

Making
More
Possible



Possibilities

A biannual magazine published by Kuwait Integrated Petroleum Industries Company - Issue 2 - 2024

Pushing Boundaries: Our Team's Quest for Excellence



Shining Talents and Creativity Beyond Work

We are pleased to present you with the second issue of the bi-annual “Possibilities” magazine, through which we unleash the creativity of our employees beyond the boundaries of work.

Through this issue, we aim to make “Possibilities” magazine a platform for KIPIC employees to tell their inspiring stories with their hobbies, and we embark on a journey with them through their passion and creativity.

KIPIC believes in the importance of the human element as one of the pillars of success, and therefore pays special attention to its employees.

In this new issue, we highlight the talents and creativity of our employees in various fields.

Discover in this issue:

- The diversity of hobbies practiced by KIPIC employees.
- Inspiring success stories that prove that creativity has no limits.
- The positive impact of hobbies on the health and psychology of employees.

KIPIC encourages its employees to discover and refine their talents and emphasises the importance of balancing work and personal life.

Together, we illuminate the darkness of routine and unleash our creativity!



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The Change

Agents

KIPIC is proud to have employees who are deeply passionate about environmental protection and making a positive impact. We'd like to highlight two of these change agents who actively raise awareness both within the company and beyond, and who lead by example through their sustainable lifestyles.



Majda Al-Azmi

KIPIC's Crowned Recycling Ambassador in Rumaithiya



An Exceptional Achievement Driven by Unbounded Passion

Majda Al-Azmi, from the General Services Group, embodies a unique model of commitment to the environment and protecting its future. Since joining KIPIC five years ago, she has distinguished herself with an unparalleled passion for recycling and agriculture, inspiring those around her to adopt positive environmental behaviours.

Majda was crowned the Recycling Ambassador of Rumaithiya, where she resides, in recognition of her pioneering role in achieving the first place in the region in recycling, awarded by Omnia Recycling Team, the leading non-profit organisation in the State of Kuwait. Through her tireless efforts, she has raised awareness about the importance of recycling and encouraged community members to participate in this positive practice.

At work, Majda's passion did not stop at recycling, but extended to raising awareness about the importance of agriculture and encouraging it. She took the initiative to organise several awareness-raising activities in this field at KIPIC, the most prominent of which is the "Adopt a Plant and Watch It Grow" initiative.

Majda represents a symbol of environmental commitment, and a role model to be emulated in spreading awareness about the importance of protecting our planet. Her exceptional achievements confirm that determination and perseverance are the keys to success in achieving positive change.

We invite you to learn more about the environmental enthusiast through this interview:

• How did you begin your journey in the field of recycling until you were appointed as the "Omniya" ambassador in the Rumaithiya area?

My journey started about seven years ago when I saw for the first time in Kuwait a container dedicated to recycling waste at the Gulf University for Science and Technology where I used to study, organised by Omniya. I was immediately excited to see this change and transformation in our society, and I started by collecting my own waste and plastic materials and putting them in the container. A few months passed in this way, then I expanded my outreach to invite my immediate family members to participate in this environmental initiative. Within six months, I noticed that one family can produce about a ton of waste and used plastic materials. Then the pandemic came, and Omniya suffered a huge financial loss that set it back about 3 years. I felt helpless and frustrated because I had to go back to putting my plastic waste in regular waste bins as it was before.

Then, those in charge at Omniya relaunched the organisation in February 2023, so I became more enthusiastic about the project as I started asking my cousins and aunts and uncles to collect the used plastic materials they produce. The motive behind this was that not collecting these materials could harm our environment. Indeed, I am very grateful for their important support, and even one of my uncles was so enthusiastic that he started inviting hospitals, gyms, and even cooperative societies to get rid of their waste and used plastic materials through recycling. And much faster than I expected, within days, my house was «flooded» with plastic materials. It was amazing to see what a few people willing to collect and sort plastic materials from waste and debris can achieve.

Fortunately, there was a container in the Rumaithiya area for placing plastic materials dedicated to recycling, and I used to go there every day and transfer what I could in my car and my brother's car. I never stopped doing this; I was determined to recycle as much of those quantities as I could. My friends also started to notice what I was doing and started to support and help me, and people who did not know where to put the waste and used plastic materials they collected started to transfer them to me and take them to my house, where quantities of them



accumulated and turned the front yard in front of my house into a yard full of plastic.

This caught the attention of the officials at Omniya in October 2023, where they asked to visit my house to congratulate me for being the person who collects the most plastic materials in Kuwait. They asked me how I managed to do this. And I can assure you that without the will and without the cooperation of family and friends, I would not have been able to achieve what I did and I would not have been named «Rumaithiya Ambassador».

• What are the most prominent difficulties and challenges you face?

One of the challenges is the difficulty of finding the necessary time sometimes, but when you remember the importance of the goal, the mission, ultimate goal, and the reason that prompted you to start paying attention to it, you continue and do not stop.

• What are the most prominent environmental activities you do?

I enjoy gardening and agriculture, and I am always waiting for a suitable initiative to help make Kuwait better. I am lucky to have people around me who want to do the same, like Yousef Al-Omran, who has a great impact on our society, and I am always supportive of him. I was also able to make one of the kindergartens in Kuwait greener with the help of the Omniya project, where we replanted all of its open spaces. There will be more work in the future.

• How can we encourage people to recycle plastic materials?

Omniya now has an application called the “Omniya Collection System” that anyone can download to their device. This application is a practical tool that shows all the places where there are recycling containers in Kuwait. In addition, Omniya has launched a rewards system for people who want to make an extra effort to recycle, and you can also become an ambassador for the company.



• Is recycling the most effective way to reduce waste, or are there other options?

Fortunately, Kuwait is full of recycling options. There are many entities that are willing to receive paper waste, including empty boxes and cartons, and any old newspapers or books that people are confused about where to put them or do not have a place to keep them.

• How does recycling contribute to environmental protection?

Imagine a country that used to have clean air but is no longer clean or imagine a new land that was habitable and then could no longer support population growth or was no longer suitable for a decent life. Then we know the importance of recycling.

• In your opinion, how can environmental awareness be raised?

I believe that people are basically aware of the importance of the environment, but they need to be pushed forward or to have someone who encourages them to move in the right direction. They also need a guide to show them where the recycling containers are, which may be a two-minute drive from their home. And when you do it for the first time, you will become addicted to doing the right thing. My mother used to say and still does: «Always continue to do good, hard work, because good diligent work is the secret to success.»



