

# PWP' NEWSLETTER

POWER WITHIN PEOPLE: SKILLS. STORIES. SUCCESS.

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## CLIMBING THE NEXT MOUNTAIN

More Than a Workplace:  
An “Academy of the Soul”  
Perspective from Our  
Project and Contracts  
Senior Engineer

## GROWING THROUGH CURIOSITY

The Spark Behind Continuous Growth!

## CREATIVE MINDS AT WORK: FROM SKETCHPADS TO SOLUTIONS

How artistic hobbies shape sharper thinking, better teamwork, and innovative ideas.

**CURIOSITY STARTS HERE!**

Power Within People

# PWP'S

## Newsletter

### A Message from the Communication Team

In today's AI-driven world, technology can analyse data and generate insights faster than ever, but **curiosity** remains uniquely human. It drives us to ask the right questions, explore new possibilities, and turn information into meaningful decisions.

Curious minds embrace AI as a tool, not a replacement, using it to innovate, solve problems, and **communicate** more effectively. By staying open to learning and experimentation, curiosity ensures we adapt, grow, and shape the future, together.

This newsletter issue is designed to spark your curiosity. Explore the stories, insights, and ideas shared here, ask questions, and **challenge yourself to see things differently**. Let curiosity guide your learning, your conversations, and your contributions. After all, curiosity is the first step toward growth, innovation, and meaningful impact.





# The Blueprint for *Curiosity-Driven Communication*

By Marwa Al Mughairi

## *Ask, Listen, Understand: How Curiosity Strengthens Communication at Work*

In every organisation, communication is often described as the backbone of collaboration and productivity. Yet, effective communication is not only about speaking clearly or sharing information, it begins with curiosity. The simple act of being curious can transform everyday interactions into opportunities for learning, understanding, and stronger professional relationships.

Curiosity in communication starts with a genuine desire to understand others. Instead of assuming we already know the answer, curious communicators ask thoughtful questions and remain open to different perspectives. This mindset encourages deeper conversations and helps uncover insights that might otherwise remain unnoticed.

One of the most powerful elements of curiosity is listening. Active listening means giving full attention to the speaker, not just waiting for a turn to respond. When colleagues feel heard and understood, trust naturally grows. This creates an environment where ideas can be shared freely and challenges can be addressed constructively.

Curiosity also helps bridge gaps between teams, departments, and areas of expertise. In diverse workplaces, people bring different experiences, skills, and viewpoints. By approaching conversations with curiosity rather than judgement, employees can learn from one another and discover new ways of solving problems.

*Curiosity reminds us that communication is not just about exchanging words, it is about building understanding.*



# Curiosity Creates Possibilities

Moreover, curiosity supports continuous learning. When employees ask questions and seek to understand the “why” behind decisions and processes, they develop a deeper appreciation for their work and its impact on the organisation. This mindset not only strengthens communication but also contributes to personal and professional growth.

In practice, curiosity in communication can be simple. It can mean asking a colleague to elaborate on an idea, exploring the reasoning behind a decision, or taking the time to understand another perspective before responding. These small actions often lead to more meaningful dialogue and stronger collaboration.

Ultimately, communication is most effective when it is guided by curiosity. By asking, listening, and striving to understand, we build stronger connections with our colleagues and create a workplace culture that values openness, learning, and mutual respect.

*Curiosity also builds resilience. In a changing environment, those who are willing to learn, adapt, and explore new approaches are better prepared for the future.*





# UNITED IN ACTION

-Curiosity Inspires Progress-

# BEFORE THE TURBINES TURN\*

By Salim Al Hadhrami

In the world of energy, the journey begins long before a project ever breaks ground. It begins with people, teams bringing their dedication, insight, and shared purpose to every page of a tender document. As an offtaker team evaluating wind project proposals, we see more than technical documents, cost models, and submission deadlines. Behind every tender lies a story of people, teams working together with precision, purpose, and unity. This reflects not only how developers will shape their proposals, but also how our own teams collaborate to assess them with fairness, diligence, and a shared commitment to securing the best energy future.

