



Chairman Dr Mohammed  
Al Barwani honoured by the  
Government of Poland



MB Holding felicitates  
its long serving employees



Petrogas E&P signs  
Memorandum of  
Understanding with  
Modern College of  
Business & Science



MB Holding  
supports Oman  
Swimming  
Association

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• If you wish to contribute in the next issue, please email us at [marcom@mbholdingco.com](mailto:marcom@mbholdingco.com) with an outline of what you wish to contribute.

MB Holding Company LLC  
P O Box 695, CPO Seeb, PC: 114,  
Sultanate of Oman, Tel: (968) 24580580  
Fax: (968) 24580589  
[www.mbholdingco.com](http://www.mbholdingco.com)



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# Chairman's Message



*“The future will bring challenges and opportunities. However, with collective effort and determination, I am confident that we will succeed in our mission to grow and prosper.”*

Dear Colleagues,

At the onset, I would like to wish everyone Eid Mubarak. May Almighty Allah bless everyone with peace and happiness.

The second quarter of 2014 has been busier than ever. It was wonderful to once again be part of the 4th edition of the Long Service Awards as well as witness the graduation ceremony of Leadership Development Programme participants. Given the technical, diverse, complex and international nature of MB Group's business coupled with its ambitious expansion plans, the Group requires Leaders who are technically sound and can compete internationally.

The MB Holding Group participated in Oil & Gas West Asia (OGWA) exhibition 2014 held in the Sultanate of Oman. The Group was represented by its key subsidiaries MB Petroleum Services, Petrogas E&P, United Engineering Services & Gulf Drilling. OGWA offers a ready platform to present products and services that are relevant to the ongoing projects in Oman that will help meet current local demand. Besides enhancing our own visibility, the event has been a relevant opportunity for us to gain insights into the best practices of the industry, the market trends, knowledge transfer as well as networking.

Petrogas E&P recently signed a Memorandum of Understanding (MoU) with Modern College of Business Studies (MCBS) for five years. As part of this agreement, Petrogas will offer where appropriate an internship for final-year Petroleum Engineering (PE) students. I am happy to note that as a company and as a Group, we are

committed to empowering and educating Omani Youth who are the future of this nation.

In what can be considered a remarkable achievement, MB Petroleum Services (MBPS) currently showcases its products and services at the PDO Model Room in the Learning & Development Centre of Petroleum Development Oman (PDO). This initiative is part of a larger mandate undertaken by MBPS to empower & educate Omani Youth, especially in the oilfield services sector. We are one of the pioneers in Oman in this sector and being able to put relevant pieces of equipment at the PDO L&D Centre will aid interns and graduates to better understand the oil & gas business. This is not only a matter of pride but also a humbling experience.

United Engineering Services (UES) sent some of its employees to Hyspec Engineering, UK for an intensive training workshop. Hyspec is well known for its modern machines and state-of-the-art machining capabilities. I am happy that the employees gained technical knowledge of modern machines and processes.

The future will bring challenges and opportunities. However, with collective effort and determination, I am confident that we will succeed in our mission to grow and prosper.

Regards & Good Luck!

**Dr. Mohammed Al Barwani**  
**Chairman, MB Holding Company LLC**

# MB Holding Group sponsors the 6th SQU Engineering Exhibition



The MB Holding Group recently sponsored the 6th Sultan Qaboos University (SQU) Engineering Exhibition which was held in SQU's Cultural Centre Auditorium. The exhibition was inaugurated by His Excellency, Dr. Rasheed Al Huraibi, Chairman of the Tender Board followed by a brief introduction by His Excellency Dr. Ali Al Bemani, Vice Chancellor – SQU.

Hosted by the Engineering College, with participation from almost all GCC countries, Egypt and Jordan, the exhibition displayed R&D projects from all countries. There were about 23 research projects of which more than 10 Research & Development (R&D) projects were related to the Oil & Gas industry.

On behalf of the MB Holding Group, Dr Said Al Mufarji from Petrogas E&P was asked to evaluate the projects using a standard SQU scoring scheme. Some of the projects to be evaluated included:

- Sand Production Prediction Project
- Heavy Oil Transportation using Emulsion
- Rig Top Drive System





# Chairman Dr Mohammed Al Barwani honoured by the Government of Poland



On behalf of the President of Poland, Chairman, Dr Mohammed Al Barwani was honoured with the Bronze Cross of Merit which was presented by Polish ambassador Witold Smidowski as recognition of his efforts to deepen and broaden bilateral relations between Poland & Oman.