Championing Change: Fay Al-Duaij's

Dedication to Environmental Awareness



Inspiring a culture of environmental responsibility requires unwavering dedication and innovative approaches. Fay Al-Duaij, a driving force within the Training and Career Development Group, exemplifies this commitment through her active participation and leadership in various environmental initiatives. From organising captivating seminars and workshops to spearheading clean-up events in deserts and beaches, Al-Duaij's efforts go beyond raising awareness; they cultivate a hands-on approach that empowers individuals to become active stewards of our planet. Her unwavering dedication extends beyond professional settings, influencing positive environmental practices even within the home, demonstrating the far-reaching impact of her leadership.

At home, Al-Duaij strives for sustainability by instituting environmental systems that are important to her, cutting down on waste, and recycling so that she may use any extra waste as fertiliser or plant food.

The recycling practices that Al-Duaij employs in her household were demonstrated. The first and foremost concern is minimising trash; as such, she actively pursues this goal by recycling or reusing anything she can.

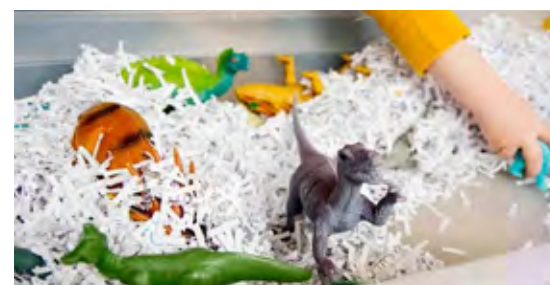
When buying household items, she consistently opts for her own reusable bags to hold the small quantities of products she purchases, aiming to minimise waste, in addition to purchasing other items that use recycled or recyclable materials in their production.

She is always looking for creative ways to repurpose non-recyclable materials, like purchase receipts, by cutting and incorporating them into her children's toys

to enhance their sensory development.

Al-Duaij has a variety of hobbies, such as cultivating plants and tending to her garden, with a particular focus on vegetables and herbs. She is currently exploring the cultivation of carrots, strawberries, basil, and spinach on her balcony. This allows for home-grown produce without the need for a large gardening area.

Based on Al-Duaij's description, environmental campaigns in Kuwait typically receive strong support and participation from various segments of society, particularly citizens engaging in conservation activities. These initiatives are often organised by the private sector and institutions on a voluntary basis. However, there is a need for increased government support and investment to address environmental conservation issues and challenges.





Following a Passionate Life

We spotlight outstanding colleagues who embody lives fuelled by purpose, fulfilment, and personal growth. These inspiring individuals actively cultivate their passions, embracing challenges as catalysts for their journey.



Maintaining a Healthy Balance Between His
Responsibilities at KIPIC and His Role as a News Reporter

Faleh Al-Ajmi

Between Media and Engineering

“Embarking on his journey into the media industry during his middle school years “

Passion is regarded as the foundation for success in any endeavour or career one pursues in life, and Faleh Al-Ajmi, an Electrical Maintenance Engineer at Al-Zour Refinery, exemplifies this by specialising in both engineering and media. He exhibited unwavering enthusiasm and devotion to both professions, devoting himself profoundly to them while preventing both neglect and dullness. We will touch on a number of topics, as Al-Ajmi tells us about his background in the media and how he managed to bring together the two disciplines simultaneously.

Faleh embarked on his journey in the media industry at a young age while still in middle school, following his recognition with the Public Speaking Award from the Ministry of Education in Kuwait. He started his media journey by hosting the «Children's TV» show on Kuwait TV for 3 years and «Children's Studio» on Kuwait TV for approximately two years.



Following that, Al-Ajmi proceeded with secondary school, necessitating him to pause his work in the media industry and concentrate on his academic pursuits.

After graduating from high school with honours, he decided to pursue a major in engineering. He started working at Kuwait Integrated Petroleum Industries Company (KIPIC) in electrical maintenance engineering. At the same time, he was offered a part-time job as a news reporter at Kuwait Television (Channel 2 - news sector in English), which he took without conflicting with his work at KIPIC.

When asked about his decision to pursue a career in media, which is significantly different from engineering, Al-Ajmi stated that he has liked working in the media industry ever since he was a kid. The same is true for the engineering profession that he practices at KIPIC. His job as a press reporter is versatile in its scope, allowing him to cover both disciplines in an impressive and consistent manner. This ensures that neither field dominates the other. To avoid scheduling conflicts with his job at Kuwait Integrated Petroleum Industries Company (KIPIC), he practices media coverage in the evenings.

Within both domains, Al-Ajmi experiences numerous obstacles. Maintaining peak readiness is an absolute must for him in his role as a maintenance engineer, particularly while dealing with refinery issues. Also, he might be filming a TV report simultaneously, so he rearranges his priorities to get the most done.

As the interview came to a close, we had one more question:

Do you have a stronger preference for working in the field of media or electrical maintenance engineering?

Instead of stating his preference for one area over another, Al-Ajmi emphasises how unique and difficult each field is. He honed his technical abilities and put his electrical engineering degree to use in the field of maintenance, while developing his social skills in public speaking and fluency in Arabic and English in his job in the media field.



Noor Haider

An Engineer with a Passion for Sports

Driven by a desire for continuous growth, Noor Haider, a talented Electrical Engineer, actively seeks opportunities to advance her career path. Her journey began in the private sector with a formative experience at Halliburton. She then transitioned to the government sector before ultimately choosing the oil industry in 2022. Admirably, the young mother, did not allow her personal life to affect her professional ambition and has succeeded in obtaining a life and work balance to live a more fulfilled life.

Beyond professional success, Noor is passionate about sports and actively pursues this personal interest. She recently ranked the second place in the oil sector paddle championship.



• Tell us a bit about you, your education, experience, when did you join KIPIC?

I hold a bachelor's degree in electrical engineering, from University of Portland, USA.

I started my career at Haliburton as a Maintenance Engineer, then I joined the Ministry of Public Works as Senior Electrical Engineer. I joined KIPIC in 2022 till date. I decided to join KIPIC to gain more experience and to be part of her successful family.

• Are you passionate about sports in general?

Yes, I am. I like to watch sports competitions in general. I also participated in several Tennis and Padel Tournaments.

• When did you first dabble in Padel?

I stated Padel two years ago. But I used to play tennis years before Padel. I found the transition from tennis to be quite smooth. The valuable skills I learnt like hand-eye coordination, footwork, and racket handling which translate well to padel. Padel has a faster learning curve and I adapted very quickly.