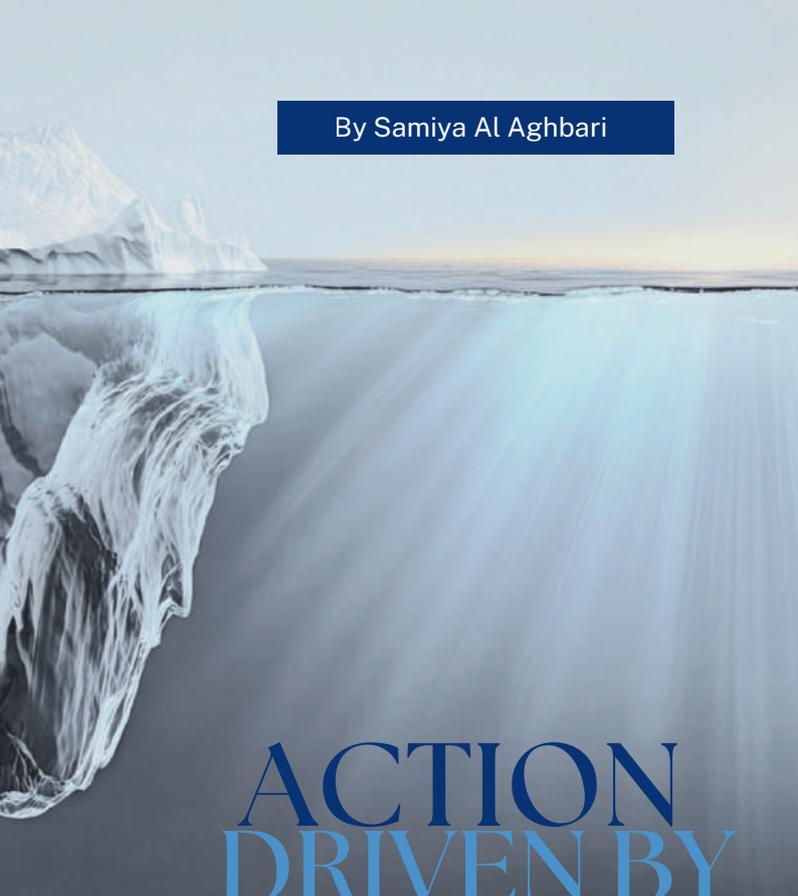
During the tendering phase, our multidisciplinary teams work side by side analysts, engineers, legal specialists, advisors, and internal and external committees, each bringing a critical perspective. This combined effort ensures that every proposal is reviewed not just for compliance, but for long-term value, reliability, and alignment with Oman's 2040 vision.

Stories from the field provide essential context. Images from pre-bid site visits illustrate the teamwork behind all assessments, teams conducting initial land reviews, validating wind data, or inspecting grid interconnection points.

These early insights reveal each project's true potential. Through collaborative evaluation sessions, teams compare proposals, assess risks, and challenge assumptions to reach fair, transparent decisions. Selecting a winning project is never an individual effort, it is a shared responsibility shaping a cleaner, more sustainable future for Oman.



\* Photo: on-site discussions during wind project visits

A photograph of an iceberg floating in the ocean. The tip of the iceberg is visible above the water, while a much larger, jagged mass of ice is submerged below the surface. The water is a deep blue, and the sky is a pale, hazy blue. The overall mood is serene and contemplative.

By Samiya Al Aghbari

# ACTION DRIVEN BY PASSION

Hobbies aren't just pastimes, they spark creativity, fuel fresh ideas, and bring renewed energy. Colleagues share how their passions outside work inspire new thinking, sharpen focus, and even enhance professional growth, showing that doing what you love can make a real difference both on and off the clock.

## -Curiosity Creates Change- CREATIVE SPARKS: TURNING PASSION INTO IMPACT

If you ask the people closest to me who they call when they need to talk, most of them would probably say my name. For as long as I can remember, I've been naturally drawn to people's emotions. I notice small changes in tone, in silence, in facial expressions. I read between words. Sometimes I can sense what someone is carrying before they say it out loud. Over time, I became deeply interested in understanding body language and the unspoken signals we all give without realizing.

Helping others feel lighter has become my quiet passion. But for me, support is not only about comfort. It's also about honesty. If someone I care about is confused, or heading in a direction that doesn't feel right for them, I don't stay silent. I speak openly, not to judge, but to guide. I believe real support means wanting what is truly best for someone, even when the truth is not the easiest thing to hear.

Most people don't just need reassurance. They need clarity. They need someone who can gently say, "**Pause. Think about this!**" Someone who can reflect their thoughts back to them and help them see what they might already know deep down.

What fascinates me most is how energy shifts in a conversation. A heavy heart becomes softer. A restless mind becomes clearer. A moment of confusion turns into direction. Being part of that shift, watching someone breathe easier or feel more certain, is incredibly meaningful to me.