This prestigious decoration was established in 1923 and is awarded to people who are committed to serve the development of the well-being of Poland.





# MB Holding sponsors Quran recitation competition

MB Holding sponsored the 9th Quran Recitation competition which was held at Basic Education School, Al Khuwayr. The competition was for grade 5-grade 10 and held under the auspices of HE Dr Hamood bin Khalfan bin Mohammed Al Harthy, Undersecretary, Ministry of Education for Education & Curriculum.





# Chairman & Usama Al Barwani attend the Astana Economic Forum, Kazakhstan



Earlier this year, Chairman, Dr. Mohammed Al Barwani & Director, Usama Al Barwani, took part in the Astana Economic Forum. The annual international forum focused on the challenges of ensuring a balanced global economic growth, volatility on commodities markets, perspectives of sustainable development, incentives for global competitiveness, increasing the

role of innovations & technologies, fragile financial systems, regional and country risks etc.

During the forum, the MB delegation met with several government officials and ministers to discuss opportunities for MB Holding Group to invest in Kazakhstan. The Chairman signed a MoU with KazNex Invest, a leading National Export

& Investment Agency expressing interest in investing in Kazakhstan. KazNex Invest attracts productive foreign direct investment into the priority sectors of the Kazakhstan economy.

He also met with several key dignitaries in the government including Karim Massimov, the Prime Minister of Kazakhstan.

# Leadership Development Programme

## MB Holding Company felicitates its long serving employees



*The MB Holding Group held their fourth Long Service Awards function recently. The event held at Intercontinental Hotel, Muscat honoured employees from various group companies for their dedication, loyalty and commitment over the years.*

The evening was a recognition of 47 employees who through their dedication and commitment have contributed to the growth of the group. They were grouped in the categories of 15 years and 20 years respectively.

The heads of the various companies presented the long serving employees with a certificate and a memento as a token of appreciation.

The highlight of the evening was a special felicitation of Vice Chairperson – Sharifa Al Harthy on her contribution to the group. To commemorate

her achievements, a film was presented. This was followed by Chairman, Dr Mohammed Al Barwani personally giving her a memento.

On the occasion, Dr Mohammed Al Barwani, Chairman, MB Holding Company, said, “This is the fourth edition of the long service awards and every year this event is a wonderful reminder of how loyal employees are towards the MB Holding Group.

The success of this Group has been because of its people. We are what we are today because of their hard work and dedication.”





# and Long Service Awards 2014













# MB Holding Group concludes the Leadership Development Programme



*The first batches of graduates of the MB Leadership Development Programme were recently felicitated at the Intercontinental Hotel, Muscat.*

The 'MB Leadership Development Programme', is a specially designed development intervention which comprised two unique but inter-related programmes i.e. the 'Emerging Leaders Programme (EmLeP)' and 'Experienced Leaders Programme (ExLeP)'. Developed in partnership with MEIRC Training and Consulting, Dubai, the first programme was aimed at emerging

leaders i.e. those individuals who have the potential to assume future leadership and senior management roles in the organization, and who therefore needed to be developed and nurtured accordingly.

Whilst the second programme, was targeted at existing staff currently holding managerial positions







at the middle and senior management levels and whose leadership skills need to be further enhanced in order to become more effective leaders.

Dr Mohammed Al Barwani, Chairman, MB Holding Company, said, "Given the technical, diverse, complex and international nature of MB Group's business coupled with its ambitious expansion plans, the Group requires Leaders who are technically sound and can compete internationally."

Said Al Jabri, Group HR & Planning Manager, MB Holding Company said, "We are happy with the way the programme has been conducted. The two programmes comprised topics such as Managerial Leadership & Emotional Intelligence, The Art of Strategic Planning & Strategic Management, Team Building, Conflict Resolution, Productive Performance Appraisals, Coaching & Counseling Employees, and other business ideas and tools required to deal with today's business challenges.



The interactive sessions coupled with an innovative teaching approach by MEIRC made this a memorable experience for all the participants.”

About 60 employees undertook the Leadership Development Programme which was conducted over a period of 12-15 months. The Emerging Leaders Group underwent 7 modules while the Experienced Leaders Group undertook 6. Each of the modules was identified to address specific business related topics.

Following were the top contenders for ‘Best Project’ awards from a total of 43 projects received.

