

PWP' NEWSLETTER

POWER WITHIN PEOPLE: SKILLS. STORIES. SUCCESS.

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GENERATIONS AT WORK:
Bridging Experience and Innovation

REVERSE MENTORSHIP:
When Juniors Teach Seniors

FACES OF PWP:
How PWP's Mechatronics Engineer
Turned a \$500 Workshop Repair into
a Home Success

**CELEBRATING IDENTITY...
INSPIRING YOUTH!**

Power Within People

PWP's

Newsletter

A Message from the Communication Team

Omani Youth Day reflects the nation's belief in the power of young people to shape the future. At Nama for Power and Water Procurement, we proudly embrace this vision by nurturing young talent and empowering them through training, mentorship, and opportunities that unlock their full potential.

PWP's youth bring fresh ideas, creativity, and passion that drive innovation in the energy and water sector. By involving them in key projects, PWP empower them to grow while contributing to the Sultanate of Oman's sustainable future.

In this issue, we proudly celebrate our young colleagues, whose dedication, creativity, and ambition continue to inspire us all and drive our shared success. Their contributions reflect the spirit of Omani Youth Day and the bright future they are helping us build together.





The Blueprint for Corporate *Growth and Celebrations*

By Marwa Al Mughairi

Celebrating Identity, Inspiring Youth!

Omani Youth Day is more than a celebration; it is a tribute to the Sultanate of Oman's rich identity and a recognition of the remarkable potential of its young people. From a communication perspective, at Nama Power and Water Procurement, we view this day as an opportunity to connect communication efforts with potential to creating platforms that give youth employees a voice, inspire innovation and growth, and empower them to narrate their stories in the journey they contribute to, the journey toward an energy transition and a sustainable future for Oman. Here are some key steps and highlights that shed a light on our approach to empowering youth and preserving our Omani identity:

Honouring Our Heritage:

Sultanate of Oman's cultural legacy, from traditional crafts like pottery and silverwork to music, poetry, and storytelling; offers lessons in creativity, resilience, and collaboration. We see these values reflected in our teams: a project brainstorm can feel like a modern-day majlis, where ideas are shared openly, debated respectfully, and celebrated collectively. By bringing elements of Omani culture into our daily work, we strengthen bonds and create a shared sense of purpose.

Empowering the Next Generation:

Our youth colleagues are shaping the company's path with fresh ideas and bold thinking. Take, for example, the team of junior engineers who recently developed tenders related to renewable energy projects, or the young analysts whose research or approaches informed critical project or strategy decisions. Through mentorship, training programmes, and real project experience, PWP equip youth to grow professionally and personally while contributing to the Sultanate of Oman's ambitious energy and water goals.

Celebrating Youth Achievements:

Omani Youth Day is also about recognising accomplishments. From interns contributing to sustainability initiatives to employees presenting innovative solutions at international conferences and events, their energy, creativity, and dedication inspire us all. By spotlighting these achievements, we encourage a workplace where every contribution is valued and celebrated.

Connecting Vision with Progress:

This day also reminds us that vision and progress are intertwined. By embracing Omani potential while empowering youth, PWP cultivate creativity, ambition, and a sense of belonging. Our young professionals are not only champions of progress but also architects of innovation, driving transformation that empowers our organisation and contributes to the nation's sustainable future.

Looking Ahead:

As we celebrate Omani Youth Day, we reaffirm our commitment to nurturing young talents, encouraging them to dream bigger, take initiative, and shape a sustainable, thriving future. Together, we are building more than a company; we are creating a legacy of innovation, effective corporate communication, and empowered youth that will leave a lasting impact for years ahead.



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EMPLOYEES' REFLECTION

By Hind Al Ramadhani

“ONE SKILL A QUARTER” CHALLENGE!

THE JOURNEY OF LEARNING

The One Skill a Quarter Challenge encourages employees to focus each quarter on developing a high-impact skill. In this section, our colleagues share their experiences, insights, and learning outcomes, showing how small, focused efforts can spark personal growth and strengthen PWP's team.

CREATIVE PROBLEM SOLVING: THE CORE OF AUDIT LEADERSHIP

Creative problem-solving is at the heart of internal audit. In my role, I work with individuals across all levels—from operational staff to board members—each with unique perspectives and priorities. This skill has transformed the way I approach my work, helping me move from identifying issues to enabling solutions that are practical, risk-informed, and sustainable.

