



شركة تنميه نفط عمان
Petroleum Development Oman

SOCIAL INVESTMENT PROGRAMME IMPACT REPORT

2018 - 2020



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OUTWARD BOUND OMAN

Launched in 2009 by the Minister of Education and granted Foundation status in 2014 by Ministerial Decision, Outward Bound Oman (OBO) is a not-for-profit educational initiative that works in close partnership with the Ministry of Social Development to inspire young Omanis to fulfil their potential through challenging outdoor experiences, raising self-esteem, developing personal skills and creating effective teams and leaders, so enabling people to face the future with confidence.

Founded in 1941, Outward Bound is one of the world's oldest and most far reaching human resource development organisations, with over 30 schools world-wide. Outward Bound Oman is the first Outward Bound school in the Arab World.

OBO uses the desert and mountains as an outdoor classroom to enable people to enter the workplace with the skills required to succeed. It works in close partnership with schools, colleges and employers to develop courses that expand people's horizons and give them the confidence to achieve things they never thought possible, developing essential life skills such as collective responsibility, teamwork and respect for others. Outward Bound Oman helps develop the skills employers seek when recruiting and training young people.



EXECUTIVE SUMMARY

Starting from April 2018, Outward Bound Oman (OBO) has been delighted to partner with Petroleum Development Oman (PDO) and deliver a total of 6 experiential learning courses to 98 young Omanis who are going through an on job training programme sponsored by PDO in different training institutes or companies. Each course lasted 4 days, taking participants out of their comfort zone and into the wilderness of Jabel Akhder or Al Abyadh.

The courses delivered were a unique version of Outward Bound Oman's Next Generation course, designed to help the participants who already have a job to secure it, and progress in the career ladder with the required set of work ethics and skills. The combination of physical and mental challenges helped participants realize their real potential and abilities, as well as equipping them with a variety of soft skills.

Over the 4 days, participants worked as a team, each with specific leadership roles, and were challenged by a variety of increasingly complex activities to recognise the importance of planning and effective communication, problem-solving and creative, positive thinking.





The unique terrain of the mountain or the dunes in Al Abyadh, away from the distraction of mobile phones provided an element of physical challenge to the course, and was an exercise in resilience for many. Some of the participants found this demanding, but few, if any, gave up when things became difficult. Every participant learned vital life lessons in terms of team-work, the importance of a positive mindset and determination, and left with improved self-confidence, and a real sense of achievement.

By Oman standards, where most development programmes involve training for a few hours, or a day at most, OBO's courses are quite unique, offering participants an immersive experience of 72 contact hours with experienced Omani instructors, in a learning environment free from modern distractions. Both the quantity and quality of this time away makes our courses extremely powerful learning tools, as the following pages of this report will demonstrate.

“

The venue of the course –in the outdoors- has really impacted me in gaining the skills ”

Mohammed Al Dhaheri



STATISTICAL OVERVIEW



1	09 – 12 APR 2018	4 DAYS	JABEL AKHDER	20	1,440
2	13 – 16 AUG 2018	4 DAYS	JABEL AKHDER	18	1,296
3	17 – 20 DEC 2018	4 DAYS	AL ABYADH	17	1,224
4	25 – 28 MAR 2019	4 DAYS	JABEL AKHDER	18	1,296
5	04 – 07 AUG 2019	4 DAYS	JABEL AKHDER	13	936
6	30 DEC – 01 JAN 2020	3 DAYS	AL ABYADH	12	576



COURSE DETAILS

Outward Bound Oman's team worked together with PDO to gather participants from different institutes such as NHI, IMST and ITTS or from different PDO subcontractors or agencies. The intensive four day course was designed to instill key work ethics and life skills, achieved by a combination of an extended, shared challenge, integrated with a series of facilitated problem solving activities away from mobile phones takes young people out of their comfort zones, and into a powerful learning environment.

The key objectives of this course are:

- To increase awareness of the key skills needed for success individually & as a team.
- To develop the participants' communication, leadership and teamwork.
- To emphasize the importance of work ethics to ensure a balanced work environment.
- To improve the ability to give and accept constructive feedback in the workplace.
- To get outside of the comfort zone and learn to work with limited resources

To help assess individual strengths and weaknesses as part of the action planning process, students complete a Skills Audit (see opposite) at the start and end of their course. The results of this exercise vary quite dramatically. Some participants start the course over-confident about their skill levels and end up needing to adjust their ratings downwards at the end of the course to reflect reality. Others, however, are more cautious at the start but as a result of their learning on the course, see tremendous growth in their skills over the 4 days. Both outcomes are positive, as they each show learning has taken place.



