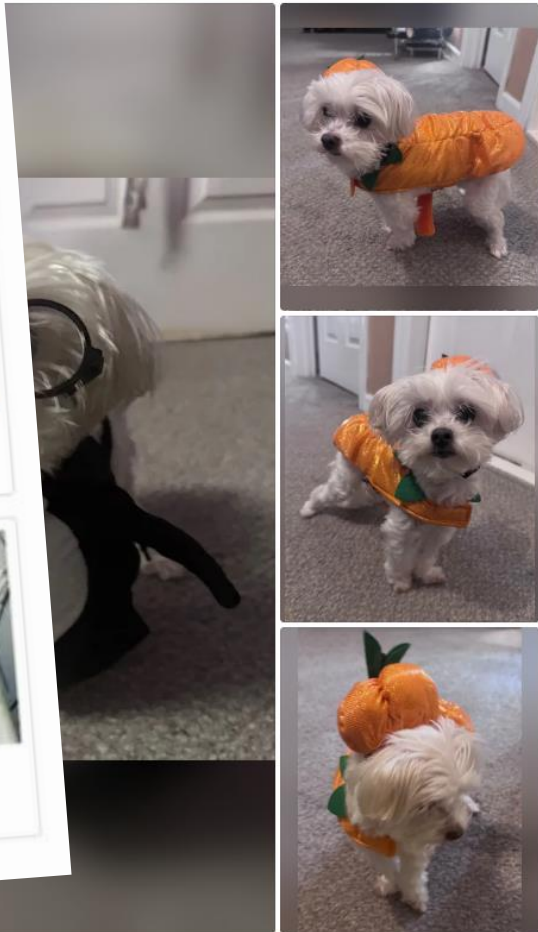
Each vote is just **\$1**, and **every dollar supports the Wisconsin Humane Society**—making a big difference for animals in need.

Vote for your favorite furry friends here: [Lilly Paws & Potions Pet Contest](#)

The contest ends **TONIGHT at midnight (CT)**—so take a minute to browse, smile, and cast a few votes for your favorite costumes. Let's finish strong for a great cause! ❤️

 1 Broly 355 Votes	 2 Smoki 300 Votes	 3 Chico 201 Votes	 4 Sophia and Mack 165 Votes	 5 Blue 159 Votes
 6 Peter 70 Votes	 7 Cash 70 Votes	 8 Lilly and Pitico 65 Votes	 9 Hoenheim 50 Votes	 10 Roscoe 46 Votes

and Happy Halloween!



COUNTRY AND REGIONAL COMMUNITIES



Global and Local Connection

Viva Engage helps Lilly bridge geographical distances, fostering global dialogue and local community bonding.

Regional Community Example

Team Lilly Japan supports over 3,500 members discussing local news in Japanese, showing strong regional engagement.

High Engagement Metrics

Team Lilly Japan recorded approximately 640 posts and over 14,600 reactions in 6 months, reflecting pride and unity.

Similar Regional Communities

Other Lilly affiliates in Europe, Canada, and more maintain their own local-language communities, enhancing inclusivity.

Storylines

The ultimate “Work Out Loud” platform, Storylines in Viva Engage empower all Lilly team members to share news, insights, and valuable pieces of wisdom.

The Hardest Part of the Workday Isn't Starting—It's Stopping

As we head into the final stretch of the year, I've found myself working later than usual—trying to keep pace with deadlines, year-end goals, and the invisible pressure to “wrap things up.” Sound familiar?

One night last week, I told myself it was just going to work for *one* more hour to get this *one* thing done but *spoiler alert* it wasn't just one hour. I hadn't really *ended* my day—I'd just blurred it into the next.

Then I read this [HBR article](#) about how disengaging from work ranks among the top 10 stressors people struggle to manage. And it's no wonder—our phones, inboxes, and calendars don't respect boundaries unless we set them. With our offices now just a tap away, thanks to tech, the line between “work” and “home” has never been blurrier.

Before leaving the office or signing off for the day try one of these end-of-day routines..

- ✅ Do one more small task to end on a win
- 📝 Write tomorrow's to-do list, ideally in the order of importance
- 🧹 Tidy your workspace, so you start fresh the next day
- 🔒 Use a symbolic “clock-out” action (i.e. turn off monitor, pushing your chair in)
- 💬 Start the evening on a positive note

These steps take just 10–15 minutes—but they create a psychological boundary that protects your energy, relationships, and well-being.

💡 What's your go-to ritual for leaving work at work? Let's share ideas that help us all recharge better.



Love



Comment



Share



You and 56 others

The Copilot Community: Humor and Shared Learning

Community Purpose and Size

Launched in 2024, the Copilot Community has around 4,500 members sharing tips, questions, and humor about AI.

Humor and Engagement

Mememes and funny AI conversations make the community lively and inclusive for all experience levels.

Leader Participation

Leaders use humor to announce features, encouraging open and friendly community interactions.

Strong Community Metrics

With over 600 posts and nearly 150,000 views in six months, the community fosters quick problem-solving and learning.

