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H.E SHEIKH KHALID BIN OMAR AL MARHOON
MINISTER OF CIVIL SERVICE - SULTANATE OF OMAN

تحت رعاية
معالي الشيخ خالد بن عمر بن سعيد المرهون
وزير الخدمة المدنية - سلطنة عمان



Mr. Musab Al Mahruqi
CEO - Orpic
Sultanate of Oman

Rt Hon Jack Straw
MP - Blackburn
United Kingdom

مع ترجمة فورية للعربية 

Tracks

- **Building a value-based organisation through competent leaders**
- **Technology drivers for the new world of Human Resources**
- **Competency and talent mapping in employee development**

Date & Venue

29 September 2015

Al Bustan Palace, Muscat
Sultanate of Oman

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GROUP



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THE DESTINATION

Oman lies at the eastern corner of the Arabian peninsula. Sharjah and Fujairah (UAE) separate the main part of Oman from the northernmost part of the state, a peninsula (Musandam) extending into the Strait of Hormuz.

Historically, Omanis were seafarers and traders who dominated regional commodity trading in the Indian Ocean, East Africa and the Arabian Gulf. There was a succession of migrations which saw the growth of settlements along some parts of the East African coast.

In 1970, Qaboos bin Said Al Said ousted his father and has ruled as sultan ever since. His extensive modernization program has opened the country to the outside world and has preserved a long-standing political and military relationship with the United Kingdom. Oman's moderate, independent foreign policy has sought to maintain good relations with all Middle Eastern countries.



Why this Conference?

In many industries, advanced workforce analytics can help companies hire to fuel growth in the right places. It is arguable that few other industries could benefit as much as the oil and gas sector from this approach, especially given the dynamic nature of market forces and their costly impact on workforce resources.

The extensive experience of the oil and gas industry, using predictive modeling to forecast their needs for capital spending, production and raw materials, puts it in a position to simply extend this capability to workforce management. In fact, it not only makes logical and financial sense — it's also aligned with the culture of any organisation.

Who should attend

- Senior Managers
- Line Managers
- HR Directors
- Project Managers
- Training Managers and Supervisors

Language

English



We bring the potential of our people alive

Welcome to Orpic, Oman Oil Refineries and Petroleum Industries Company.

Orpic is one of Oman's largest companies and is one of the most rapidly growing businesses in the Middle East's oil industry. Our refineries at Sohar and Muscat, as well as our aromatics and polypropylene production plants in the Sohar complex, provide fuels, chemicals and feedstock to Oman and to the world. Our team of more than 1,600 employees - the majority Omanis - work across these four plants with the common goal of building an integrated Omani refining and petrochemicals business of which the nation is proud.

For more information visit : www.orpic.om





Maximum Height
4.84
meters

⚠
DANGER

CONFERENCE THEME

The overarching goal of the conference is to help organizational leaders, at all levels, acquire innovative solutions that they need in today's highly uncertain and turbulence business environment.

The Power Within.. The New Era of Human Capital "Getting the right PERFORMANCE at every level or layer of LEADERSHIP". Subsequently the issues of talent and how it is organized must get the attention they deserve that is vital to strategic success and the essential evolution.

The conference has been divided into three tracks :
Track One, Building A Value-Based Organisation through Competent Leaders; Track Two, Technology Drivers for the New World of HR and Track Three, Competency and Talent Mapping in Employee Development.



SUB-THEMES

Topic

Human Resource Management

HRM, has never been more challenging, in recent times. Recruiting the right talents, effective performance management, competitive rewards and benefits, managing multi cultured employee, and resolving disputes are among the fundamental performance indicators for HRM.

However, the discussion is still open, on what should or could HRM do in going forward to further develop an organization.

Human Resource Development

HRD must be seen as a strategic enabler for overcoming organization's business challenges. Seeking the right learning and development initiatives to enhance performance, at the right pace and time at all levels, will ensure success for the organization and most importantly for the individual whose competency is continuously being developed.