This course was different from other training courses because it teaches us how to implement knowledge and transfer it to reality ”

Qais Al Siyabi

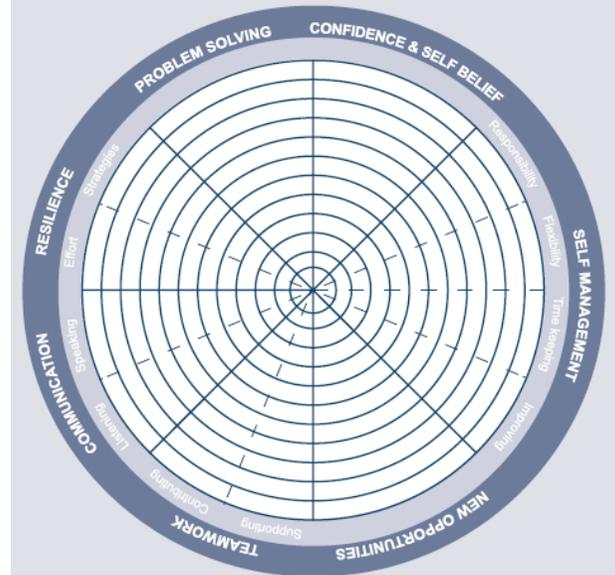
SKILLS AUDIT AND ACTION PLAN

Please rate yourself by colouring in the boxes

1 = I am not good at this

5 = Ok, room to improve

10 = This is a strength



DETAILED COURSE PROGRAMME

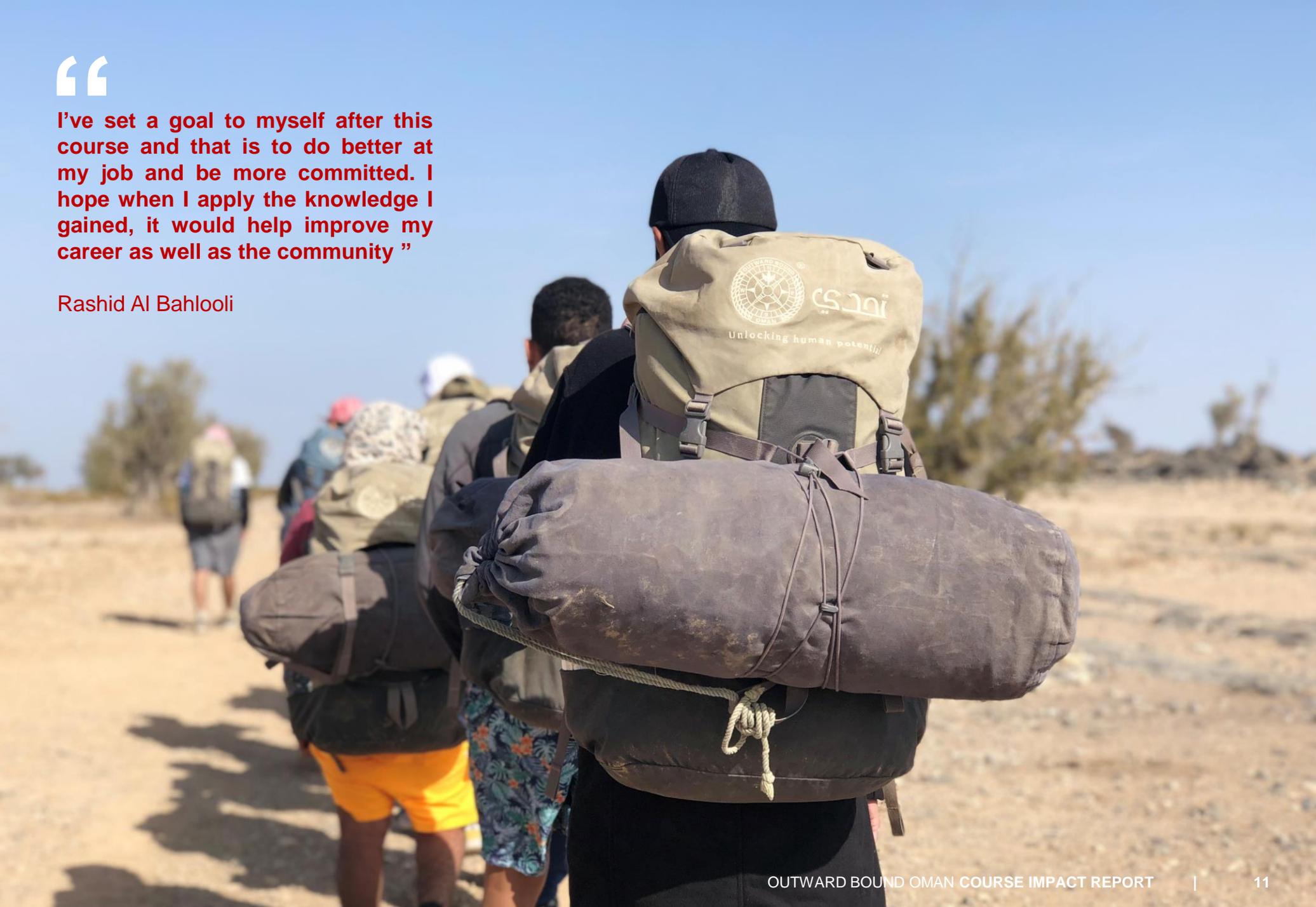
Course Outline	Day 1	Day 2	Day 3	Day 4
Morning	<p>08:00 CD and instructors at office to plan/ prepare paperwork and meet stores/admin team.</p> <p>Safety briefing for any 3rd party drivers.</p>	<p>06:30 Wake up, 08:00 ready Energiser & inspirational readings.</p> <p>Start expedition; include problem solving activity that focuses on the key skills for success</p>	<p>06:30 Wake up, 08:00 ready. Energiser & inspirational readings.</p> <p>Start expedition</p> <p>Problem-solving activity along the way.</p>	<p>06:30 Wake up, 07:30 ready. Energiser & inspirational readings</p> <p>Equipment clean up</p> <p>Ultimate challenge and review of learning</p> <p>Sharing feedback with secret friends</p> <p>End of course celebration – Present certificates, T-shirts and course review forms</p>
Afternoon	<p>14.00 Group arrives - course begins in field.</p> <p>Introduction – energisers, Mindset poster, course objectives, HSE</p> <p>Johari Window+ Feedback Techniques: Secret friends</p>	<p>Lunchtime discussion:</p> <p>Work ethics discussion: run through the different work ethics needed, why they are important & how we want to apply them- focus on transfer of learning.