• Did you participate in other championships before?

Yes, I did. I participated in many different tournaments.

• Describe the experience of competing in the oil sector's championship?

It was a great experience and an opportunity to step outside the daily work routine and to engage with many players from different K-companies.

• What does wining feel like?

Thrilled to have clinched the second spot in this year's Padel tournament, and hopefully next year, we aim for gold. Until then, we savour the victory of today.

• You are a young mom with an extremely busy schedule. What are your most effective time management tip?

Being a young mother is a demanding and rewarding role. Striking a balance between work and personal life can feel overwhelming, but implementing some strategies can significantly improve your well-being and sense of control. Personally, it's all about time management. I usually organise my daily schedule to always make room for a physical activity. It is important to identify your core values and set realistic goals.



From
Reading
to
Writing

Unveiling Sareha Shah, the Writer Within

Unassuming and ever-smiling, Sareha Shah might surprise you with her hidden depths. A passionate writer and reader, she finds solace and expression in the dance of words. An avid reader with diverse literary tastes, Sareha's love for literature transcends mere consumption. It fuels her own creative fire, evident in her published essays that graced the pages of local English publications. Now, she embarks on a new adventure - crafting her debut novel, aptly titled "A Labour of Love." This glimpse into Sareha's world promises a captivating journey through the landscapes of her imagination, waiting to be explored.



• Tell us a bit about yourself?

I hail from the enchanting region of North India, rooted in the picturesque landscape and cultural richness, Kashmir. A region celebrated for its captivating beauty, exquisite craftsmanship, rich cultural heritage and thriving tourism.

I have pursued my master's in public administration (International Relations).

In my leisure time I delight in a diverse range of hobbies that nurture my creativity and enrich my life. At the core of my interests lies a deep love for literature where I lose myself in the captivating narratives of novels with each turn of the page alongside weaving my own through short stories/ articles. In addition to my love for literature and writing I find solace & inspiration in the realm of painting/ calligraphy & knitting.

Whether I am lost in the pages of Novels, weaving words into stories, painting canvas/ practicing calligraphy or knitting with soft yarn, these hobbies bring balance and fulfillment to my life, providing avenues for self-expression and exploration.

Moving to my Professional life I have had the privilege of working in reputed companies in India as well as in Kuwait. Reflecting on my journey to Kuwait in 2015, I can still picture that chilly December evening when I first stepped to the city with the unfamiliarity of the surroundings evoked a sense of fear. Within no time I was pleasantly surprised to discover striking similarities between its culture and my own Kashmiri heritage, influenced by Arabian traditions as well as Persian. The warmth and humility of the people quickly enveloped me transposing this foreign land into a welcoming second home. Indeed, Kuwait has become more than a place of residence now it is where my heart resides connected by a bond that transcends borders and distances.

I joined KIPIC – a remarkable company in MAY 2021, marked the beginning of an enriching journey. I am filled with gratitude for the opportunities and experiences that have shaped my time here. Over the years, I have had the privilege of working alongside dedicated colleagues and further under the guidance of Manager Mr. Ahmad Al-Khaldi. I am truly grateful for the opportunity to learn from him. As I continue to work in KIPIC, I am eager to contribute more in the future.



Are you a Coffee-Holic?

Lifestyle January 11, 2023

By Sareha Shah Special to The Times Kuwait Do you know how many cups of coffee you drink each day? Do you know when you drink...



Family Disharmony: Ways to orchestrate better relations

Lifestyle September 17, 2023

By Sareha Shah Special to The Times Kuwait Modern living puts a tautness on family amity, but there are things we can do to keep home...

• **How did the passion for writing start?**

From a young age, I found solace and expression through writing. As someone not naturally expressive my diary became a trusted companion, faithfully recording the kaleidoscope of my days. Joyful experiences and heartaches, the moments I couldn't vocalise found a home on its pages. This practice cultivated in childhood quietly blossomed into a passion for writing.

• **Admirably, your articles were published in Times newspaper, how did your foray into journalism begin?**

It all started with the simple act of jotting down thoughts, musings in my diary which gradually evolved into crafting short stories – little snippets of imagination & reality intertwined that sprang to life under my pen.

This evolving journey led me to contribute columns in newspapers where thoughts & observations reached

a wider audience, followed by the articles. As I delved deeper into the art of writing I realised the power of words to evoke emotions, provoke thoughts and inspire change. It was this realisation that fuelled my foray into journalism. This reminded me one of my written articles- "Women Empowerment"

• **What does writing mean to you?**

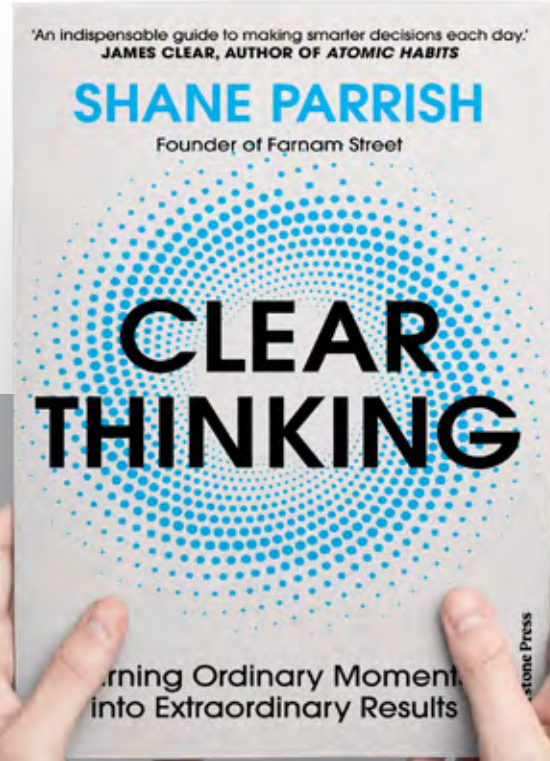
Certainly! Writing is a significant Journey of self-discovery and connect rather than just a mere activity. It is a friend that listen & speak volumes. You can explore the subtleties of your emotions and depths of your imagination by using the dance of pen on paper or fingers on keys to reveal more aspects of yourself. Writing is a haven where you can freely express your innermost thoughts & feelings finding solace/ comfort in the beauty of language and creative process. It is a passion that uplifts you and empowers you to share your unique voice with world.

