



KIPIC
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Khalid Al Awadhi

A Leader's Inspiring Journey



Celebrating Your Excellence

Abdullah
Al-Hamoud

Latifa
Al-Qallaf

Faleh
Al-Ajami

Fay
Al-Duaij



KIPIC Employees... The Pinnacle of Innovation and Genius in **Making More Possible**

KIPIC's exceptional track record of accomplishments continues to expand as a virtue of its employees' abilities and innovation, as well as their consistent triumphs across a wide range of disciplines both at the company level and throughout Kuwait.

Kuwait Integrated Petroleum Industries Company values young leaders by highlighting their skills and achievements and directing their incredible strengths in various fields as agents of change and future decision-makers due to their great ability to provide innovations and practice a diverse range of hobbies from a renewed and developed perspective, which ultimately adds value to the company's initiatives.

In this month's edition of KIPIC newspaper, we look at some of the achievements and interests of company employees who collaborated and engaged with the media relations team interviews to provide major support for the success of the concepts that lay behind KIPIC's initiatives to make more possible.



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A portrait of Khalid Al Awadhi, a man with a mustache and glasses, wearing a white thobe and ghutra. He is smiling and looking directly at the camera. The background is a blue sky with a gradient.

Khalid Al Awadhi

A Leader's Inspiring Journey

In 2016, amidst a severe global economic downturn and a significant swing in oil prices, KPC decided to establish a new giant oil company, which would later be known as Kuwait Integrated Petroleum Industries Company, a decision that took the global industry by total surprise as to how a new massive company would be managed under such precarious oil conditions.





Mr. Hashem Hashem, the CEO of the fledgling company at the time, recognized the importance of building a reliable team that works and interacts well together in order for the new company to realize the goals that were set for it. Therefore, the decision to select Mr. Khalid Al Awadhi to join the founding team and continue the journey of establishing Al-Zour Refinery was based on the enormous influence that was envisioned for him to have



on the future of this new company. Al Awadhi has owned Al-Zour Refinery since it was founded in 2004 and has seen all of the project's peaks and troughs. He has also specialized in refining activities since he began working in the Kuwaiti oil sector, which helped him gain a thorough understanding of its technical and non-technical subtleties and mysteries.

After a long, hard, and rewarding journey full of accomplishments spanning more than three decades, the godfather of Al-Zour Refinery concluded his career by operating the promising national project as one of the fortunate and deserving leaders who witnessed the beginnings and celebrated the completion of the project.



A Phenomenal Career Journey

Interestingly, Mr. Khalid Al-Awadhi began his academic career at the Faculty of Medicine, but after about a year and a half, he realized that his actual passion was not medicine, which made him transfer to civil engineering.

After earning a Bachelor of Science in Civil Engineering from Kuwait University in 1987, he joined the Kuwait National Petroleum Company to begin his distinguished career in the Kuwaiti oil industry.



His notorious journey in the oil industry was far from easy, as the road was long, arduous, and fraught with difficulties.

Throughout the journey, Al Awadhi performed all

responsibilities entrusted to him with devotion, attention, and honesty. His professional career was defined by discipline and devotion, as he was determined to gain in-



depth knowledge and understanding of the firm's operations as well as establish a strong network of professional connections both inside and outside the company.

From 1987 to the close of his career in 2023, Mr. Khalid Al-Awadhi advanced through occupations, achieving the pinnacle of success. Al-Awadhi held several administrative and leadership positions, including chairing the board of directors of The Kuwait Styrene Company



(TKSC), one of Kuwait's main petrochemical businesses, and chairman of Kuwait Petroleum Corporation's budget committee for the fiscal year 2021-2022. In addition to his

chairmanship of several financial committees, he also participated in the chairmanship and membership of several committees and technical teams in KIPIC.