What surprised me most is how often the real challenge isn't just identifying the problem, but aligning people around how to fix it. Whether dealing with resistance from auditees or differing expectations from committee members, effective and creative problem-solving requires listening, empathy, and the ability to find common ground.

Moving forward, I plan to deepen this approach by fostering a creative problem-solving mindset within the team, encouraging proactive engagement with management to anticipate challenges before they escalate. This strengthens our relationship and helps management see us as enablers rather than enforcers.

My advice is to focus less on pointing out what's wrong and more on understanding the "why" behind it. That's where meaningful improvement—and true value—begins

GROW TOGETHER



Reverse Mentorship

When Juniors Teach Seniors

By Said Al Abri

Life, at its core, is an ongoing journey of learning, and our professional lives are no exception. Traditionally, we look on our seniors and superiors as the primary sources of wisdom and knowledge, a perspective that is rarely questioned. Yet, all too often, we overlook or underestimate the transformative power of reverse mentorship. While some may still debate its value, my personal experience has shown that reverse mentorship can be profoundly beneficial for both personal and professional development.

Through such mentorship, I have gained fresh perspectives and acquired new skills, opportunities that arise only through conscious self-awareness and a willingness to embrace learning from all levels. My own realization of the concept came during my time in the Project and Implementation Department, where most of the team was young, dynamic, and brimming with energy. Later, as I transitioned to the Energy Transition Department, this experience continued, further broadening my outlook on innovation, new technologies, and emerging trends. In exploring this topic, I found additional insight through Jack Welch's book, "Winning," and Michele Milan's practical guide, "The Connection Effect."

Reflecting on the past twenty years of my career, I can confidently say that much of what I know today, I owe to the younger colleagues with whom I have had the privilege to work.



Bridging Experience and Innovation

By Nasser Al Saifi

I am delighted to share that recently, I have adopted a collaborative approach to knowledge-sharing through biweekly sessions on “[General](#) | [Keep Learning PPA](#) | [Microsoft Teams](#)”, an MS Teams Learning Platform. These sessions bring together experienced and younger engineers to explore contract clauses and their relevant schedules, supported by obligation matrices and flowcharts. Each topic is broken down into clear definitions and practical takeaways, followed by a multiple-choice quiz via Microsoft Forms to reinforce understanding.

The platform supports this approach through:

1. Posts: for announcements,
2. Files: for storing slides and session recordings,
3. Notes: summarizing each session,
4. Planner: for assigning tasks, identifying steps, and tracking progress,
5. Microsoft Forms: for quizzes,
6. Flowcharting: visualizing PPA clauses.

Importantly, the learning materials are bilingual (English and Arabic), which increases accessibility, enhances understanding, and contributes to PWP’s organizational process assets (OPAs).