• **Do you dream of writing your own book one day?**

A thought once sketched in the quiet corner of my mind is now taking shape before my very eyes. As an ardent lover of Novels – an avid novel reader, I immersed myself in diverse world created by others, dreaming someday to craft my own. Now that dream is taking shape. I am currently working on a novel- A Labor of Love that will be an extension of my writing journey. Without the immediate concern of publication, I am focusing purely on the joy of creation. I have just completed the second chapter, a milestone that feels both exhilarating and daunting. Each word, a stitch- I am weaving brings me closer to realizing a dream that started with a child's diary entries.

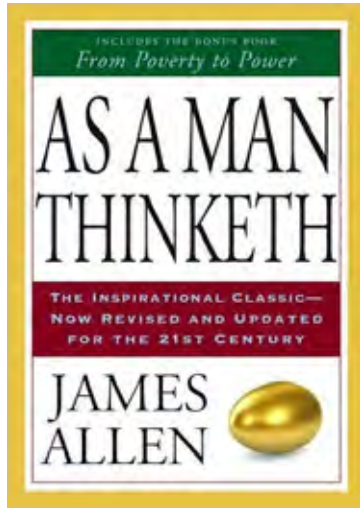
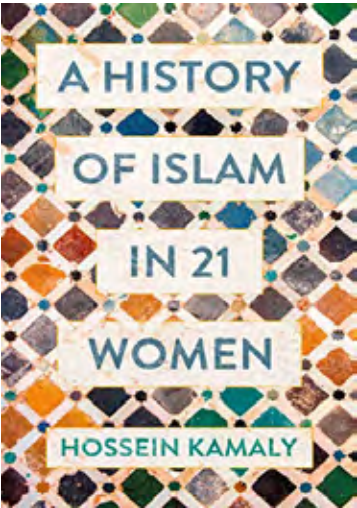
• **Who are the writers that you admire?**

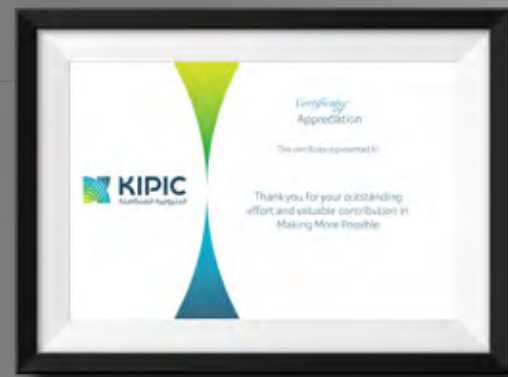
- 1. Sir Muhammad Iqbal
- 2. J.K Rowling
- 3. Arundhati Roy -God of small things.
- 4. William Wordsworth



• **What are the books that left an impact on you?**

- 1. On writing well by William Zinsser, my favourite it is all about learn/ advice about writing. My voice matters, so does yours. Zinsser says writing is hard but its kind of effort that if done well, can yield benefits and rewards that far exceed the investment requires.
- 2. As your think by James Allen, it is all about Empowerment personal power lies within the mind.
- 3. Clear Thinking -Turning Ordinary Moments into Extra Ordinary Results (Sane Parrish)
- 4. Islamic Fatwa Regarding Women complied by Muhammad Bin Abdul-Aziz Al Musnad- The complier has done a good job of gathering the most important and frequently asked questions by Muslim Sisters.
- 5. History of Islam in 21 women by Hossein Kamaly – Ground-breaking achievements of these extraordinary women in the history of Islam.





Remarkable Achievements Beyond Work:

The Inspiring Success Stories of Our Colleagues



Driven by unwavering determination, a group of our colleagues have accomplished remarkable feats that transcend the boundaries of their work. They have garnered widespread recognition and prestigious certifications that serve as testaments to their exceptional talents and dedication.



Research Conducted by
**Yousef
Al-Musallam**

Corona Virus: Impacts on Employee Efficiency

Given that science forms the basis of all work, striving for excellence and pushing the boundaries of knowledge are essential for work to reach its full potential. In addition to being concerned with the practical aspect, Kuwait Integrated Petroleum Industries Company (KIPIC) is also keen to pay attention to the scientific aspects and demonstrate the creative talents of its personnel in order to achieve a greater number of triumphs.

An analysis was conducted by Yousef Al-Musallam, a transportation and workforce analyst who is a member of the Human Resources Group, to examine the effects of the peak of the COVID-19 outbreak on the productivity and work-life balance of Kuwaiti oil industry employees.

The following are the specifics of the interview:



• What is your academic field of study?

I hold a Bachelor Degree in Business Administration, specialising in Business Administration and International Trade with a concentration in international entrepreneurship, and a supporting specialisation in leadership in organisations from Temple University (Fox Business School). I also hold a Master of Science in Management from the University of Leeds.

• What prompted your selection of this particular subject?

In light of the «Covid-19» pandemic, the whole labour force has been obliged to engage in remote work. However, a significant portion of this workforce lacks the requisite expertise and training in remote work, which has negatively impacted their productivity and work-life balance.

The same issues were encountered by employees in the Kuwaiti oil industry. The Kuwaiti economy is predominantly reliant on oil; thus, the report I compiled is unprecedented and assists human resources specialists in developing specialised policies and strategies that will increase the oil sector's productivity while allowing employees to maintain a healthy work-life balance.

• What is your assessment of the practical viability of your scientific investigations?

The study's presentation is built on demonstrating that the characteristics of work performed during the epidemic significantly influence an employee's productivity and ability to maintain a work-life balance while working remotely. Consequently, officials operating within the Kuwaiti oil sector are compelled to reassess and adapt their policies in accordance with the specific requirements of each department. Employees whose occupations permit them to work remotely should be granted unrestricted autonomy to carry out their job responsibilities, with no limitations on attendance or timing. Failure to do so may result in an increased emphasis on attendance and departure rather than on the standard and essence of the work.

In order to prevent the transmission of the virus to employees whose jobs necessitate physical presence

at work, particularly those whose personal attendance is required, the industry may implement a schedule or strategy for absences and shifts that restricts the number of employees who are required to be present at work at any given moment. Furthermore, even until the conclusion of the pandemic, working from home or a hybrid strategy involving both work and the office must continue to be viable alternatives.

Ultimately, it is crucial to underscore that the implementation of work management policies of this nature, coupled with the adaptability offered by remote work, would augment the efficiency of personnel within the Kuwaiti oil industry while affording them the opportunity to maintain a harmonious work-life balance.