Characteristics of an Exceptional Leader



Mr. Khalid Al-Awadhi was able to quickly establish himself as a key figure in the oil industry due to his distinguishing characteristics, as he was acclaimed for his high intelligence, great organizational abilities, strategic thinking skills, and exceptional concentration levels. Along with expressing remarkable composure and gentle morals, he was also acknowledged for his deep interest in prioritizing his responsibilities and contesting the results of each task he was assigned. He combined qualities that could appear contradictory at first: he was serious and humble all at once, an excellent listener who valued other people's viewpoints, highly detail-oriented, and intrigued by unconventional ways of thinking.

His leadership style was noted for its genuine honesty, and he was always devoted to working with a long-term strategic vision to attain shared goals; his enthusiasm for work carried a lot of optimism with it, along with his smile and sincere interest in the human element and workforce.



Elements of Success in the View of Mr. Khalid Al-Awadhi



Throughout his career, Mr. Khalid Al-Awadhi was committed to fostering a sense of unity within the team since he firmly believed that it was a necessary component of success and that the success of a team relied on the contributions of each individual member. From his perspective as an exceptional leader who was successful in establishing an interdependent team, we present a summary of the key tactics employed by the team, tracking the key takeaways and ideas upon which to construct successful work teams.



Stages of the Team's Development and Maturity

The formation of the team takes place in the first stage, during which the team leader is essential for identifying and designating the team members. Leaders are also responsible for ensuring that this step provides an opportunity to learn about the abilities of the team members and how each of them supports the others.

The second stage involves defining the team's mission, area of responsibility, and frameworks within which it will work to complete the task. The more definite

this stage is, the better and more effective the team's performance will be.

The third stage is where production, performance assessment, and evaluating the level of development and production take center stage. Here, we want to remind you of the approach a leader must use, starting with gracious manners, investing time in learning the requirements of the team, and concluding with respect and gratitude.

There is an additional stage that we refer to as the

“renewal stage,” and this stage may coincide with any of the previous three stages.

We need this stage when there is a significant change that may occur in the team's tasks, the occurrence of an unsolvable problem, or a mismatch between the team members that cannot be resolved. As a result of this change, the team may need to be renegotiated and changed in order to keep up with the new process and the stages of the team's growth, maturation, and development.



Team Building Elements



Supporting the Team with Clear Visions and Tasks

The first of these concepts is that the work team must have a clear goal, a long-term vision, and adhere to dependable, established rules.

Team members are not just a group of people working without goals; thus, the team leader should start by presenting the tasks, visions, and values that the team will work on and repeat explaining and discussing them with the team periodically.

Linking the Team Tasks to the Strategic Directions of the Institution

At the team's first meeting,

the leader is responsible for connecting the team's objectives to the strategic vision and general goals of the company. The team must be given enough time to thoroughly understand the link between the team's tasks, the work they accomplish, and the company's strategic directions, as well as to discuss the company's strategic directions in detail. Employing the company's strategic direction specialists, such as our comprehensive planning groups in the oil sector and inviting them to the discussion that reflects on our strategic directions is preferable in order to clarify

and provide comprehensive information.

When the work is complex and large, all that is required is a set of organized procedures for it, whether technical or administrative measures are necessary to complete the work as required. The leader must clarify and discuss with the team the scope of their work according to the nature of the team's work after understanding the tasks required of them and connecting them to the strategic directions.

Through discussion, it is crucial for the team leader to concentrate on understanding and

defining each member's role, determining whether the team needs the help of individuals or other entities to complete its tasks, and exploring the potential for collaboration between the work team and other entities to improve performance. Additionally, the leader can communicate with the company's top executives to provide the best possible service. In order to design a strategy and measure the work done and the degree to which those needed expectations are satisfied, an effective leader must be aware of the expectations anticipated from the work team.

Establishing a System of Procedures and Practices for the Team

It is common for team members to disagree on viewpoints or even actions, or there may be a disagreement on fundamental values. However, this does not necessarily indicate that the team failed to accomplish its goal, especially in the early stages of working together. The leader must provide everyone involved

a chance to talk about and resolve the issue as soon as possible, and they must do it while accepting conversation and respecting opposing viewpoints. They must also proceed quickly to find mutually agreeable solutions based on their team's best interests.