### ***Emerging Leaders***

- Hamza Raza Razvir – Cloud Solutions for Branch-Office IT
- Haitham Al Bahrani – Effective KPI's – To measure and maximize efficiency in procurement and logistics department
- Ahmed Issa Al Fairuz – Approach to CSR Implementation
- Saada Al Rawahi - Staff Retention in Daleel Petroleum LLC
- Salah Juma Al Fazari – An approach on dilution and ore recovery/ loss in open pit and underground mines
- Azzan Al Asmi – Flush by Unit

### ***Experienced Leaders***

- Hazem Al Touky - Mud Logging
- Murali Chidambaram – Establish an enterprise risk management process
- Sergio Kolkov – People – Organization Relationships – UES Management approaches and practices







- Jawed Khan – Setting up MB IT Business
- Vikas Mishra – HR Business plan for Mawarid Mining's International Operations

After a tough battle the judges finally selected the best project and the first runners up:

## Winners:

### *Emerging leader:*

**Saada Al Rawahi** - Staff Retention in Daleel Petroleum LLC

### *Experienced leader:*

**Sergio Kolkov** – People – Organization Relationships – UES Management approaches and practices



## First Runners Up:

### *Emerging leader:*

**Hamza Raza Razvir** – Cloud Solutions for Branch-Office IT

### *Experienced leader:*

**Murali Chidambaram** – Establish an enterprise risk management process.



# MB Holding participates in Oil & Gas West Asia 2014 in Oman



***The MB Holding Group participated in Oil & Gas West Asia (OGWA) exhibition 2014 held in the Sultanate of Oman. The Group was represented by its key subsidiaries MB Petroleum Services Petrogas E&P, United Engineering Services.***

Held under the auspices of the Ministry of Oil and Gas and inaugurated by Dr Ali bin Masoud bin Ali al Sunaidy, Minister of Commerce and Industry, the event witnessed participation of over 200 local and global oil & gas companies in one of the biggest oil and gas events in the region. Of global significance, the exhibition capitalized on the ever-growing requirement for oil and new investments in Oman's petroleum resources.

“OGWA offers a ready platform to present products and services that are relevant to the ongoing projects in Oman that will help meet current local demand. Therefore besides enhancing our own visibility, the event has been a relevant opportunity for us to gain insights into the best practices of the industry, the market trends,

knowledge transfer as well as networking. We envisage a great future for the Group and have an optimistic outlook,” said, Usama Al Barwani, Director, MB Holding Company.

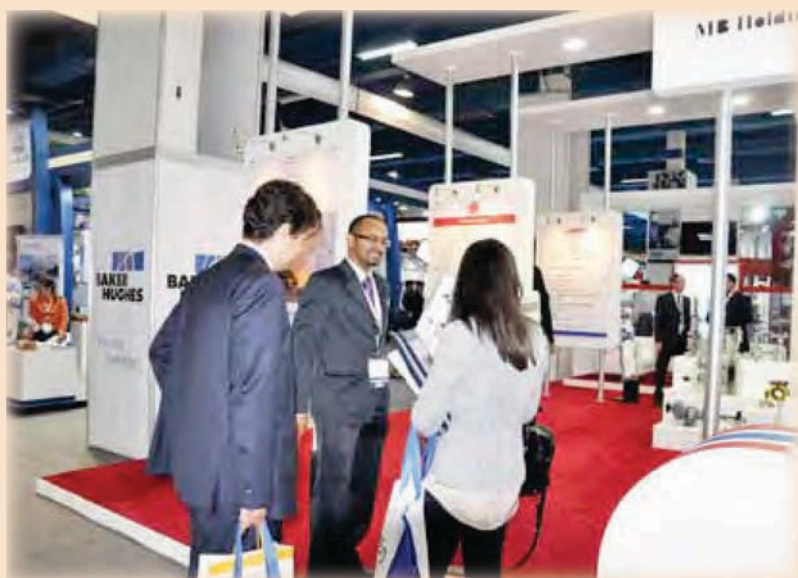
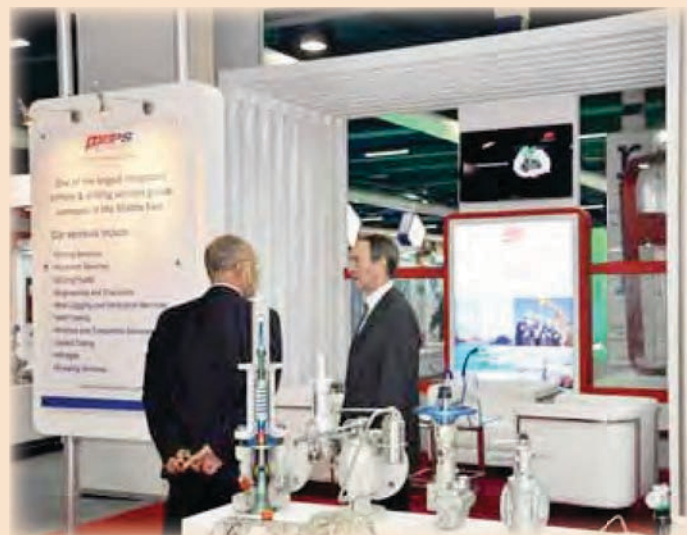
OGWA 2014 gathered the largest group of oil & gas companies