• Among all the challenges you have faced in your professional career, which obstacle did you find most challenging and why?

Striking a balance between my professional aspirations at work and my enthusiasm for academic higher education was among the most challenging problems I faced.

• Do you believe that working life hinders an employee from advancing in his career?

Not necessarily, but realistically, it significantly diminishes the likelihood of progressing in a flexible manner in one's career.

• Have you considered exploring any prospective studies or topics that you would be interested in studying?

With the ultimate objective of securing a doctoral degree in the same study domain, my contributions to the thesis preparation will involve broadening the information repository for research purposes and incorporating sectors beyond the oil industry. This is with the intention of producing significant research that will assist institutions in Kuwait in meeting the demands of the new method of operation.

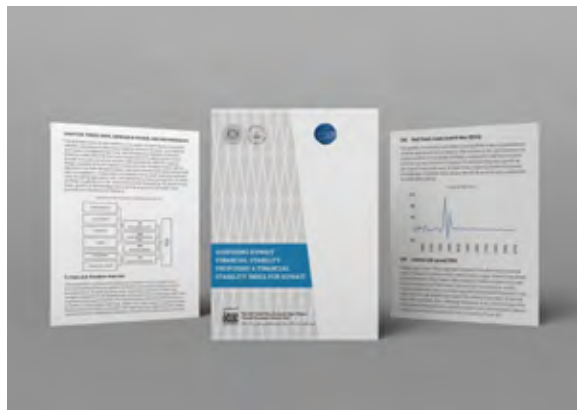
• What final remarks do you wish to convey to the employees of KIPIC?

To my fellow employees: When there is a will, there is a means. Persevere and stick to your goals and dreams, regardless of the obstacles that await you.

Securing
Third Place
across the
State of
Kuwait

Abdullah Al-Sarea

Wins the Kuwaiti Economic Student Award



The Kuwaiti Economic Student Award was presented to Mr. Abdullah Al-Sarea, a Senior Accountant in Kuwait Integrated Petroleum Company's (KIPIC) Finance Group. This prize is a component of the "Kafa'a" project, which encourages young national cadres to enhance their research skills and talents in the fields of banking and finance based on sound scientific foundations.

Following the presentation of his study project, which was titled "Assessing the Financial Stability of the State of Kuwait," Al-Sarea was awarded third place in the State of Kuwait. A summary of the award winner's professional experience at KIPIC was presented to the Media Relations Team throughout the course of his interview, along with the elements that drove him to join the company.

Additionally, he addressed the most significant subject matter, namely the "Kuwait Economic Student Award," as well as the most notable obstacles he encountered while preparing. The following is a recap of the meeting's specifics:



• When did you join KIPIC?

I became a member of KIPIC around four years ago. The company's plans to expand facilities, boost its refining capacity, and introduce more eco-friendly goods were major draws for me to join, since they hold great promise for improving the local economy and boosting Kuwait's overall production capacity.

• Elaborate on the study you conducted for the purpose of "Assessing the Financial Stability of the State of Kuwait." What is the primary objective behind your work?

The research aimed to create an indicator to assess the financial stability of the State of Kuwait by replacing the gross domestic product (GDP) with more than 20 indicators to measure the growth and stability of the Kuwaiti economy. The primary aim behind the research is to provide a tool for decision-makers based on accurate data and numbers that will improve the quality of the decision and give them greater confidence in evaluating existing decisions and choices.

Praise be to God, the research received favourable feedback from the committee established by the Central Bank and secured the third-place award.

• What was included in the prize you received?

The research findings were published together with a certificate of appreciation and a financial reward. Interested parties who wish to be considered for the Kuwaiti Economic Student Award 2023 may submit their



applications on the designated forms, as the deadline for nominations is March 23, 2024.

• What were the most significant obstacles that you encountered?

The challenge of data availability is a common one among research providers in the State of Kuwait. However, with the assistance of the relevant institutions and the collaboration of the team, we managed to surmount this impediment and successfully conclude the study. Presently, we are in the process of refining the comprehensive proposal that will utilise this indicator.

• In summary, what is the message that you wish to convey to KIPIC?

Kuwait Integrated Petroleum Industries Company (KIPIC) has left a lasting impression on me. As far as operations, technology, goals, and management are concerned, it is at the top of my list, and it poses a challenge to alter reality through strategic management. To everyone involved, I am eternally grateful for the unending backing of every single employee, as well as for receiving, assessing, and executing all efforts. Additionally, I would like to express my gratitude to the Central Bank for their efforts in creating and funding this award. Their support ensures that both research and researchers are given the resources they need to make a significant impact in the banking and financial sectors. I would like to extend my appreciation to the other Kuwaiti banks that served as jury members for their evaluation of this research.

From Trainee to Accomplished Engineer:

Latifah Al- Qallaf's

Story of Growth in the Oil and Gas Industry

Latifah Al-Qallaf's journey in KIPIC exemplifies the spirit of constant learning and development that fuels success in the dynamic world of the oil and gas industry. Joining KIPIC in 2019 as a Maintenance Planning Engineer, Latifah has embraced numerous opportunities to expand her knowledge and skillset. This self-motivated and dedicated individual has navigated diverse roles within KIPIC, continually seeking ways to contribute and enhance her expertise. Her experiences across various teams, including Maintenance Planning Maximo Team, Area-4 (Utilities), and MPL Material Team, not only solidified her technical foundation but also equipped her with valuable leadership and planning abilities. This interview delves into Latifah's career trajectory, exploring the challenges she has overcome, the strategies she employs to excel in a demanding environment, and her aspirations for the future. Despite her young age, she has several impressive certifications under her belt such as: The Certified Maintenance and Reliability Professional (CMRP), which is a certification offered by SMRP Society of Maintenance and Reliability Professionals, studying the related body of knowledge is extremely crucial. The second certification she obtained was Maintenance Asset Reliability Certification (MARC).



• **How do you balance working in two teams, and what advice can you give to people working in the same position?**

The keyword in this case is dynamic prioritisation, almost on daily basis, I assess my plans for the day/week/month and prioritise my jobs depending on the amount of effort and time they require and when they are due and set the priority accordingly. It is important to re-assess this prioritisation list and adjust it frequently to make sure I am completing the job as and when required.