Encouraging the Use of "We" Rather than "You" or "Them"

The team should never feel disconnected from one another or from the other teams or groups within the company at any point during the work process. When this happens, blame starts to be placed between the groups, and the so-called "us versus them" thinking atmosphere starts to spread. The leader must be aware of this phenomenon and stop it from spreading by addressing the team members and other leaders to learn the reasons and challenges that caused the omission.

Provide Clear Directions and Set Priorities for the Team

Without the right follow-up and direction from the team leader, team members

may occasionally waste important time without contributing anything productive, or they may produce something, but it won't have the intended result. The team and its leader must thus often meet and be reminded of the tasks and goals of the team as well as the proper expectations. It is preferable that the conversation technique be centred on eliminating any barriers that stand in the way of the target.

Each time the team leader talks about the broad picture, he trains the group to consistently put these three ideas into practice:

- Recognize the issue or the opportunity at hand
- Discuss in groups to develop solutions
- Decide on a solution and the steps necessary to put it into practice

With this approach, the decision-making process is guaranteed to involve everyone, obstacles can be addressed by the team, and goals are achieved step by step.



Encouraging Group Members to Take Part in Discussions and Contribute Ideas that They Can Use and Develop

Getting perspectives and ideas from various team members is one of the most significant aims of collaboration since ideas and brainstorming are the foundation for creating work and addressing difficulties. The leader should support the presentation of ideas without interjecting criticism or remarks that reduce their value or applicability. It is necessary to allow enough time for brainstorming as well as opportunities for others to be integrated and renewed using a fresh framework.

Recognizing and Acknowledging the Contributions of Each Team Member

Respect, admiration, and attention for dedicated employees are among the most crucial organizational values, and as a team leader, it is your responsibility to help all team members share these values. The contributions of each person should be valued, and time should be given

to constructively engage with them regarding their job. Whether you agree with them or not, take the time to listen to what they have to say and express gratitude for it.

Engage the Group in Conversation and Decision-Making

Set an example by being good to others.

As a team leader, you must act decisively if a team member assaults or belittles others. You must take the individual aside, counsel them, and urge them not to repeat the behaviour. If the member consistently disrespects others, you must decide whether to remove him from the team.

Ratios of Completed Work and Successes Attained by the Team

As a team leader, it is important to use the word “we” and stay away from “I” language when attributing success to the team as a whole rather than to you personally or to a particular group. Employees are constantly seeking validation, so if you have been recognized as a leader by your superiors for the work

that you and your team have done together, you must set a good example by involving and extending this praise and honor to all team members, highlighting the team’s accomplishment to other groups, and announcing pride in what you have to offer. You must lead by example and encourage others to do the same.

Celebrate the Team’s Accomplishments and Keep them Entertained

Recognizing successes on occasion is essential to maintaining team morale when projects are challenging and require a lot of time-consuming, laborious work to finish. There are several methods to express appreciation, and they can range from small gestures like a relaxing session, a smile, a cup of coffee, some food, or an acknowledgement of the team members’ positive efforts to more elaborate events like a major celebration according to the achievement.

The Prophet, peace and blessings of God be upon him, said, “Ease off from time to time, for when hearts get weary, they grow blind.”