Leadership

Leadership is more often than not about "soft skills" rather than "hard skills". It is the art of leading others to deliberately create a result that would not have otherwise happened. The leaders who can get others to perform at their best, that ultimately create winning organizations, which is why a leader who understands what drives the bottom line is so valuable.

Culture

Culture plays an important role in any organization - shaping your work relationships, processes and enjoyment in the workplace. It is made up of values, beliefs, underlying assumptions, attitudes, and behaviors shared by people within an organization. The culture of success affects every business decisions, as well as the bottom line. Ultimately, a company culture can make a business's heart beat or stop.

Technology

Technology has been known to be critical for an organization's long-term sustainability. Some organizations invest heavily into research and development, while some into technology. This sub-theme will be delving into the current innovations in the field of Human Resource Development and Organizational Development to understand what are the best practices.

Programme

Registration & Networking

07:30 – 09:00 AM

Registration & Networking
Tea and Coffee served

Official Opening

09:00 – 09:45 AM

Mr. Musab Al Mahruqi

CEO - Orpic
Sultanate of Oman

Welcome Message



Key Opening

Rt Hon Jack Straw

MP - Blackburn - UK

*The Power of Decision
Making at Turbulence
Situation*



Dr. Tommy Weir

International Speaker
USA

What Makes Great Leaders



Break

9:45 – 10:00 AM

Plenary Session 1

10:00 – 11:20 AM

Rt Hon Jack Straw

MP - Blackburn - UK

*Leadership in Cross Cultural
Organizations*



Dr. Tommy Weir

International Speaker - USA

*Best Leadership Style to
Maximise Results*



Mr. Daniel Liew

CEO - Direct Results Asia Pacific
Consultancy - Malaysia

*Personality Growth &
Development*



Plenary Session 2

11:40 – 1:00 AM

Mr. Matthew Mee

Managing Director,
Middle East at CIPD - UK

Helping the Future of HR CIPD Prospective



Ms. Kelly Armatage

CEO - Kelly Armatage Inc. - UK

Self Confidence for Successful HRD Practitioners



Mr. Reginald Singh

Business Development
IBM Kenexa - Canada

*How Technology has Revolutionized HR Functions
in the Industry*



Break

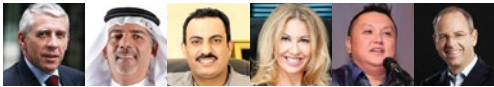
01:00 – 02:00 PM

Prayer Time / Lunch

Panel Discussion

02:00 – 03:00 PM

Latest and Hot Issues on
People Management



Break

03:00 – 03:30 PM

Tea Break & Networking

Concurrent Sessions

03:30 – 04:30 PM

Workshop 1

Learn 3 Steps to Change
By: Ms. Kelly Armatage - UK

Workshop 2

Applying HR Technology at workplace - Case Studies
By: Mr. Reginald Singh - USA

Workshop 3

Honoring Individual Differences & Leadership in the Workplace
By: Mr. Daniel Liew - Malaysia

What's next

04:30 – 05:30 PM

What's next.....
Your conference = Your workplace

Conference Tracks

01 Track

**Building A Value - Based
Organisation through
Competent Leaders**

02 Track

**Technology Drivers
for the New World of HR**

03 Track

**Competency and Talent
Mapping in Employee
Development**

01 Track

Building A Value-Based Organization through Competent Leaders

Track Brief:

In the wake of scandals in recent years, involving high profile organizations, there is a growing call for corporations to focus on value-based organizational development – with the prime objective of generating business sustainability through relationship development. The concept of a value-based organization rests on the premise that successful organizations are built on the foundation of quality relationships. The ability to develop such a culture lies in the total involvement of employees and leadership, which in turn unlocks their potential. Hence, the success of organizations must also be measured in terms of the quality of relationships, morale and professional development. Research has clearly shown that strong and aligned values foster commitment, performance and focus.