• **What are the certifications you have obtained, and do you plan to obtain any further soon?**

The first certification I obtained was a Certified Maintenance and Reliability Professional (CMRP), which is a certification offered by SMRP Society of Maintenance and Reliability Professionals, studying the related body of knowledge is extremely crucial. The second certification I obtained was Maintenance Asset Reliability Certification (MARC), which is under the umbrella of GSMR Gulf Society for Maintenance and Reliability. Both certifications are different yet similar, and they both provided me with the knowledge and information to improve my career in Maintenance by providing me with a worldwide benchmark information related to Maintenance and Reliability. I am targeting to take the Project Management Professional Certification along with my MBA; working in Maintenance provides exposure to extremely technical information and to boost my Business Management and Project Management I am targeting applying for both.

• **What are your recent accomplishments in your career?**

My Main accomplishments within the Utilities include working as part of the taskforce and coordinating for 5 Boiler Shutdowns within the last year to carry out the modification to improve Boiler Performance, as well as coordinating and completing the first Maintenance and Inspection Shutdown in KIPIC successfully and ahead of schedule. The experience I gained from both experiences will improve my performance and familiarity within my area supporting overall Maintenance and Operation activities. Moreover, within MPL Material Team I was able to develop a Material Management and Demand Guidelines which is currently under review, and I was able to develop a 3 Part training with more 18 training sessions for Material and procurement.

• **Tell us about the challenges of Females within the Oil and Gas Sector and what is your advice to overcome them?**

Honestly speaking within Maintenance Group, the challenges are no longer gender oriented but engineer and capabilities orientated. Hence, I believe it is time to eliminate this term and focus on accomplishments and skills. With the current demand and high activity within the oil and gas industry organisations are more in need of high set of skills and effortful employees than anything else. My advice to all engineers, is to analyse your gaps and develop mitigation plans to improve them and show your capabilities to the management and let them focus on the outcomes more than on the personal.



Thriving Beyond Limits:

Employees Who Push Boundaries through Passion

We celebrate our employees who embody the spirit of adventure by pursuing passions that defy conventions. These individuals aren't afraid to break boundaries and embrace challenges, seeking thrilling experiences that push them beyond their comfort zones. By embracing adventure and living life to the fullest, they enrich their lives and inspire those around them.



Muhammad Mahdi

and the Adventures of Diving in the Depths of the Sea:

Scuba diving has become a popular recreational tourism activity. It provides a great opportunity, especially for tourists, to participate in outdoor activities with friends and family. Diving enthusiasts are not like all other amateurs. They are young people who love exploration, and the dangers of their deep-sea hobby do not deter them from continuing to delve deeper into it. The cost of this hobby, the time and effort that it requires, and their awareness of the risks that surround it are all factors that increase their passion for it. It is a sport that requires the diver to control his body muscles. It also requires the diver to have courage, a spirit of adventure, and to know the precisely calculated timing for exiting from the water. This sport has recently become very widespread in the State of Kuwait, the Gulf region, and the Mediterranean countries.

Muhammad Mahdi is one of these young men who have courage, boldness, and a spirit of adventure. He practices many recreational water activities, including organising sea trips and diving training. In this interesting interview, we will get to know more about him:



• Tell us more about your experience and passion for the sea, and why did you choose it?

The sea is distinguished by its unique beauty, as it offers us tranquil views of its endless waters, and a huge diversity of colours and shapes beneath its surface, and the sun’s rays also reflect magical effects on its waves. The beauty of the beaches and coral reefs adds an additional charm to them. All this makes the sea a source of inspiration for many people and an exciting subject of discovery.



• How did you learn to scuba dive with PADI, and how long did it take to get your certificate in this field?

I learned the sport through the PADI organisation in 2004, which was the beginning of my diving journey. For me, my first scuba dive course and certification lasted a full week, as it included theoretical and practical explanations and practical instruction on open water diving. However, the time that an individual may need to obtain a “Scuba Diving Certificate” from PADI varies from one person to another due to several factors, including the type of course, the training available, and the individual’s ability to perform and understand the concepts.

• What are the requirements for learning to scuba dive?

To learn scuba diving, some basic requirements must usually be met, including:

- Age: The minimum age to participate in a course is usually about 10 years old, but there are sometimes special courses for children
- Good health: Participants must be in good health so that they can withstand the physical activity necessary for diving
- Ability to swim: Accepting many people to participate in the course may require demonstrating some basic swimming skills
- Commitment to learning: Those wishing to learn scuba diving must commit to following instructions and training carefully
- Family approval: Some training organisations may require written approval from the guardian if the person wishing to train is a minor.

Individuals must also commit to following the required safety instructions and rules during and after diving.

- **Do you organise cruises in cooperation with organising companies or independently?**

I organise trips independently within Kuwait and in cooperation with trip companies outside Kuwait.

- **What is life like in the depths of the sea?**

Underwater life appears amazing, full of diversity of sea creatures and coral. The deep water landscape is rich in various shapes and sizes, with amazingly coloured fish, rich marine plants, and unique creatures such as jellyfish and octopuses. When solar rays filter through the water layers, charming palettes of colours appear. Sea life embodies a refreshing natural beauty in a calm world beneath the surface of the water.



- **What are the best safety and security standards on board during diving trips?**

Adherence to the standards required for scuba diving trips contributes to ensuring the safety of participants and the boat crew. The most important of these standards are:

- **Good training:** All crew members and divers must have adequate training in first aid and emergency procedures.
- **Safety equipment:** We must ensure that there is basic safety equipment, such as life jackets, emergency devices, and seat belts.
- **Boat inspection:** The boat must be in good condition and have undergone periodic inspection in order to ensure its safety.
- **Good guidance:** Providing good guidance to all passengers regarding safety and emergency procedures before starting the trip.
- **Emergency planning:** Having a solid emergency plan that covers various possible scenarios and determines how to act in each case and with each accident.
- **Good communication:** The boat must have effective means of communication between the crew and the divers team.
- **Weather monitoring:** Monitor weather forecasts and avoid trips in unsafe weather conditions.
- **Qualified supervision:** The availability and presence of a qualified diving supervisor capable of monitoring and managing the trip effectively.