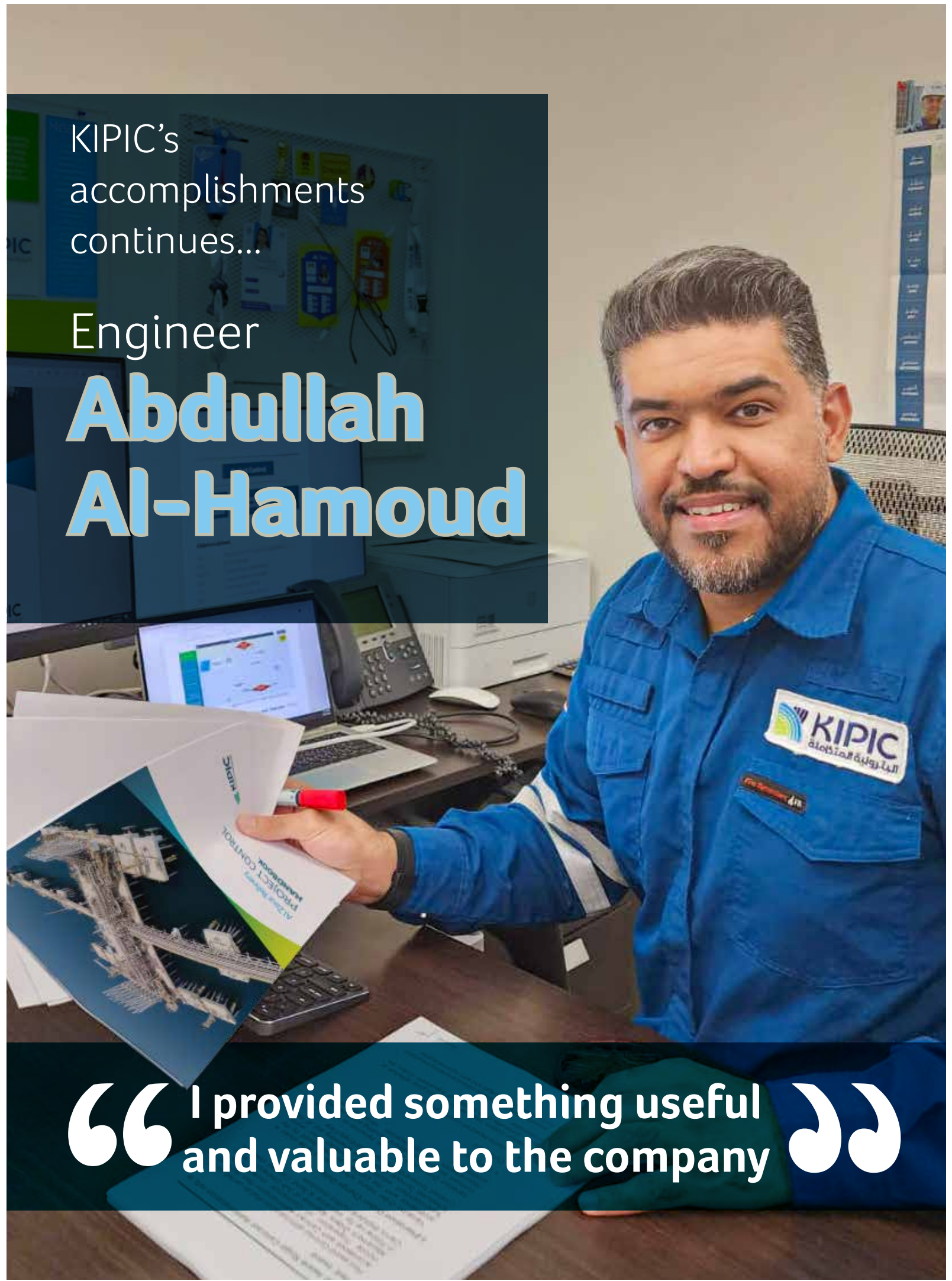




KIPIC's
accomplishments
continues...

Engineer

Abdullah Al-Hamoud



“ I provided something useful
and valuable to the company ”





Abdullah Al-Hamoud, an Al-Zour Refinery Major Projects Group engineer, completed a one-of-a-kind accomplishment by preparing and publishing a project management guidebook while working under the supervision of both the Al-Zour Refinery's major projects team leader, Marwan Al Neseif, and the project control team leader, Yousef Al Dousari.

The Media Relations Team conducted an exclusive interview with Engineer Abdullah Al-Hamoud to discover more about the specifics of this guideline, its objectives, and the motivations for its adoption.

“

The Guide to Project Control Management, according to Al-Hamoud, is a comprehensive book that covers the key features of project control management in an easy-to-understand and application-friendly manner and contains numerous project control management concepts and tools.

”



Al-Hamoud adds that the book is regarded as an essential reference for project management engineers and specialists in project control management since it describes a series of steps gathered from prior experiences working on the Al-Zour Refinery project in a straightforward manner.