02 Track

Technology Drivers for the New World of HR

Track Brief:

In a global, flat and connected new world, technology is a primary driver of change in HR. Continuous innovation is fundamentally changing the way HR work is accomplished. As HR evolves into a more technology-based function, organizations which are able to combine effective HR management processes with effective HR technology, are far more likely to be productive and successful. The challenge for HR management is to manage this technology to maximize its benefits and understand how the changing trends in technology will impact HR practices, particularly in relation to recruitment, learning and development, performance management, payroll, employee benefits, etc.

03 Track

Competency and Talent Mapping in Employee Development

Track Brief:

"It was the best of times; it was the worst of times". These words written by Charles Dickens over 200 years ago describe the paradox facing organizations today with regards to talent. As organizations have realized that employees' talents and skills are essential to driving business success, competency and talent mapping has become a vital component of business growth and organization success. The way talent is mapped and managed can be the game-changer as it can clarify and unlock the potential in an organization. An effective competency and talent framework also provides the underpinning link in developing, retaining and promoting the best talent with abilities and aptitudes to meet business goals and strategies.



Rt Hon Jack Straw

MP - Blackburn

UNITED KINGDOM

John Whitaker Straw is a British politician who served as the Member of Parliament (MP) for Blackburn from 1979 to 2015. Straw served in the Cabinet from 1997 to 2010 under the governments of Tony Blair and Gordon Brown. He held two of the traditional Great Offices of State, as Home Secretary from 1997 to 2001 and Foreign Secretary from 2001 to 2006 under Blair. From 2007 to 2010 he served as Lord Chancellor and the Secretary of State for Justice throughout Brown's Premiership. Straw is one of only three individuals to have served in Cabinet continuously under the Labor government from 1997 to 2010. He voluntarily withdrew from the Parliamentary Labor Party (but remained a member of the party itself) in February 2015 due to «cash for access» allegations. Straw denied any wrongdoing or any breach of the parliamentary rules and voluntarily referred himself to the Commissioner on Parliamentary Standards and withdrew from the Parliamentary Labor Party pending the Commissioners inquiry.



Mr. Musab Al Mahruqi

CEO - Orpic

Sultanate of Oman

Musab Al-Mahruqi is the Chief Executive Officer of Orpic, the integrated Oman Oil Refineries and Petroleum Industries Company LLC. Orpic owns and operates two oil refineries and an integrated petrochemical complex (polypropylene and aromatics) with annual revenue exceeding USD 9 bn. In addition, Orpic is progressing with an ambitious growth plan for the next five years which will double its workforce, increase its asset base by over USD 7 bn and its product portfolio with over 4 million tonnes/year of fuels and plastics.

Musab holds a master degree in Business Administration from Edinburgh Management School (Scotland) and a BEng in Chemical Engineering from University of Nottingham in the UK. Prior to being tasked by the government to spearhead this integrated new economic entity in 2010, he was with Oman Oil Company S.A.O.C. as Chief Investment Officer and has actively contributed to the growth of Oman Oil portfolio in several roles including Deputy Chief Financial Officer and Project Finance Manager roles. Prior to joining Oman Oil Company, Mr. Al-Mahruqi had been working as a field engineer in Schlumberger Oilfield Services, an integrated international oilfield services company and has had assignments in West Africa and the Caspian Sea.



Mr. Mathew Mee

Managing Director, Middle East at CIPD

United Kingdom

Matthew heads up operations across the Middle East for the CIPD – the UK's professional body for HR & People Development. For the last 7 years he has lived and worked in Dubai – which included 5 years working with Jumeirah Group, heading up the HR function globally for 2 years - and subsequently joining Kenexa / IBM Smarter Workforce to head up outsourcing operations across the GCC and Africa. In his earlier career he worked for a number of high profile organisations in senior management roles – including Tussauds Group (now Merlin Entertainments) & Royal Mail Group.