This passion has taught me empathy, patience, and courage. It has shown me that listening is powerful, but honest words, delivered with care, are just as powerful. In a world where many conversations stay on the surface, I value depth. I value awareness. I value the ability to truly see people.

Some express their passions through art or sport. Mine shows up in conversations, in late-night talks, in thoughtful questions, and sometimes in brave honesty. Because sometimes lifting someone up doesn't mean just making them feel better. Sometimes it means helping them become better. And that, to me, is passion in action.

# BEYOND THE DESK





# CREATIVE MINDS AT WORK

By Alla Al Mawali

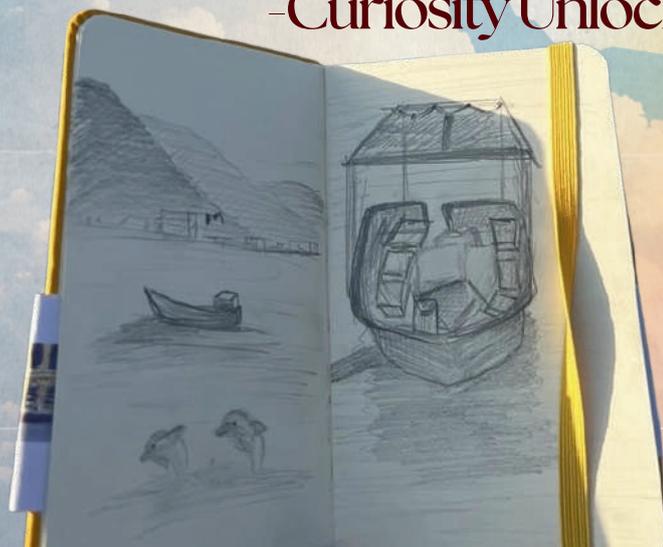
When we allow creativity to guide us, we don't just solve problems we create more thoughtful, human solutions.



In the rush of life, moments slip away before we even realize they have passed. Art creates space to pause and notice moments before they fade. Each artwork holds a fragment wanted to keep: a fleeting feeling, a face, a place, or a scene that might otherwise be forgotten. Through painting, moments are captured not only as they appear, but as they are felt, each sketch becomes a quiet companion, preserving the meaning of its moment.

This creative practice shapes how I work. It teaches me to slow down, remain calm under pressure, and approach challenges with patience and clarity. Just as a sketch develops gradually, solutions at work emerge through observation, reflection, and openness. Bringing this mindset into the workplace sharpens thinking, strengthens teamwork, and encourages innovative ideas to grow.

-Curiosity Unlocks Ideas-

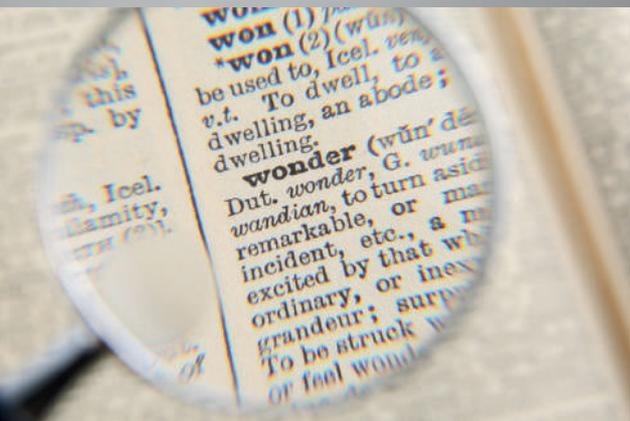






# GROWING THROUGH CURIOSITY

By Suhaila Al Busaidi



Curiosity has always been my compass. During my school years, I was drawn to reading, not out of obligation, but from a genuine hunger to understand more. I would often lose myself in a book, driven by the desire to uncover the world hidden within its pages.

“Curiosity may begin as a personal spark, but when it is shared, it becomes a collective strength, sharpening our thinking, refining our work, and enabling us to navigate complexity with confidence.”



At university, that curiosity shifted from absorbing information to unpacking it. I was no longer satisfied with surface-level answers. I wanted to understand how details connect, what assumptions lie beneath conclusions, and how complex systems truly function. Learning, for me, was never about memorizing facts. It was about staying open, questioning assumptions, and refining understanding over time.

Today, that mindset shapes my professional journey. In a field where we constantly analyze and refine solutions to complex system challenges, curiosity is not just a trait, it is essential. It strengthens analytical thinking, encourages continuous upskilling, and ensures our work is guided by clarity rather than assumption.