from the GCC region, international oil & gas majors, technology and service providers, and other local and international companies that have a stake in the development of the oil & gas sector. It presented a diverse showcase of products, services, equipment and technology beneficial to oil & gas operations.



**Agency sales Division, UES, displays some of its clients key products at OGWA**







# MB Holding supports Oman Swimming Association



MB Holding Company sponsored the swimming championship for training centres held by the Oman Swimming Association at the Sultan Qaboos Sports Complex, Bowsher. More than 100 swimmers participated in the competition representing four of the five training centers of the Association from the governorates of Muscat, Dhofar, North Batinah and Musandam.

The third edition of the swimming championship was divided into three age groups (7 - 8 yrs, 9 - 10 yrs, and 11- 12 yrs). The aim of the association is to encourage and publicize water sports in the Sultanate

as well as create a sustainable team of talented and qualified swimmers. The association also works towards national competences of referees, developing administrative and technical staff in order to contribute to dissemination and development of water sports games in the Sultanate.

The sponsorship also falls within the broad category identified and finalized by the MB Holding Group towards corporate social responsibility in educating and empowering Omani youth and supporting the community at large.





# Dr. Mohammed Al Barwani chairs the 10th Annual Middle East Families in Business Conference

Under the Patronage of His Highness Sayyid Tarik Bin Shabib Al-Said, Director, Renaissance Services SAOG, Campden Wealth conducted the 10th Annual Middle East Families in Business Conference, an event tailored exclusively for Middle Eastern business families.

Dr Mohammed Al Barwani, chaired one of the sessions at the conference. The conference, themed 'Eye on the Next-Generation of Family Businesses' provided a fertile and private sharing platform for business families to link together and openly share their experiences with their peers.

The conference, which was held for the first time in the Sultanate, saw family businesses from 14 countries briefed on investment opportunities in Oman. "One of the purposes of the conference was to attract investment into Oman. Many do not know much about Oman. Thanks to extensive networking, we hope that some of



the participating companies will come again and invest in Oman," His Highness Faisal bin Turki Al Said, Ithraa's director-general of marketing and media informed.

Dr Mohammed Al Barwani, Chairman, MB Holding Company LLC, said, "The event was organised to brief family-owned businesses on a range of issues,

including new developments in the industries that they are working in, succession planning, long-term planning, recruitment, effective governance models, and corporate regeneration. The interactive sessions as well as the closed door networking opportunity provided insights into the workings of family held businesses. I am happy to have chaired one of the sessions."

## MB Holding felicitates its legal partner

The legal department of MB Holding recently awarded Dr. Ahmed Al Mufarji Advocate & Legal Consultants for their good work & efforts in handling the Group cases in court.

This in turn reduced the number of cases in court significantly. The award was presented by Said Al Jabri, Group HR & Planning Manager, MB Holding.





# Striking the right balance

*Quoting the famous Albert Einstein, “Life is like riding a bicycle. To keep your balance you must keep moving,” Sergio Kolkov, Business Development Manager, United Engineering Services reveals why life is all about balance and perspective... read on!*

**1) Can you tell us where you work and what is your current designation?**

I graduated from Moscow University of International Relations in Russia. I have a LLM (Legum Magister) degree in International Law and post-graduate degree in Business Administration from University of Strathclyde, Scotland. Upon graduation, I was practicing law and was employed as a senior legal adviser by one of the Russian companies operating in upstream Oil & Gas (O&G) sector.

In 2001, I moved to Oman and dedicated my career to Business Development, mostly in O&G sector. I currently work as a Business Development Manager in United Engineering Services. Being in the service side of the industry, this position allows me to expand my knowledge and experience in the field of engineering and fabrication.

**2) Can you tell us something about your interests/hobbies?**

I have been playing tennis professionally since I was 7 years old. I was a member of national junior team and was competing at a country level. However, I never had a desire to make a career as professional sportsman and once I joined the university I left the world of sports and dedicated myself to education.