He is a graduate from Coventry University and professionally qualified as a Chartered Fellow of both the CIPD and CMI.



Dr. Tommy Weir

International Speaker

USA

Globally recognized as an authority on leading in Fast-Growth and Emerging Markets, Dr. Tommy Weir is an author, renowned speaker, CEO Coach, and advisor on senior executive leadership. He has rare insights through working with over 3,000 CEOs and business leaders from around the world, ranging from Fortune 500 companies to newly established corporations in Asia and the Middle East.



Mr. Nofal Al Saidi

GM Human Resource Services (ORPIC)

Sultanate of Oman

Nofal Al Saidi is Orpic's General Manager of Human Resources. With more than 20 years experience in the Oil and Refinery industry, in roles including a Senior Project Engineer, Procurement and Contracts Manager, and General Manager of Maintenance, Nofal offers deep insights into Orpic's business operations and has a high level of expertise in strategic planning on human capital issues, employee development, and building the competitiveness of local talent. Since becoming the General Manager of Human Resources in 2013, Nofal, who is a proactive and versatile team player, has had a profound impact on the business – motivating, influencing, leading and earning the respect of his employees across all departments and functions.



Mr. Daniel Liew

CEO - Direct Results Asia Pacific Consultancy

Malaysia

With a background in Psychology and Human Resource Development from Hawaii Pacific University, Daniel began his speaking and training career thirteen years ago. Since then he has trained and spoken in Japan, Australia, Singapore, Thailand, Indonesia, India, Philippines, Hong Kong, Beijing and Malaysia. Having qualification in Psychometric Assessments namely the Myers Briggs Type Indicator® he has remained a loyal student of Carl Jung's Psychological Type theory for the last 15 years, and has applied it well with his work with some notable clients ranging from American Express, Shell, Wyeth, BMW, Dell, Campbell Soup, and Nokia.



Ms. Kelly Armatage

CEO - Kelly Armatage Inc.

United Kingdom

Kelly Armatage is an Entrepreneur and the owner of "Kelly Armatage Inc", a Therapy and Coaching Practice in Bahrain. For nearly a decade, Kelly Armatage has been assisting the healing of individuals and companies within the Middle East. An expert in coaching and behavioral change, Kelly has facilitated transformation for thousands. Kelly is the inventor of A.S.K. – A Serenity Kit. This Therapist in a KIT is a 3 step subconscious re-wiring technique that creates major change. This technique combines universal law, emotional freedom and the knowledge of learned behaviours and subconscious pay-offs to revolutionise people's experiential realities.



Mr. Reginald Singh

Business Development - IBM Kenexa Smarter Workforce

Middle East & Turkey - Canada

Reg has been with Kenexa for over 13 years (7 in the Middle East) and serves as Business Development Director for Kenexa Middle East across all of Kenexa's Business Units. Before joining Kenexa, Reg held Programme Management, Account Director and Senior Consultant roles with PriceWaterhouseCoopers and Deloitte Consulting. Over his career, Reg has formed partnerships with clients in a range of sectors including Telecoms, Financial, Healthcare, Retail and Hospitality, and served as a consultant on a range of projects ranging from Talent Management, IT infrastructure design and architecture to best practice in recruitment, selection, employee engagement and leadership development.



Mr. Ahmed Al-Banna

CEO- GCC Region - Origin Group

Kingdom of Bahrain

Mr. Al Banna is widely respected as an HR and Management practitioner. He has 30 years experience in developing, interpreting and implementing HR and management strategies. He has held the following positions – Assistant Undersecretary for Training at the Ministry of Labour, Bahrain, Past President of the Bahrain Society for Training and Development (BSTD), the Chairman of the board of Directors of the Bahrain Training Institute (BTI), Member of the board of directors of the Labour Fund (TAMKEEN), vice-president of ARTDO and board member of Muharraq Governorate Coordination Council on addition to many international and regional memberships. He has PA Degree in business management and MBA in management – UK.

