

# TEAM DEVELOPMENT: OMAN SHIPPING COMPANY



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Unlocking human potential

**Oman Shipping Company S.A.O.C.** is a closed joint stock company, involved in ship owning, ship chartering and ship management activities through its subsidiary companies: Oman Charter Company S.A.O.C. (OCC), Oman Ship Management Company S.A.O.C. (OSMC), and Oman Container Line (OCL) S.A.O.C.

Oman Shipping Company has the aim of becoming a top provider of opportunities to Omani people, and is heavily investing in the training and development of their employees across all departments.

To aid them in achieving this objective, the company approached Outward Bound Oman to devise a bespoke team building programme to bring people together from all departments, and foster stronger relationships within the company between staff at all levels.

## THE SOLUTION

Outward Bound Oman developed a three day two night programme in the desert, based around five key objectives:

- To enhance relationships between line managers and employees
- To learn how to give and receive constructive feedback to fellow employees
- To develop leadership skills in the organization
- To develop team working spirit/skills
- To enhance engagement in the organization

Participants came from a mixture of different departments across the company, and held various levels of experience. They were given the opportunity to create and enhance relationships, work together in order to overcome the challenges which they faced, and to deal with uncertainty. Problem solving workshops were specifically aimed at building upon leadership skills and exploring different styles that a leader can use. They explored potential weaknesses within teams, and developed techniques to address and to deal with them.

The value of feedback was also discussed, and the tools of delivering constructive feedback were put in to practice during a peer feedback session. All of these skills and experiences were bought together during guided group discussions to relate the outcomes to working practice and how they can be transferred into the workplace.



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## RESULTS

As a result of attending the Outward Bound Oman team building programme, participants felt that:

My relationship with my colleagues across departments has improved **100%**

I feel more of an important part of Oman Shipping **93%**

I have the tools to communicate effectively with colleagues **100%**

I have developed leadership skills **100%**

I feel a great sense of team spirit with my colleagues at Oman Shipping **96%**

I have developed the tools to become a more effective member of the Oman Shipping Team **100%**

CASE STUDY

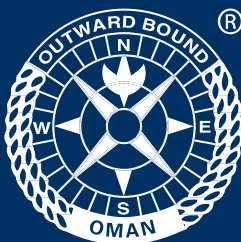
## COMMENTS FROM PARTICIPANTS:

*"I have learned that every member of a team is important. One person is stronger as part of a team than they are alone". - Sami Said Al Hubaishi*

*"It was good to do this course outdoors. By being outside the office and in the wild it showed the true strengths and abilities of the people." - Ibrahim Said Al Habsi*

*"I think the Outward Bound course gave more opportunities for to people to interact, and to better share and communicate skills and knowledge". - Ahmed Ali Al Saidi*

*"Professionally the learning was plenty. There were great ideas and concepts which could be adapted and applied to the wider organisation. The instructors were great tutors and mentors during the course" - Captain Nilesh Murdeshwar*



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Outward Bound Oman courses deliver lasting, unique results. To find out what we can do for you, call us on **24539788**, or email us at [admin@outwardboundoman.com](mailto:admin@outwardboundoman.com)

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