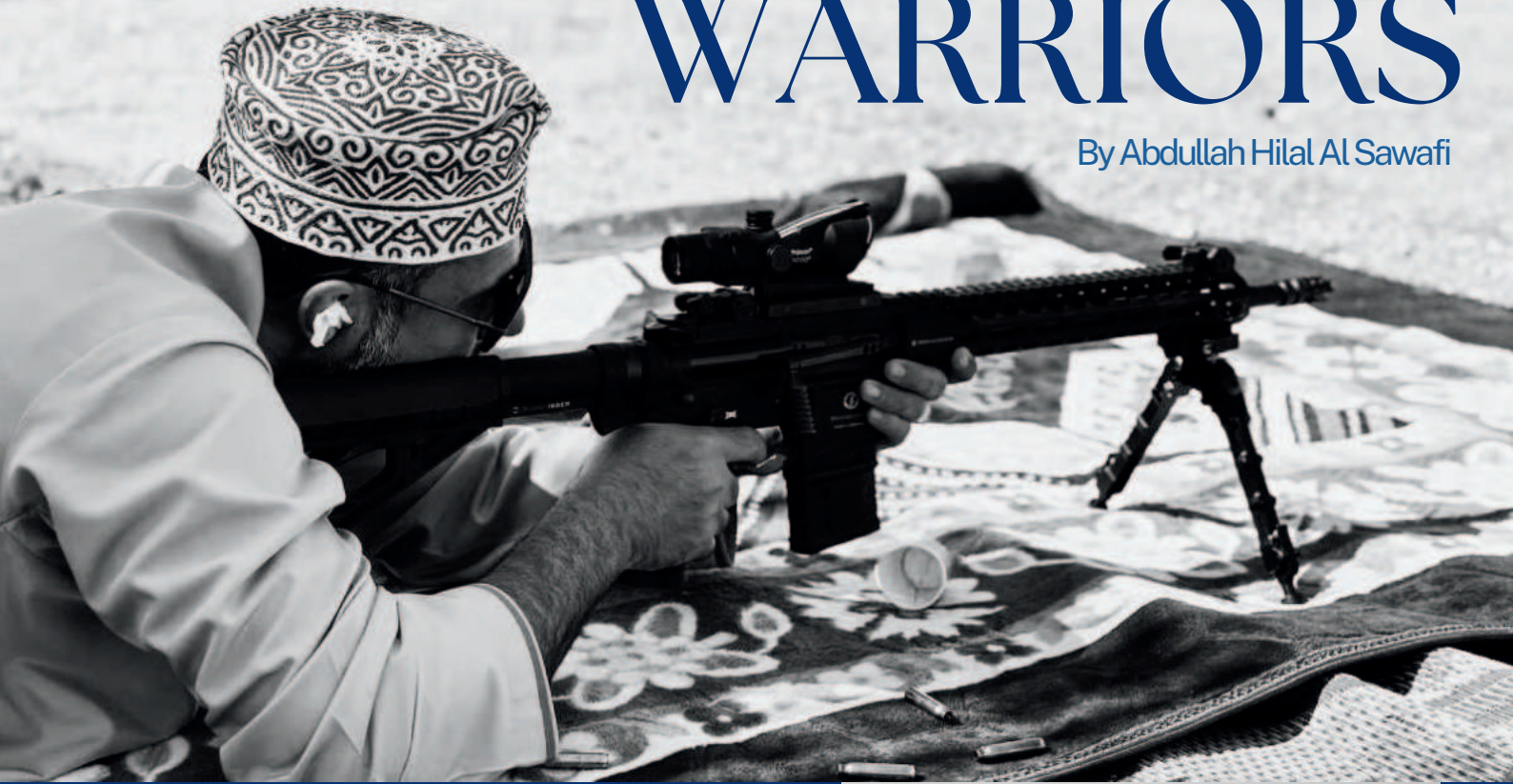
Keep Learning PPA

BEYOND THE DESK



WEEKEND WARRIORS

By Abdullah Hilal Al Sawafi



Fueling Creativity Through the Wild: How My Hobbies Shape My Work



Camping, shooting, and hunting aren't just weekend escape; they're the source of my clarity and creativity at work. I remember one camping trip in the Sharqiyah sands where I **spent the night under a sky full of stars**, reflecting on a complex project. The silence of the desert helped me untangle ideas that had felt stuck for weeks. Shooting sharpens my focus, while hunting teaches patience and strategic thinking, skills I carry into the office every day.

These hobbies give me space to think freely, away from screens and meetings. They recharge my mind and help me approach challenges with fresh perspective. Whether I'm planning market strategies or leading development initiatives, the discipline and calm I gain from the wild make me a better leader.

"In the stillness of nature, I find the spark that drives innovation."



Passion in Action

By Reema Al Naeemi

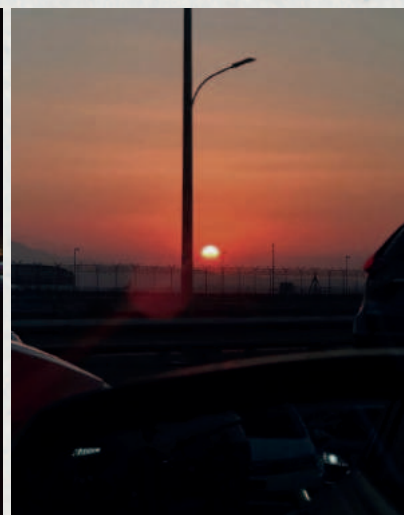
Passion is the hidden force that transforms ordinary routines into something meaningful. It adds joy to even the simplest details and gives purpose to tasks that might otherwise feel repetitive. When we approach life with genuine passion, every moment becomes an opportunity to create, learn, and grow. It inspires us to see possibilities where others only see routine, reminding us that passion is not about tools or resources — it's about the energy we carry in our hearts.

New experiences often play a vital role in keeping this spark alive. Whether it's trying something new, exploring unfamiliar paths, or simply looking at daily life from a fresh perspective,

These moments fuel creativity. Passion is not bound by age or background; it is accessible to anyone willing to embrace it.