📢 **Announcement** posted in Microsoft Copilot Community



Bryce D Williams Community expert

Oct 23 • Edited

6 shares • Seen by 5,727



🎉 **Announcing: The Gamified M365 Copilot 30 Day Learning Journey – Now Live on Arcade!** 🎮 ⭐

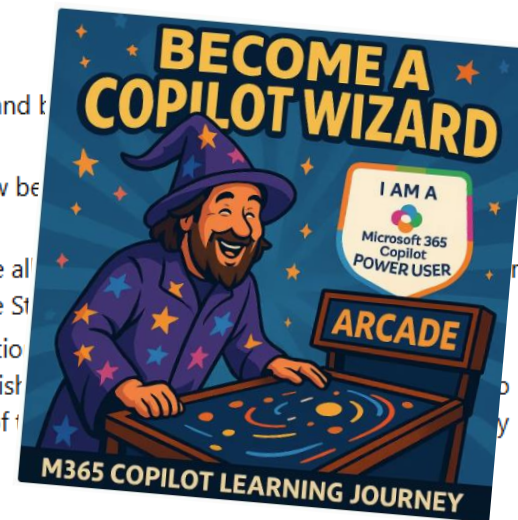
Ready to become a **Copilot Wizard** (think “Pinball Wizard,” but for M365 Copilot)?

We’re excited to launch a **refreshed, gamified version** of our popular M365 Copilot 30 Day learning journey, now available on the Arcade learning platform! *Developed through a generous partnership with the Lilly Commercial Learning Services team.*

The M365 Copilot 30 Day Learning Journey - Arcade

What’s new?

- **Gamified experience:** Earn points and badges to stay motivated and motivating.
- **Easy navigation:** The journey is now broken down from challenge to challenge.
- **Community recognition:** Complete all challenges to earn a badge to share on your Viva Engage Story.
- **Accessible Version:** The left navigation pane of the learning journey publishes challenges to explore if current design elements of the journey are challenging.



📢 **Announcement** posted in Microsoft Copilot Community



2 shares • Seen by 3,390

🗣️ **Day 4: Let's Get Lyrical!** 🎵

Copilot's birthday week hits a high note today, Thursday, — and this time, ***you're* the star of the show**, or at least you'll get a co-writing credit.

Your challenge:

🔧 Use Copilot to **rewrite the lyrics to the Broadway hit "You'll Be Back" from *Hamilton*** — but with a twist.

Tell the epic tale of "Copilot meets Lilly" — a love story for the digital age. Whether you're chronicling your personal Copilot journey or narrating how this AI assistant swept Lilly off its feet, we want to hear a sample of your lyrical genius.

📌 **Post your lyrics here**, in the comments session of this post.

❤️ Like your favorite(s) from the submissions posted. **One submission will be chosen** from the top three vote-getters.

🏆 **The chosen entry will be performed (yes, *performed*) by** none other than Lilly's own star of stage and (PC) screen, **Bryce Williams**, as the grand finale of our four-week celebration and **posted here, in Viva Engage, on Friday, August 15.**

So warm up those vocal cords (or keyboards), channel your inner Lin-Manuel Miranda, and **let Copilot help you bring the drama, the flair, and the rhymes.**

🎵 Because when it comes to Copilot, **"It's got your back, you can see, as it grabs your meeting's summary."**

Lilly

Copilot's One-Year Anniversary at Lilly

Personalized Messaging

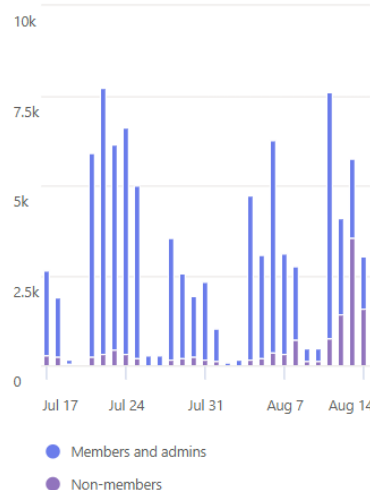
Custom messages resonated with the community, making members feel recognized and valued and driving higher engagement.

Targeted Campaigns

Strategic campaigns encouraged employees to share Copilot experiences, leading to enthusiasm and a surge in knowledge sharing.

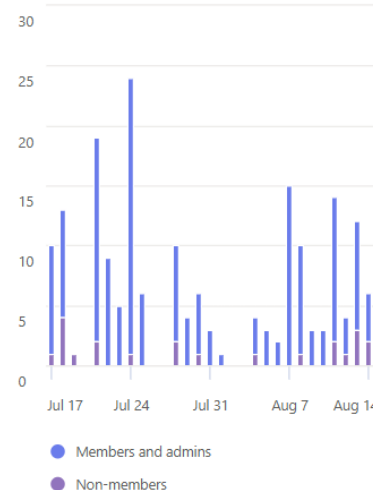
Views on posts ⓘ

89,564 64% ▲



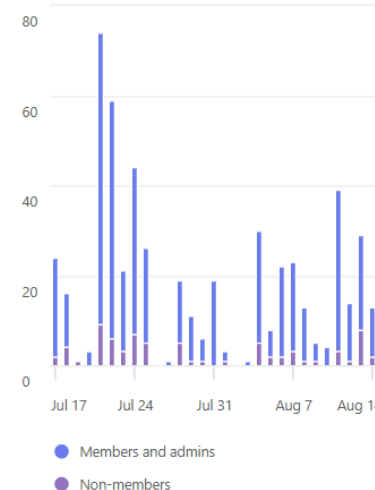
Messages posted ⓘ

187 28% ▲



Reactions on messages ⓘ

528 15% ▲



Key Takeaways and Insights

Culture over Technology

Embedding the platform into company values turns it into a cultural movement, not just a tech tool.

Empower Organic Communities

Trusting employees to shape communities fosters vibrant, engaged groups with genuine participation.

Balance Work and Personal

Mixing professional and personal content enhances engagement and creates a richer employee experience.

Leadership Drives Engagement

Active leadership participation legitimizes the platform and motivates widespread employee involvement.



Thank
you