</p> <p>Continue hike to campsite</p>	<p>Lunchtime discussion:</p> <p>Discuss challenges & obstacles (prepared night before) & prepare & discuss suggested solutions Problem-solving activity Solo: Personal Action Plan Set up campsite</p>	<p>Depart</p> <p>Arrive back at OBO base.</p> <p>Unpack vehicle</p> <p>Complete End of Course review/briefing and checklist.</p>
Evening	<p>Evening Fire discussion:</p> <p>Skills discussion using skills cards – relate importance to workplace</p>	<p>Evening Fire Discussion:</p> <p>What have we learnt today about the:</p> <ul style="list-style-type: none"> • Challenges of Leadership • Challenges of Teamwork <p>Medals & Missions</p> <p>What are the challenges & obstacles of leadership & teamwork that we face in our workplace: work in 3 groups and prepare list on sheet for next day.</p>	<p>Evening Fire Discussion:</p> <p>Share Action Plans and discuss transfer of learning to PDO company How will we be more successful individuals & and better members of an effective team.</p>	





I've set a goal to myself after this course and that is to do better at my job and be more committed. I hope when I apply the knowledge I gained, it would help improve my career as well as the community ”

Rashid Al Bahloli



FEEDBACK FROM PARTICIPANTS

At the end of the course, participants are asked to reflect on their experience. Along with written answers to specific questions, they are given different statements and asked whether they strongly agree/agree/disagree/strongly disagree with them or are not sure of their answer. The statements are designed to reflect the course objectives.

This page highlights the combined percentage for strongly agreed and agreed answers to some statements. The full range of responses are detailed over the following page.