For me, I found this passion in photography. At first, I never thought it would mean so much, but the more I explored it, the more it pulled me in. I love how a single picture can freeze a story in time — a smile, a detail, a fleeting emotion. Photography makes me pause, slow down, and notice beauty in places I would have overlooked.

It feels like collecting little treasures from everyday life, and that's what keeps me coming back to it with excitement.

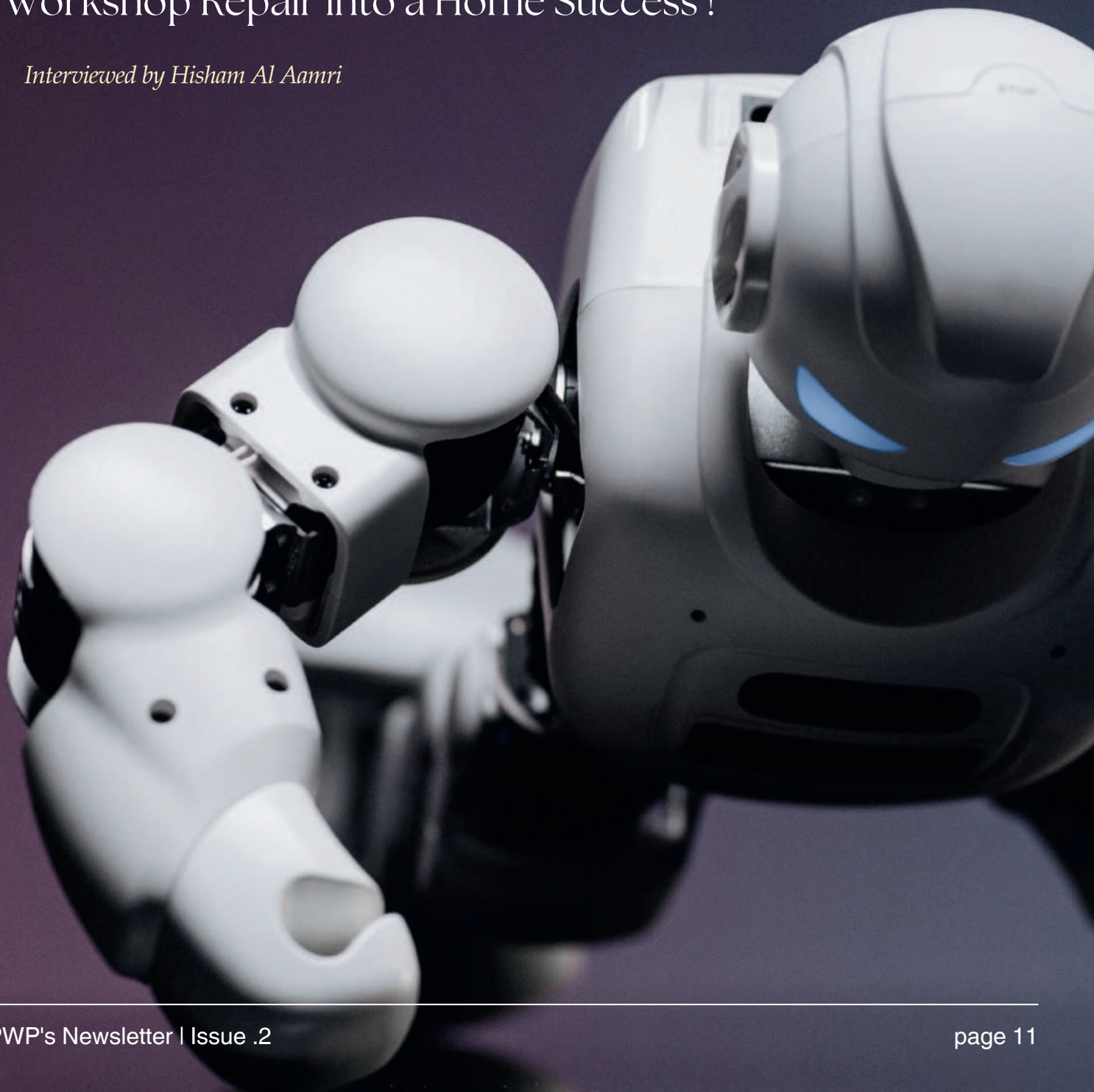


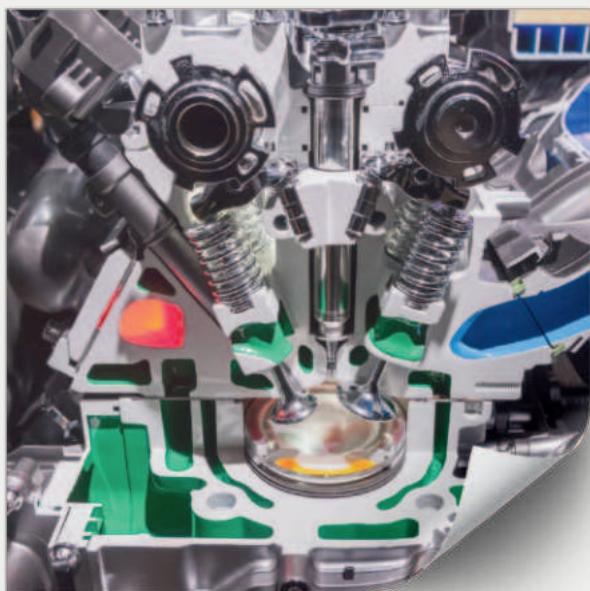
FACES OF PWP

Breaking the Comfort Zone

How PWP's Mechatronics Engineer Turned a \$500 Workshop Repair into a Home Success !

Interviewed by Hisham Al Aamri





Engineer **Sulaiman Al Rashdi**, a Mechatronics graduate, turns his passion for cars into hands-on expertise. From his first DIY repairs to tackling complex issues, Sulaiman combines technical knowledge with curiosity and persistence. In this interview, he shares his journey, challenges, and funny moments in car maintenance, as well as his views on conventional and electric vehicles. His story highlights how passion and learning go hand in hand, turning a hobby into real-life skills.

Could you please introduce yourself and tell us about your hobby?

My name is Sulaiman Al Rashdi. I hold a bachelor's degree in Mechatronics Engineering from the United States. I enjoy working with cars, especially troubleshooting electrical issues, because it allows me to apply my technical skills in a hands-on way. I also like camping, since it gives me a chance to disconnect from everything and enjoy nature.

Engineer Suleiman, when did your first connection with cars begin? Was it a successful experience or just “unscrewing bolts” for fun?

As I recall, since high school, I've had a passion for exploring different types of cars. When I started university, I began learning how cars work mechanically and electrically. After graduating, I worked at Al Mubaila Industrial area, where I had the opportunity to work closely with an electrical technician who taught me a great deal and helped me gain a deeper understanding of electrical issues.

What was the first car you worked on practically? And how did you feel when it came back to life?