In response to the question about the objectives of this guide he stated:

“It was prepared to serve as a reference for fresh and recently appointed engineers because of its easy-to-understand approach and its organizational structure, which makes reading it both enjoyable and effective and encourages engineers to acquire a basic knowledge of project management functions.”

Al-Hamoud outlined the guide’s four chapters: cost estimation, cost control, planning, and contract management, attributing its completion to several reasons, which included:

First- Approaching the final stages of receiving and operating the Al-Zour refinery, as well as his involvement in the completion of such a massive project with all its challenges.

Second - The feasibility study, early designs, contract signing, and further design, implementation, sourcing, receiving, operating, and controlling phases.

“All these factors prompted me to write a book explaining project management to be the first in a series of books and publications for the company to benefit from in the future for engineers who are new to working in this field,” Al-Hamoud continued.

On the other hand, he disclosed that it took roughly a year to complete the work on the publication from the time the concept was formed through the stages of planning, preparation, and selection, editing, and review by experienced colleagues and project employees, and finally approval and publishing. Al-Hamoud voiced his deep pleasure with his achievement, acknowledging that it had benefited KIPIC in general and the project engineers and newly hired staff in particular.



“Seeing as this is my first experience in this field, the feeling is indescribable.”
“On a practical and professional level, completing the first publication represents a huge personal accomplishment because it enables others to easily access the knowledge gained from earlier experiences and apply it to projects, which undoubtedly enhances self-confidence,” Al-Hamoud stated in his closing statement as he reflected on his experience.



Latifa Al-Qahtani



Gulf Cooperation Council's First Female Engineer to be Awarded the Maintenance Asset Reliability Certification (MARC)

“ It is now time for women to start seizing any chances possible to demonstrate and validate their skills ”



Al-Qallaf discussed her certification exam experience in an interview with the Media Relations Team, stating that:



Engineer Latifa Al-Qallaf obtained a specialized certificate from the Gulf Society for Maintenance and Reliability, making her the first engineer in the Middle East to obtain this certificate.



“My reporting senior, Snr. Eng. Essa Al Qattan encouraged me to work on the accreditation certificate and expressed great enthusiasm and support to complete the exam, which was in itself quite comprehensive and encompassed a variety of questions covering all aspects of the “Body of Knowledge.”

After passing the test and earning the certificate, I was surprised to learn that I was the first female engineer to receive the “Marc” accreditation certificate in the Gulf Cooperation Council, which is certainly a great honor.



“Maintenance Asset Reliability Certification” is a new accreditation certificate that covers in-depth information on the most recent technical advancements, and associated terms. “ This certificate is difficult to obtain so easily that it requires great efforts to study.

Along with this outstanding accomplishment, Al-Qallaf leads the “Women in Industry and Asset Management” group (WIAM), an association concerned with promoting and encouraging women’s involvement in the oil and gas industry that works under the auspices of the Gulf Society for Maintenance and Reliability, as she expresses her enthusiasm upon seeing more women achieve further similar certificates.

Al-Qallaf initiated her scientific career by enrolling at the American University of the Middle East (AUM), where she earned a degree in Industrial Engineering. After graduation, she started working in the oil and gas industry for Halliburton as a technical planner in the Sperry Drilling Department and eventually joined KIPIC as a Maintenance Planning Engineer where she completed a year-long training program with the Kuwait National Petroleum Company (KNPC) as an attachment with MPD-1 and MPD-2 as well as Mechanical Maintenance.

Al-Qallaf returned to KIPIC after completing her training, where she thrived in her position and helped her team increase collaboration and performance evaluations across all work teams. She also completed the rigorous “Maximo” training program and is currently in charge of Utilities Area 4 and working with the MPL Material Team.

Regarding her best-known work, Al-Qallaf holds a Certified Maintenance and Reliability Professional Certification (CMRP) and recently received a MARC certificate from the Gulf Society for Maintenance and Reliability (GSMR) as a Certified Engineer. Al-Qallaf also takes part in the PR and Marketing Committee for the aforementioned association and shares a passion for the quarterly news publication “Osool” with her colleagues.