- **What are the best tourist destinations to enjoy diving cruises?**

Choosing a destination depends on your interests and level of experience in diving, and the following destinations are ideal for enjoyment and provide unique experiences for scuba diving enthusiasts:

- **The Red Sea Islands in Egypt:** They are distinguished by their wonderful coral reefs and the diversity of marine life
- **The Bahamas:** It consists of islands characterised by clear waters and exciting underwater terrain
- **Bali Island in Indonesia:** It is distinguished by its coral reefs and diving in a unique biological diversity
- **Seychelles Islands:** Offers diving in warm waters with stunning coral formations
- **Galápagos Islands:** They are distinguished by their unique waters and diversity of marine aquatic organisms
- **Costa Rica islands:** They are characterised by a diverse marine life and distinctive opportunities for diving
- **Maldives:** It consists of islands characterised by stunning scenery and diving opportunities in the Indian Sea

- **What are the most common injuries or illnesses associated with scuba diving?**

Injuries include extended air pressure, such as the occurrence of air bubbles in tissues as a result of excessive pressure, and this may cause pain and various health effects.

Middle ear troubles: They may occur as a result of rapid changes in pressure, causing ear pain.

Sea allergy: The effect of sea waves can lead to dizziness and nausea.

- **Did your diving activity turn from a hobby into a career, or both?**

Indeed, diving has turned from a hobby into a business through the “Scuba Diving School,” organising internal and external trips, and selling high-quality international equipment. I advise everyone to try the hobby and sport of diving because it is a very enjoyable experience and very beneficial for physical and psychological health.



On a 4-day climbing trip:

Faisal Habib

and the Challenge of Reaching the Highest Mountain in Africa: Mount Kilimanjaro Summit

Kuwaiti mountaineer Faisal Habib, one of the operators of Al-Zour Refinery, embarked on a unique adventure, which was to climb Mount Kilimanjaro to raise the flag of the State of Kuwait on the highest peak in the continent of Africa, with a height of approximately 5,900 metres.

It is a new challenging adventure, and Habib tells us its details, starting with his preparation for the trip, until his arrival at the Mount Kilimanjaro Summit, the highest mountain peak on the continent of Africa.



- Tell us more about this adventure and why you decided to embark on it?

This adventure represents a new challenge for myself, and thank God I was able to reach the summit within four days.

- How did you feel from the time you started preparing for the trip until you reached the highest mountain peak on the continent of Africa?

The feeling was something new for me. It generated a lot of enthusiasm and challenged me to reach the highest mountain peak on the continent of Africa in the pursuit of discovering everything new.

- How many hours did you spend climbing the mountain and reaching the summit of Kilimanjaro? (How long did the round trip take?)

The trip was a kind of «hiking trip,» during which I climbed large rocks, and it took me four days to ascend, during which I passed through the mountain's terrain and different weather conditions, and this included crossing forests. Then I reached the snow at the summit, and finally the descending trip, which took approximately two days.

- How long did it take to plan this trip?

Planning and preparing for the trip took 4 months, including booking and training.



• What difficulties/dangers did you face while climbing the mountain to reach its summit?

I faced the difficulty of shortness of breath, the risk of lack of oxygen in the body, and several challenges while crossing some dangerous terrain during the ascent.

• Did you undergo any previous training before embarking on this unique adventure?

Of course, I did boot camp and cross fit exercises, along with long-distance running with weights.



• After the great achievement you have achieved, do you consider that climbing Kilimanjaro represents your greatest ambition? What is the message you would like to send at the end of this interview?

Climbing the Kilimanjaro summit is one of the new experiences and adventures that I have undertaken, and I hope that every person who wants to undertake such adventures and is experienced on the subject begins to prepare himself to undertake them without any hesitation so that he can accomplish this achievement.





KIPIC's Champions:

Triumphs that Elevate Our Spirit

Our buildings echo with more than just footsteps; they resonate with the heartbeat of champions. Among us walk sports heroes – individuals who have painted KIPIC's name in the vibrant hues of victory. Their triumphs our inspiration. With every accolade, they lift our flagship high, reminding us that within each of us lies the potential for extraordinary feats.

Rawnaq Al Hasawi

Sports Enthusiast and KIPIC's Resident Padel Champion

Rawnaq Al Hasawi, a force to be reckoned with both on the padel court and within the walls of KIPIC, embodies the spirit of an individual who thrives in diverse arenas. After graduating with flying colours from the American University of Kuwait, Rawnaq embarked on a remarkable career journey, navigating a transition from the world of finance to the dynamic landscape of the oil industry at KIPIC. Her unwavering ambition and captivating personality propelled her to carve a distinct space for herself within the organisation. Not content with simply excelling in her professional role, Rawnaq went above and beyond, raising the KIPIC banner high by securing second place in the prestigious oil sector's padel tournament. Let's delve deeper and discover the story behind this multifaceted individual.

In this interview, this ambitious and driven individual shares her experiences, her passion for sports, and the valuable lessons she's learned along the way.

- **Tell us a bit about you, your education, experience, when did you join KIPIC?**

I earned my bachelor's degree from the American University of Kuwait, completing my studies in a commendable three years. Prior to joining KIPIC two years ago, I worked in the banking industry at Gulf Bank.

In 2022, I began my journey at KIPIC in the General Services Group, collaborating with Senior Mohammad Al Ahmad and colleague Hassan Bukhamsin. Their mentorship was invaluable during my transition from banking to the oil field. I then had the pleasure of working with Sheikh Jaber Al Sabah, at the Corporate Communications Group contributing to diverse projects for six months.

Currently, I am lucky to be part of the Commercial Group - Main Warehouse, working alongside Senior Yousef Al Mutairi, and colleague Mohammad Jassim. This experience has allowed me to explore into a different

aspect of my role, managing, evaluating, and monitoring daily practices at our warehouse. I feel fortunate to be learning and growing in such a dynamic and supportive team at KIPIC.

- **Are you passionate about sports in general?**

Absolutely! Sports have been a therapeutic passion for me since childhood.

- **When did you first dabble in Paddle?**

I started playing padel when the pandemic hit in 2019, and it turned out to be a silver lining.

- **Did you participate in other championships before?**

Yes! I won last year in the KPC Emtaz first Oil Sector Padel Tournament for all K-Companies. Partnered with Nour Al Abdulrazzaq from KPC, we secured second place, sharing the success.

- **Describe the experience of competing in the oil sector's championship?**

Competing in the oil sector championship was thrilling! Facing strong opponents, I enjoyed the challenge and the fun of the game. Winning two years in a row felt incredibly satisfying.

- **How did it feel to win?**

A true success.

- **How do you maintain an active life and dedicate time for sports despite the long work hours, long commute, and your busy lives?**

I prioritise time management to maintain an active lifestyle and dedicate time to sports, even with long hours, a lengthy commute, and a busy life. Sports have been a lifelong lifestyle for me, and I've always made time for it since childhood.