At the beginning, I was really cautious about working on other cars since my knowledge was mostly theoretical. Once I got my first car

a 2005 Lexus ES330, I started doing some maintenance on it. The real turning point was when I replaced the alternator myself. *Imagine a \$500 repair at a workshop that I was able to do at home for just the cost of the spare parts.* That experience gave me a huge sense of accomplishment and confidence in my skills.

In the world of mechanics, what is the toughest malfunction you have ever faced, and how did you overcome the challenge?

Personally, I haven't focused much on mechanical issues, but I can truly empathize with the frustration someone feels when their engine breaks down.

Have you ever experienced a funny situation while repairing a car, like oil spilling on you or a bolt refusing to move?

Always, that's why when you visit a specialist, they often charge more—because they have specialized tools, sometimes designed specifically for that type of car. Also, if you work as an electrician, getting an occasional electrical shock is almost inevitable.

What mechanical tool never leaves your toolkit?

Spanner size 10mm



From your perspective, which is more “stubborn”: engine failures or electrical problems?

Electrical problems.

If you had the chance to choose any car in the world to work on, which one would it be and why?

Toyota. It is a great brand, and when it does break down, there’s always a clear reason—it doesn’t happen randomly.

Do you consider car repair a fun hobby or a way to test your patience and skills?

It’s a fun hobby, even when something is complex, I still see it as an opportunity to learn and challenge myself.

Have you ever tried fixing your own car only to end up taking it to the workshop afterward?

Yes, once I tried to remove the carbon buildup from my engine, but I ended up losing compression of the combustion chambers.

If you were to design a car carrying your signature, what unusual innovation would you add to it?

That’s a tough question. If I were working in this industry, I would focus on designing either a highly fuel-efficient car or a long-range electric vehicle — because these are exactly what people are looking for today.