In response to a question on how women might establish themselves in the workplace, she replied, stating that: Gender diversity has reached its pinnacle in Kuwait and at KIPIC, and it is now time for women to start seizing any chances possible to demonstrate and validate

their skills since it is no longer justifiable to wait for possibilities to be provided to us by anyone else. As women, it is our role to create the opportunities that will allow us to best demonstrate our abilities and worth. We have a variety of employment possibilities available to us, and although we confront a variety of challenges, we must view them as chances to perform better and achieve more.

She emphasized countless statistics and studies have shown that both men and women can produce excellent results when working together in a team environment and that cultural challenges must be re-evaluated and properly assessed while always keeping in mind that the true goal is operational excellence and not just profit or personal gain.



“I firmly believe that striving for excellence stems from one’s heart and conscience, as well as their desire and readiness to carry out their duties in the proper manner,” Al-Qallaf remarked in her closing statement, **“The environment in which they do their duties also plays a significant role, and I felt precisely this way, from my reporting Senior, through the Team Leader, all the way up to the manager; ever since I started working, everyone has provided me with the utmost support without limit, especially my family, who have given me the most support.”**


Faleh Al-Ajmi



Here's how Bridges the Gap
Between the Two Fields:

Media and Engineering





Whatever sector or industry one chooses to work in, a person's success is founded on their passion. This is true in the case of electrical maintenance engineer Faleh Al-Ajmi, who has chosen the two different fields of media and engineering as his career, dedicating his time and efforts to the two professions, without fault or boredom.

In this interview, Al-Ajmi discusses his media experience and how he was able to reconcile the two sectors at the same time, as well as various other related topics.

“I started my media career when I was still in middle school”



Faleh got his start in the media industry as a middle school student after receiving a public speaking award from the Ministry of Education. He began his media journey with the three-year “Children’s TV” program on Kuwait TV and the two-year “Children’s Studio” on Al Rai TV.

“After that,” Al-Ajmi proceeded, “I continued to secondary school, which required me to discontinue my work in the media industry in order to focus on my academic studies, and thankfully, I graduated from high school with honours and went on to major in engineering.”

Al-Ajmi claimed that as he started working as an electrical maintenance engineer at Kuwait Integrated Petroleum Industries Company, he was offered a job at Kuwait TV (Channel 2—news sector in English), and he started working as a part-time news reporter without interfering with his work at KIPIC.

Concerning his aims for choosing a media career that is completely contrary to engineering, he stated, “I have always loved working in the media field since childhood, and the same applies to the engineering profession that I practice in KIPIC,

and in terms of time, I choose evening coverage shifts so that it does not interfere with my work at the company.”

Al-Ajmi revealed that he faces numerous challenges in both fields and professions, saying: “My responsibility as a maintenance engineer necessitates that I be completely prepared at all times, especially when we face challenges in the refinery, and I may be in the process of preparing or performing a report for television at the same time, so I am always rearranging priorities to achieve maximum efficiency.”

“



We concluded the interview with a final question, Al Ajmi was asked one last question about his preferred field or position,