Yet meaningful growth rarely happens alone. Some of the most valuable lessons have come through dialogue, from colleagues who bring different perspectives, from constructive challenges during discussions, and from conversations that uncover gaps I had not initially seen. Those moments sharpen thinking in ways no textbook can.

For me, growing together is a daily practice. It means asking one more question, choosing clarity over convenience, and being as ready to listen as I am to contribute. Curiosity may begin as a personal spark, but when it is shared, it becomes a collective strength, sharpening our thinking, refining our work, and enabling us to navigate complexity with confidence.

# FACES OF PWP

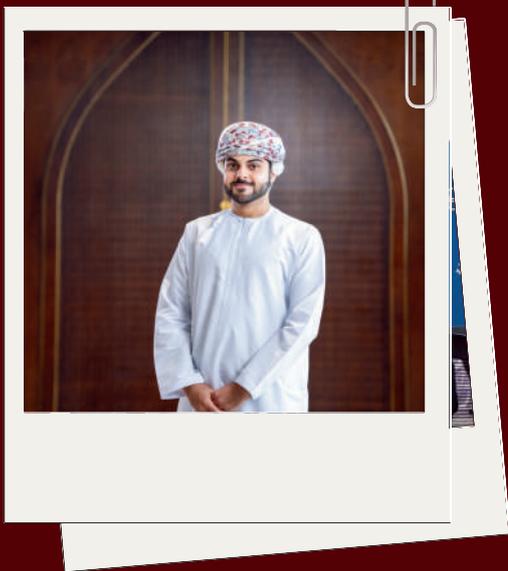
- Curiosity Inspires Learning -

## Climbing the Next Mountain

Showcasing employees pursuing certifications, advanced training, and personal growth milestones

*Interviewed by  
Marwa Al Mughairi  
Suaad Al Sinani*





Project and Contracts Senior Engineer **Mohammed Al Qubtan** is passionate about people development and team connection. Through leading internal initiatives like the “Insight Gathering” club and completing the Royal Academy of Management’s Train the Facilitator program, he has strengthened his ability to unite teams, influence with trust, and lead with purpose. His journey reflects a commitment to continuous growth and the belief that true progress happens through collaboration.

Could you please introduce yourself, tell us about your role, and share a hobby or personal interest that inspires you outside of work?

Thank you for having me! I’m currently working as a Project and Contracts Senior Engineer with the Contract Management team, the best team at PWP!

After my first year at PWP, the interest of creating and organizing team building activities sparked in me. I wasn’t sure how to take it outside work at first, so I started arranging many activities inside the company club called “Insight Gathering” for over 5 years.

How has your hobby or personal interest influenced your mindset, discipline, or approach to professional development?

I have always seen work as an “academy of the soul” rather than “a place to make a living”. It’s the environment where we grow and develop as human beings and fulfil our message in life. This makes me see things differently.

What was the ‘next mountain’ you decided to climb on your professional journey, and why did you choose it?

In the night of 31 December 2024, and while making my vision board for 2025 I had decided to transform my facilitation journey to outside PWP. I didn’t know how to do it, so at the beginning, I was doing mostly research and brainstorming, until I saw the announcement by the Royal Academy of Management (RAM) for the “Train the Facilitator” program. I knew right away that this was for me, my next mountain!

Which certification, training programme, or development challenge did you undertake, and what motivated you to pursue it?

The Train the Facilitator program by RAM was designed to prepare facilitators to undertake a national initiative for the government sector, endorsed directly by His Majesty (the One Team Initiative). It targets all government sector employees (+250,000) in the next 5 years. During the first year, it targets 5000 employees by conducting around 100 workshops by these trained facilitators.

In the beginning, my main purpose for joining the program wasn’t to be part of this initiative, nor to gain a certificate, but to fulfil the promise I made to myself when creating my 2025 vision board. However, along the way, I was truly mesmerized by the experience and admired the vision even more.

What were the biggest challenges you faced during this journey, and how did you overcome them?

The biggest challenge was working as a team in the program. The program trainers deliberately formed teams with different personalities, and it was very challenging to work together since people didn’t know each other and couldn’t form opinions as one team. I was able to overcome it by using my listening skills to mediate the different opinions and unify the team.



“Whenever something feels challenging, I treat it as an opportunity to learn and improve.”

How did you balance this development commitment with your day-to-day responsibilities at work?