In your opinion, which is easier to repair: electric cars or conventional cars?

Conventional.

Do you believe electric cars will dominate the automotive world?

Yes.

Which type of car do you personally prefer: electric or classic?

Classic

4. Have you ever helped a friend fix his car in exchange for a meal or a cup of coffee?

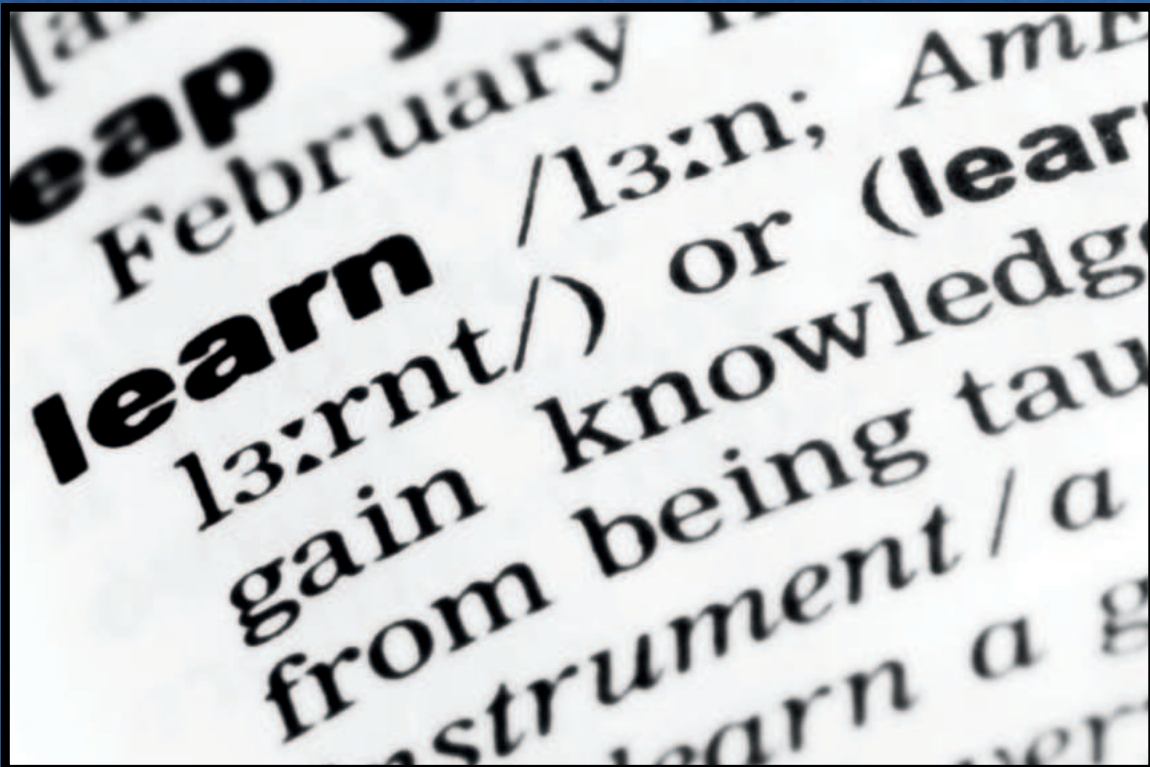
No, for free only.

If you could go back to your early days in America, what advice would you give yourself about the world of car repair?

Combine practice with theory.

“Even when something is complex, I still see it as an opportunity to learn and challenge myself”!

THE LEARNING LOOP



“The illiterate of the 21st century will not be those who cannot read and write, but those who cannot learn, unlearn, and relearn.”

— Alvin Toffler

When we talk about growth, we often think about learning more, more skills, more tools, more knowledge. But psychology reminds us of a quieter truth: sometimes the greatest progress begins not with learning, but with unlearning.