and in response,

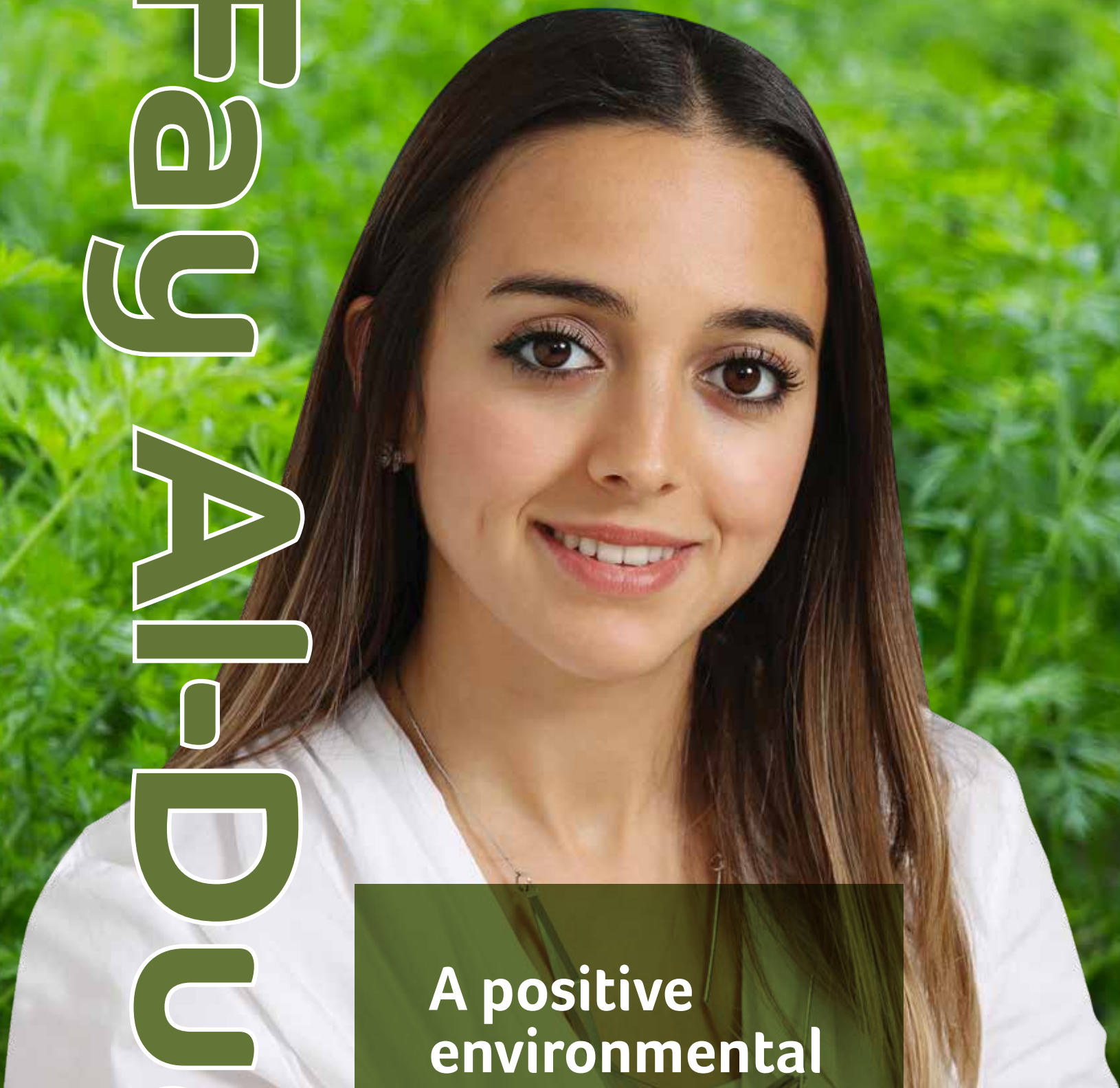
He stated that each profession has its own challenges, distinct nature, and range of benefits.



While working in media helps me develop my social skills, including Arabic and English communication, while maintenance work helps me strengthen my technical skills and put my electrical engineering degree into practice.

”

فايزة ألي-دوجان



**A positive
environmental
model...**
starting with her
own home!





Fay Al-Duaij, a member of KIPIC's Training and Career Development Group, is particularly concerned with the environment, participating in and organizing a variety of awareness programs and events such as seminars, workshops, exhibitions, and desert and beach cleaning campaigns, in addition to other activities aimed at raising awareness and strengthening the necessary environmental culture in order to sustain a clean and healthy planet.

The last of these activities was the Environment Training Week in Kipic, which was held at the remarkable initiative of Al-Duaij, in a step that contributes to enhancing the positive behavior of individuals, especially those working in the company, towards protecting the environment for a prosperous future. Likewise, Al-Duaij is committed to adopting and implementing environmental standards in her household, which represents a personal priority for her.