A Journey of Fervour and
Excitement Starting at
Seventeen

Fawaz Al-Mutairi, an Equestrian at Heart

Fawaz Al-Mutairi, a firefighter at KIPIC for approximately 3 years, engages in various sporting activities. Each game caters to a different part of his love for sports, but horse riding holds a special place in his heart, a passion he discovered at seventeen.



• **When did you first begin participating in this sport?**

It all started with a friend who had a collection of horses. Each visit to him would find me gravitating towards the horses, leading me to eventually take up horseback riding due to my deep affection for them. Following that, I owned my own horses and focused on training and looking after them. This definitely brought me a great deal of fulfillment. Passion and dedication motivated me to keep honing my skills in this enjoyable sport, leading to the opportunity to compete with four of my horses in various local events like horse marathons and speed races.

• **What made this sport stand out to you?**

Mainly due to its numerous advantages that are essential for everyone. Aside from enhancing physical strength, focus, and mental clarity, it also fosters a deep connection and understanding between you and the horse, which can be soul-enriching. It is widely acknowledged that the horse is a noble and courageous animal, and these qualities are conveyed to you through your interactions with them.

• **Where do you see the risks associated with these types of sports?**

Dealing with a horse is not an easy task, and you need to acquire a great deal of expertise in order to be able to know how to communicate with it, know how to deal with it, and know how to train it continually without the risk of being exposed to major injuries.

• **Are there any particular prerequisites for engaging in horseback riding?**

Undoubtedly, there are numerous prerequisites; however, the utmost significance remains the possession of adequate capability and expertise to accurately guide the horse, thereby averting any subsequent complications or challenges it may encounter.

• **Do you think it's possible to balance work with horse sports?**

From an individual standpoint, it is my conviction that work and leisure pursuits, including but not limited to sports, the arts, and hobbies, ought not to be in conflict. This is due to the fact that time management should be regarded as an essential responsibility of each person, and work and leisure time should be strictly segregated. While work time undeniably occupied priority, leisure and hobbies likewise constituted an urgent necessity.

Do you have any concluding recommendations for the company's employees?

I exhort them to work with sincerity, appreciate the spirit of collaboration, have faith in God, and accomplish their goals while keeping in mind that “Verily, God loves if any of you do a job; he does it with perfection.”





KIPIC Employees Combine the World of Engineering

and Cooking because Nothing is Impossible!



Making delicious perfectly crafted desserts requires a lot of skill and creativity through the method of preparation and choosing good, high-quality and fresh ingredients to obtain a wonderful flavor and perfect texture. This was demonstrated by one of KIPIC employees. Let's get to know her together.

Sini Mohandas an Artist in Making Sweets

Creativity, Talent and Excellence

Sini Mohandas, an engineer in KIPIC, loves making sweets and masters the art of preparing them in the best and finest ways and in various shapes. For her, it is a creative outlet to express herself and a way to communicate with her loved ones and make them happy by presenting these sweets in a delicious way.

Mohandas recounted the reason for her love and interest in preparing sweets, as this experience accompanied her from her childhood days when her mother used to prepare sweets on birthday occasions, and the smell of warmth and bliss emanated from home-made sweets, which made it ingrained in her memory until today, and made her love preparing sweets for a long time. The world of the Internet later revolutionised the path of her relationship with the arts in this field, as it provided her with inspiration and endless opportunities, and what she started by preparing simple sweet cakes for her children's birthdays developed into a passion focused on creating beautiful and delicious desserts that put a smile on everyone's faces.



• Tell us more about yourself.

I'm an engineer working at KIPIC and a passionate home baker. Baking is my creative outlet, it allows me to express myself, connect with loved ones, and bring joy through delicious treats.

• Besides cakes and cupcakes, what recipes do you prepare?

From classic cookies to delicate macarons, I relish exploring various sweet treats. Breads and cinnamon rolls are also in my repertoire, and I've even ventured into sourdough baking, always eager to learn and conquer new challenges. From sweet brownies to oat flour cookies, I also love finding healthy twists on classic desserts that my family can enjoy on a regular basis. Whether satisfying a craving or tackling a new technique, baking is a journey of discovery.

• How long have you been baking?

Baking started as a hobby after marriage, but truly flourished after motherhood. Witnessing my kids' eyes light up with homemade after treats sparked a passion, and now all their birthdays feature cakes baked with love from my kitchen.

• Why didn't you pursue baking as a career?

Although I haven't pursued baking as a full-time career yet, it's definitely a dream I hold close to my heart. Seeing the smiles on my loved ones' faces when they enjoy my creations fuels my passion. Perhaps one day, when I have more time and resources, I'll be able to turn this passion into a more professional venture. Until then, I'll continue to enjoy the process and sharing the joy of baking with those around me.

• What's your strongest bakery skill?

I love putting my own twist on classic treats! Adding special touches like surprising flavors, fancy decorations, or even hidden messages makes them extra special. I try my hand at making little figures with fondant sometimes, but they take a lot of time and practice. New flavors are always fun to





experiment with too. The best part is seeing the happy faces when people get their own customised cake!

- **What's your favorite recipe to bake?**

Picking a favorite recipe is tough! But I really love the ones that are quick, easy, and turn out great. Especially those “one-bowl wonders” you just whip up in minutes. Baking with my kids is the best part – we laugh, have flour fights, and make a delicious (maybe a little wonky!) cake together. The smell always reminds me of fun times in the kitchen. It's true, sometimes the simplest recipes create the best memories!

- **Describe a professional achievement that you earned.**

Being recognized and receiving the distinguished Employee Award for 2022–

2023 from the Standards Team, Engineering recognised Services Group at KIPIC was a humbling honor that I am very grateful for.

- **How do you ensure consistency in your baking?**

Consistency is key to successful baking. I rely on trusted recipes, precise measurements, and well-honed techniques. Investing in high-quality ingredients also plays a crucial role in ensuring that the final product is always delicious and dependable.

- **Describe the most challenging pastry you've made.**

Multi-tiered, custom-designed cakes definitely pushed my skills to the limit. The intricate details and extended preparation time were a true test of patience and precision.

- **How do you manage time between work and baking?**

Balancing work, family, and baking is a sweet (and sometimes messy!) challenge. But I wouldn't trade it for the world! My kids are my sous chefs whenever possible, and they love learning through baking. From measuring ingredients to witnessing the science behind the rise, it's a fun way to bond and create delicious memories together.

Making More Possible