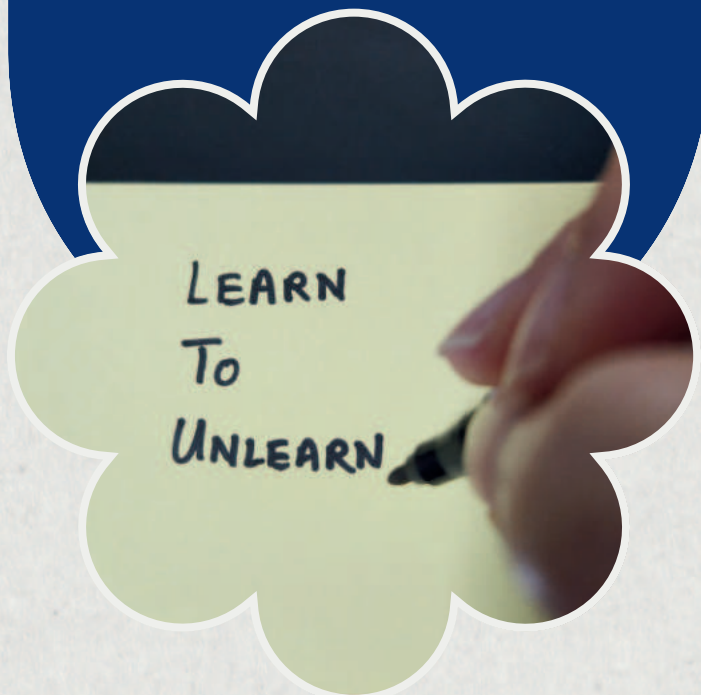
Unlearning means letting go of habits that no longer serve us, assumptions that limit us, and fears that silence us. It is the courage to admit that the way we’ve “always done things” may not be the way forward.

In a diverse workplace, unlearning becomes even more vital. It allows us to challenge stereotypes, replace judgment with curiosity, and meet differences with openness rather than resistance.

Because only when we unlearn, do we make space to truly grow.

GROWTH BEGINS WHERE UNLEARNING BEGINS

By Muna Al Rawahi



Insights



Photo: Ibri III Bidders Visit to the Site

THE BEGINNING ... IBRI III SOLAR PROJECT

By Firas Al Farsi

“Every milestone we achieved was the result of collaboration, trust, and open communication.”

A journey starts with a step. In my case, an opportunity to shift jobs. While people spend years discovering what really suits them, I was lucky to have found meaning in my job this early. Ibri III was the beginning of a very rewarding journey. This journey was filled with knowledge, connections and satisfaction. Whilst the journey was nothing short of challenging, being surrounded with talented and dedicated colleagues made it fun.

One of the most rewarding parts of the Ibri III journey was witnessing the power of teamwork in action. Every milestone we achieved was the result of collaboration, trust, and open communication. It was inspiring to see how each team member brought their own expertise and perspective, yet we all worked toward a shared goal.

What truly stood out to me was how challenges often brought out the best in us. Whether it was a tight deadline, a complex technical issue, or coordination with multiple stakeholders, there was always someone ready to step up, offer support, or share a solution. This spirit of teamwork turned what could have been obstacles into opportunities for growth.

I genuinely believe that this experience would not have been the same anywhere else. The culture within PWP, where collaboration is encouraged, and people are empowered to take ownership and make a difference — made all the difference. It’s a place where dedication is matched with trust, and where teamwork truly translates into impact.

As I look ahead to future projects, I carry with me the lessons and memories from Ibri III, a reminder that with the right people and the right environment, even the most ambitious goals are within reach.

Why Reporting Matters !!!

By Amro Ambu Saidi



I remember a few years ago, there was a video that went viral. It was a very short video but profound and deep in its message. It is basically about not ignoring unsafe conditions and doing what one can at the moment.

A person walks on an escalator and at the top of the structure he tripped on an unstable sheet that was covering a landing. Luckily, he managed to regain his stability and was not hurt. He simply walked away and decided to do nothing about the unsafe situation.

Moments later, a horrific scene revealed a mother and a baby falling into the escalator well. After the same sheet gave away under the weight. A fall probably from more than 5 meters of height. The mother tries to hold on while holding her baby. The footage does not show the aftermath of the incident, but I can only imagine severe injuries, if not even loss of life. The question is: Could this incident have been avoided??

The simple answer is: YES. There are many steps that could have saved the mother and her sibling from ill fate. Simple actions like reporting an unsafe condition can go a long way. Reporting is a simple translation that you care for others.

Don't turn a blind eye. Your intervention is crucial in expressing your humanitarian side. It will take a few seconds to report, but a small action will spare other ages of hurt and pain. Show others that you care by being prompt in reporting unsafe acts and unsafe conditions.

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POWER WITHIN PEOPLE: SKILLS. STORIES. SUCCESS.

Driven by ambition.
Guided by values.
Shaping a sustainable future
for the Sultanate of Oman.



Empowering Youth, Empowering Oman

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