“At home, I always aim to lead a sustainable lifestyle,” environmental advocate Fay Al-Duaij stated at the start of her interview, describing how she addresses the waste issue at home by limiting garbage buildup and recycling waste in order to utilize and benefit from it through composting or planting.

Al-Duaij further demonstrated her household recycling system, stating that “the first and most essential step is to decrease waste as much as possible; everything that I cannot reuse, I attempt to recycle in return.”



Regarding purchasing home necessities, she continued, “I always try to use my own shopping bags to carry the products that I buy in small quantities in order to decrease consumption and waste, in addition to purchasing other items whose manufacture employs recycled or recyclable materials.”

Al-Duaij noted that she constantly strives to discover a unique approach to transform any materials that are not recyclable, such as purchase receipts, into beneficial things by cutting and reshaping the waste to be incorporated into some of her children’s sensory-developing toys.



When asked about her further interests, she responded,

“

I love growing plants and gardening, especially vegetables and herbs.” “Right now, I’m growing carrots, strawberries, basil, and spinach on my balcony because planting these varieties doesn’t require a lot of room and can easily be done at home.

”

In response to a concluding question as to whether environmental campaigns elicit support and commitment of societal segments, she stated that “there has been an outstanding responsiveness from citizens to environment protection initiatives; however, it remains voluntary or provided solely by private institutions; therefore, I urge the government to encourage and invest more in resolving issues and problems linked to environmental conservation in Kuwait.”



H Building A

H Building B

M Building C

M Building D

80%

Ratio
Achievement

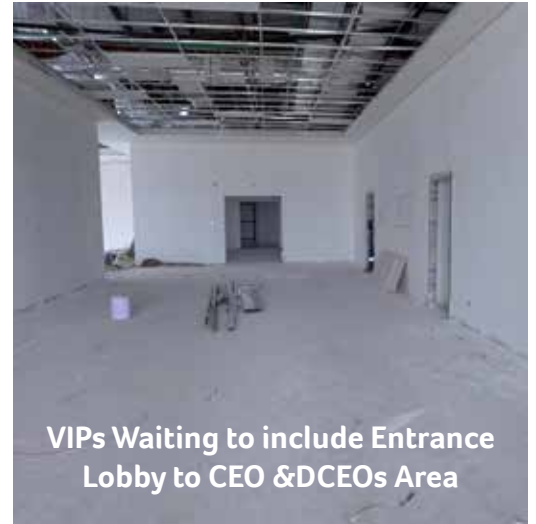
Completion of the new administrative building is approaching!

Efforts are combined to achieve the completion of the new administrative building in Al-Ahmadi according to the specified schedule, which is considered one of the most important anticipated projects, as it occupies a top priority on the company's agenda, given the strategic objectives concerned with the project and the translation of the slogan "Make More Possible". The senior management also continues its periodic visits to the project headquarters to follow up on the progress of work on the ground.





H Building B Human Resources Group - Cubicles Hall



VIPs Waiting to include Entrance Lobby to CEO & DCEOs Area



Office DCEO AL Zour



Corporate Communications Cubicles Hall & Audit Offices partitions Building C GF



M Building Lift Lobby



Training and Career Development Group Entrance Corridor - H Building B GF



General Services Group - General Services Cubicles Hall



M Building Main Entrance Airlock



H Building General Services Group Cubicles Hall & TL Office, Copy, Print, File Room Area



H Building B FF Main Corridor



Main corridor H Building A & B GF



M Building main entrance Receptions & Staircase Area



Team Leader Offices



H Building A - Information Technology Group - Cubicles Hall



CEO OFFICE



TL Offices, Cubicles Hall - Major Projects Group



H Building Major Projects Group - Cubicles Hall



H Building A Project Dept.



Male Prayer Room Main Corridor Area GF



H Building B GF Training Office Area - Cubicles Hall



CEO& DCEOs Entrance Lobby & VIP Waiting Area



H Building Major Projects



DCEOs Offices - VIP Waiting Area



M Building Main Entrance



A Newly Issued

Project Control Handbook

Available on Portal