VENUE



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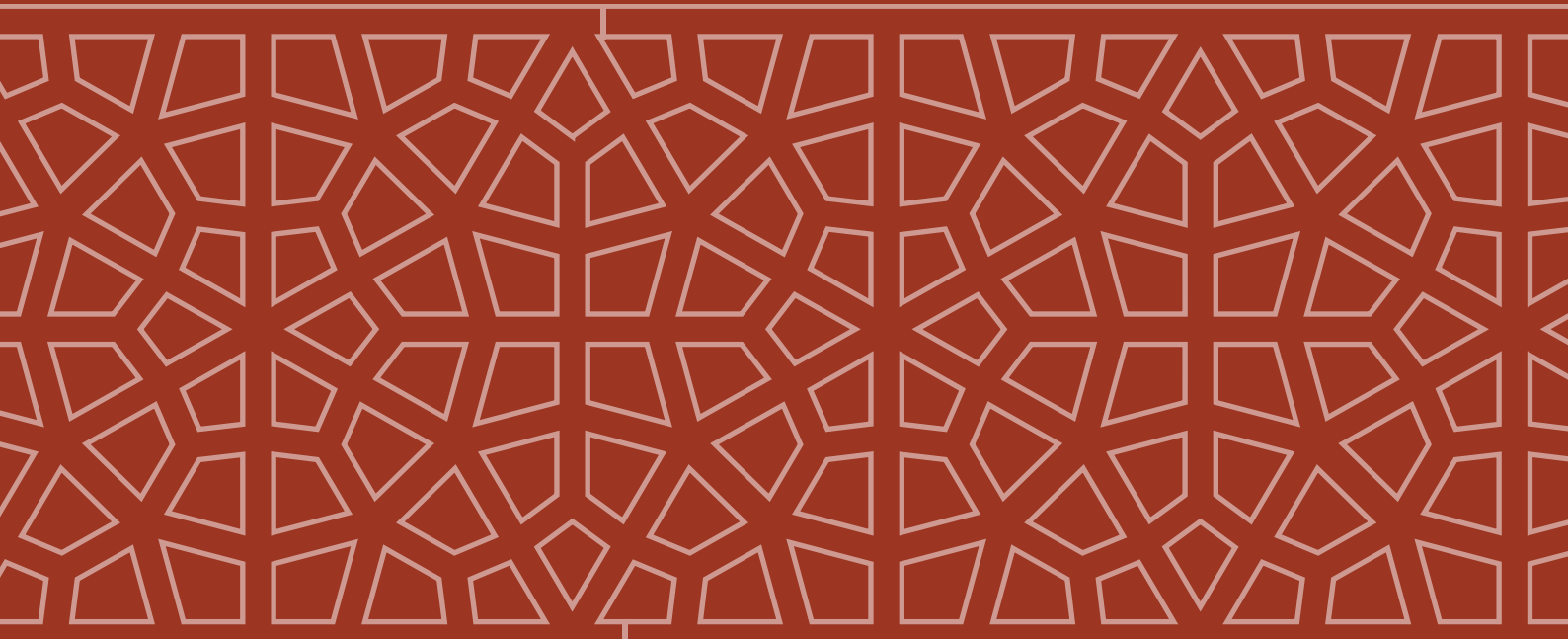
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*People
Conference*

THE POWER WITHIN... NEW ERA OF HUMAN CAPITAL
29 September 2015, Al Bustan Palace

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Al-Assayel for Events Management

+968 99 17 1114
+968 24 50 40 30
+968 24 50 40 88
assayel@origin.com.bh
Alnahdha Tower, Ghala, Oman

ORIGIN®
GROUP

+973 17 552 878
+973 17 552 890
registration@origin.com.bh
www.origin.com.bh
assayeloman
origin.com.bh