I made sure to communicate with the team as soon as I'm assigned workshops for better planning and management of tasks. I'm grateful to have a great and supportive team that I can depend on when I'm committed.

What new skills or perspectives did you gain through this experience?

We cannot improve our team working spirit by simply “wishing for it”. We have to make the effort and design dedicated discussions to improve our communication and understanding of each other. As the company is growing, this is more needed than ever. The more united we are as a team, the more efficient we become and the greater the results.

How has this achievement contributed to your role and performance within Nama Power and Water Procurement?

I'm more aware of how to influence decisions and lead without having to force my ideas. I also learned the power of Trust and how to empower others to lead.

What personal habits or routine helped you stay focused and motivated throughout this experience?

Journalling. It's always my go-to habit.

What personal lesson did you learn about yourself through this journey?

I cannot grow myself very far. I have to work with others to grow further.

How would you describe your personality in three words, and how has it shaped your learning journey?

Calm. Assured. Observant. I believe in fate and that each person is destined for their own greatness, if they decide to walk the path!

What were the biggest challenges you faced during this journey, and how did you overcome them?

That's something I need to work on myself! I believe we always need to take good quality “rest” from time to time to be consistent.

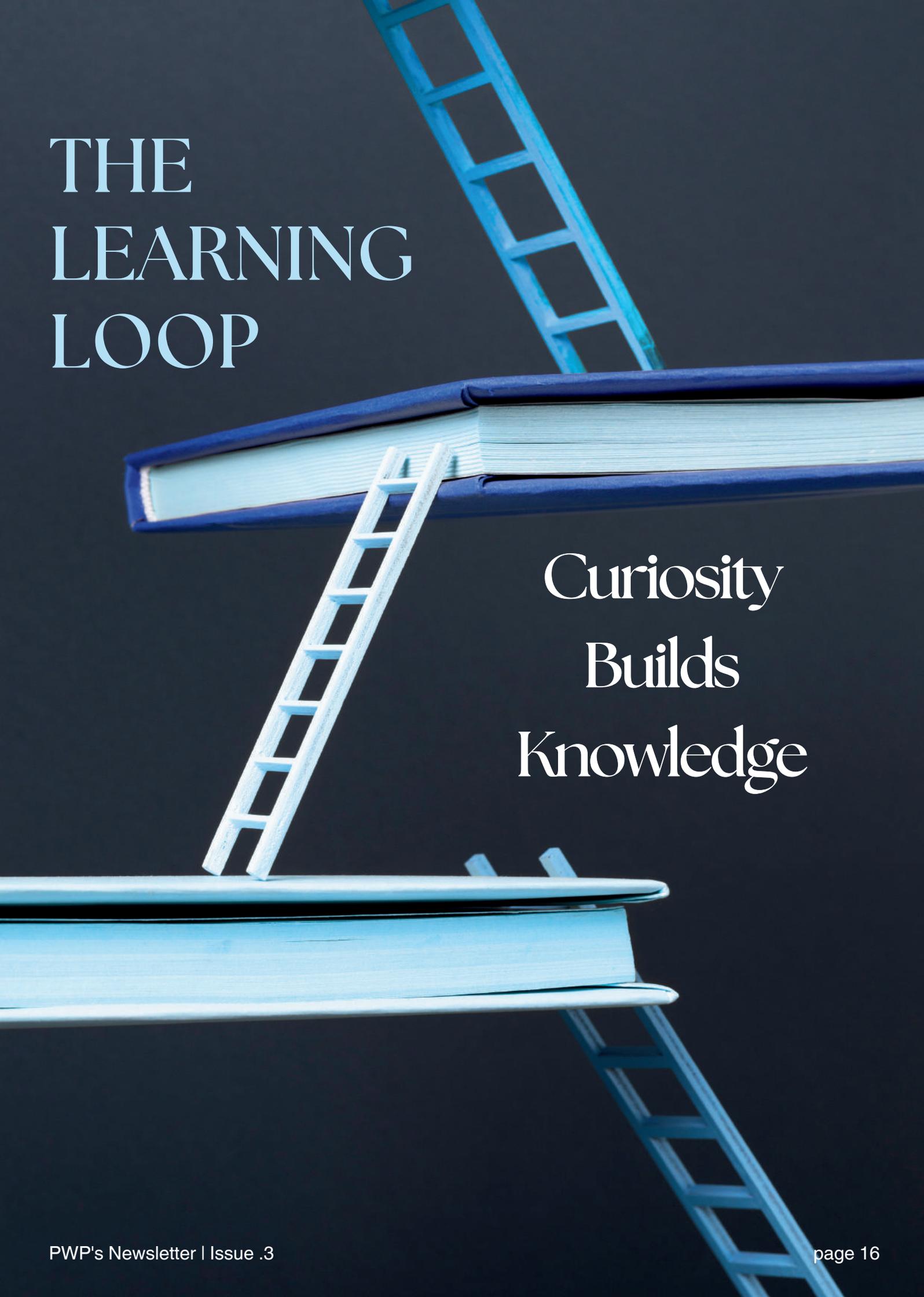
What message would you like to share with colleagues about stepping outside their comfort zone and investing in their growth?