100%

Feel more able to deal with failure, and overcome problems. And is more likely to stick at tasks that they find difficult

100%

Better understands the importance of communication, both when speaking and listening

100%

Said they have learned that approaching situations with a positive mindset will result in better learning outcomes

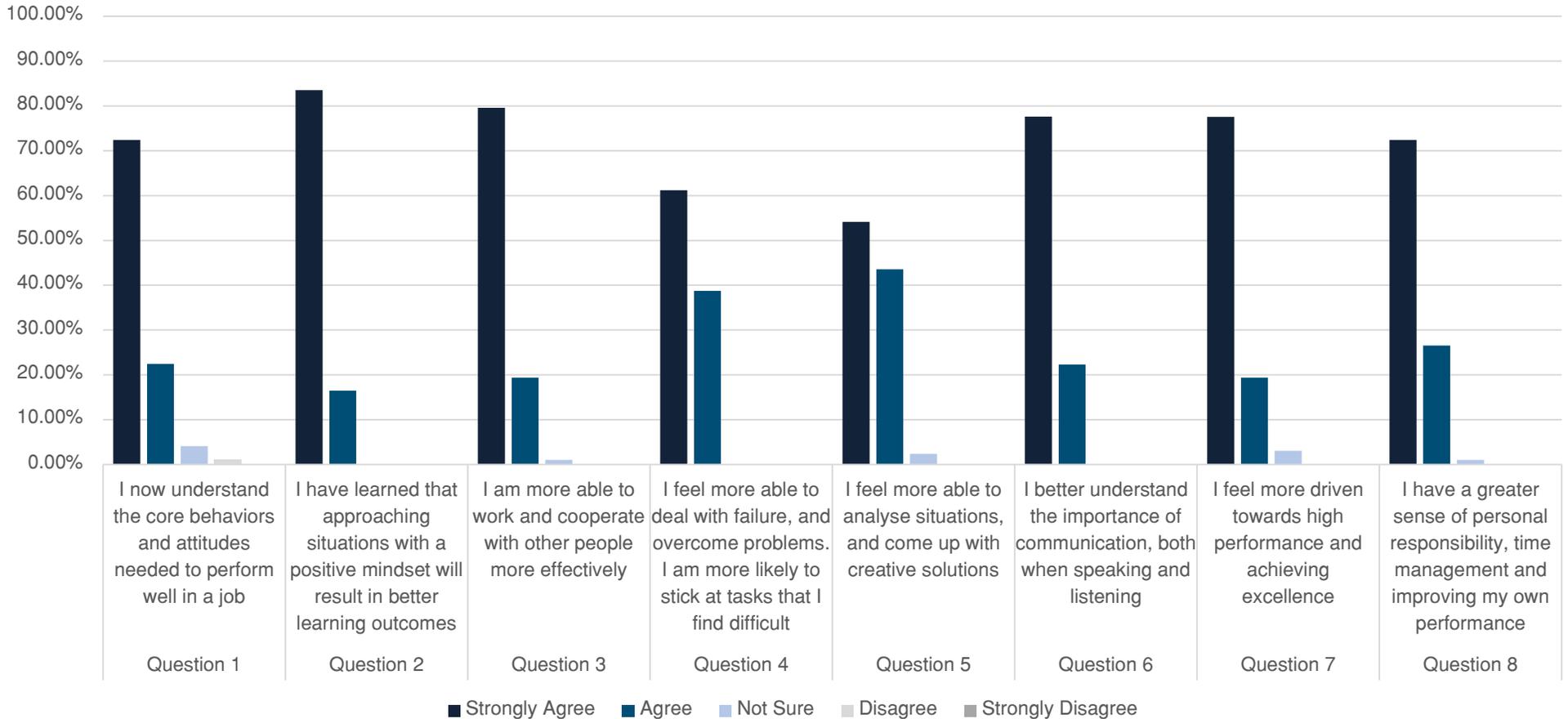
FEEDBACK FROM PARTICIPANTS



Participating in this course helped give me a sense of belonging to my job and think of ways to develop in my career ”

Khalil Al Siyabi

OVERALL



PARTICIPANTS QUOTES

“We learned how to work as a team, the importance of teamwork, respecting others’ opinions and time management”

Hamed Al Rawahi

“I’ve sat a goal for myself after the course, to be more confident, to trust my skills and to develop myself”

Al Moutasim Al Aghbari

“We learned to listen to one another, to trust the team, the importance of following the order of one person, to achieve one goal”

Hisham Al Balushi

“The best part of the course were the activities, because it develops so many skills in you like planning and execution in a short time”

Waleed Al Abdall

“The course taught me self dependence, and also how to challenge myself and be determined to achieve what I want”

Mohammed Al Marzooqi



“

I would like to thank PDO for giving me the chance to attend this course that helped me a lot ”

Muhsin Al Siyabi





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