I cannot grow far in our lives without investing in ourselves. That also goes to the company and investing in its employees. It's not about stepping out of our comfort zone, but seeing the danger in too much comfort!

What is the next mountain you are preparing to climb?

Coaching. I want to be a certified coach and start my coaching profession.

# THE LEARNING LOOP



Curiosity  
Builds  
Knowledge

# Innovation Inside

## WORK SMARTER WITH THESE HIDDEN TRICKS

By Amal Al Shukairi



“many are unaware of the powerful features built into these applications that can significantly improve productivity.”

In today's fast-paced work environment, every minute counts. While Microsoft Office and Windows are essential tools for most professionals, many are unaware of the powerful features built into these applications that can significantly improve productivity.

One of the most impactful shortcuts is **Alt + Q**, which lets you instantly search for any feature in Word, Excel, or PowerPoint without browsing menus. In Outlook, setting a 1-2-minute email delay through a simple rule helps prevent mistakes by giving you time to correct errors or attach missing files before messages are sent.

Windows also supports efficient multitasking with **Snap Assist** just drag a window to the screen edge to place two apps side by side. For writing tasks, **Dictate** in Word converts speech into text, making long emails and reports quicker to produce.

If you close a file without saving, Office offers easy recovery via **File → Info → Manage Document**. Meanwhile, **Windows + V** opens Clipboard History, allowing you to reuse multiple copied items without repeating work.

These small but powerful features can make everyday tasks smoother, faster, and more efficient.



# Built to Last

## SIDE BY SIDE EVERY STEP

*By Hamda Al Malki*

**“When friendship and professionalism grow together, work becomes more than a job. It becomes a shared journey.”**



Lifelong friendship in the workplace is a unique and valuable bond, especially when it grows alongside professional collaboration. Working for years with a close friend creates a strong foundation of trust, mutual respect, and understanding — strengthening both personal and professional relationships.

Working together day after day allows such friendships to mature naturally. Through shared responsibilities, challenges, and successes, communication becomes clearer, teamwork more effective, and support more meaningful. A lifelong work friend understands not only our role, but also our strengths, ambitions, and moments of difficulty. This level of understanding fosters trust, cooperation, motivation, and a positive working environment.

My experience at PWP has been shaped not only by the work I do, but by the people I have had the privilege to work alongside. During demanding times, we supported one another; during moments of success, we celebrated achievements together. Over the years, we grew side by side—professionally and personally. This friendship has made every experience richer, bringing trust into teamwork, warmth into everyday interactions, and a genuine sense of belonging in the workplace.

As roles and responsibilities continue to evolve, I am grateful that this relationship remains constant. It is a reminder that behind every job title is a human connection. A lifelong friendship with a colleague shows that professionalism and genuine personal bonds can grow together, creating lasting value for both individuals and the organization.

# When We Ask, We Protect

A safe workplace is not created by rules alone; it is built by awareness, responsibility, and open communication. One of the simplest yet most powerful ways to strengthen safety is by asking questions.

When we ask about a process, a procedure, or a potential risk, we demonstrate care for ourselves and for our colleagues. Curiosity in the workplace is not about doubt, it is about understanding. It encourages us to clarify instructions, check assumptions, and ensure that tasks are carried out correctly and safely.

Asking questions can prevent misunderstandings and reduce risks before they occur. Whether it is seeking guidance on a new task, reporting something unusual, or confirming safety measures, every question contributes to a safer environment. Open dialogue helps identify improvements and strengthens our collective commitment to health and safety.

*“When we ask, we protect” is more than a statement, it is a mindset. It reminds us that curiosity is a tool for prevention, and that every question asked in good faith strengthens our workplace.*



# PWP' NEWSLETTER

POWER WITHIN PEOPLE: SKILLS. STORIES. SUCCESS.

Curiosity  
Unlocks  
Potential!