Life was pretty boring at that time and I was struggling to find time or courage to start doing what I really wanted. Extreme sports have always been a source of envy to me. Nevertheless, the longest journey starts with the first step and the first step is the most difficult.

I try to keep my hobbies and interests as diverse as possible. I enjoy reading books on business, psychology, philosophy and self-development. I enjoy spending time with my family and travelling with my wife, Rona. We both share a passion for travelling and photography. It's a challenge to balance all the interests, but I love the challenge. I like to explore my physical and psychological limits. Oman gave me the opportunity to learn hobbies such as rock climbing, caving, scuba diving, kite surfing, sailing, sport bike racing, skydiving and free flying.

**3) Some of your interests fall in the category of adventure /action. Can you provide us more insight into that?**

Since I was a kid, I had a photo of Mt. Kilimanjaro on my wall. The



highest peak of Africa and the tallest free-standing mountain in the world, its snow covered peaks rising in breath-taking isolation of surrounding savannah. Kilimanjaro is a metaphor for the compelling beauty of Africa. The dream of standing on top of Africa was so distant at that time. It was only in 2003 after conquering the summit and standing on Uhuru peak, over 19,000 feet above sea level, I realized that we are the guardians of our own happiness and nothing is impossible! This was a great source of inspiration and the beginning of a long journey towards self-development.

However, passion for mountains did not let me sit idle for long and my next expedition was to K2, Northern Pakistan. This trip taught me one of the most important lessons of my life - respect the might of nature and never try to challenge it without acquiring the required skills set and high level of fitness.

During one of the ascents, when I was hunting for a "special angle for a photo", I got stuck in the gorge for almost 18 hours without water and any climbing gear. After any hope of rescue was lost, I managed to bring up all my inner resources and climb out. I had enough time to be on my own surrounded by mountains and snow and realized how small we are in the face of nature. That was one of the most vivid experiences of my life.

My next passion became caving and speleology. Caves are incredible; it is a completely different world where time stands still. Over millions of year's acidic groundwater has been dissolving the limestone leaving cavities which grow over time. Many beautiful structures including stalactites and stalagmites form inside the cave as carbonic acid carrying limestone drips through the cave roofs.

Luckily Oman has quite an extensive cave system on Salma Plateau, including Majlis Al Jinn, one of the biggest chambers in the world with the floor area of over 14 acres!

Exploring underwater caves (in Burma and Thailand) required further training and knowledge of special equipment. I had to extend my Scuba diving licenses to the "Tech level" and "Cave diving".

#### ***4) What is your source of inspiration?***

I enjoy reading a lot and books have always been a source of inspiration and motivation to me. One of my



favorite business figures is Lee Iacocca. The former top executive in Ford and Chrysler, he was named as one of the greatest American CEO's of all times.

His business attitude and management style taught me not to be afraid of challenges and see them as opportunities instead.

I have also been inspired by Robert Kiyosaki, Keith McFarland and Eliyahu Goldratt. My "L'art de Vivre" coaches were books by John Fowles, Haruki







***6) You have professional licences for several adventure sports including sky diving and deep sea diving. What made you take up those licences?***

Most extreme sports require a certain level of knowledge to practice it. Having a license is not an achievement; it's just proof that you possess the bare minimum knowledge and safety to handle extreme conditions. Mastering these skills however might take a lifetime!

***7) How do you handle fear?***

Personally I think that a certain amount of fear is healthy. It means one recognizes the hazards involved. And as long as you are able to manage fear, it will keep you sharp. You have to teach yourself to be in the right mindset, so that fear does not block you. Since I was a kid I had a fear of heights. Learning to skydive released me of that fear. During my training, I learned to trust my equipment and to see the parachute as a tool that keeps me alive rather than focusing on the small piece of canopy that keeps me in air.

Murakami, Paulo Coelho and Richard Bach. They teach us profiting from riches that daily life has to offer. And of course my inspiration for my adventure and extreme sports would be such amazing athletes like Felix Baumgartner, Chris Sharma, Valentino Rossi, Edurne Pasaban and many more!

***5) Why such diverse interests?***

Boredom and fear are one of the reasons that life seems too short. Variety is a good thing – it keeps life interesting. So I'm trying to mix things up a bit. Balancing it well, however is an essence to happy living.

During my free fly training, I learnt how to control my body in conditions of extreme speeds and low oxygen. One of the most dangerous situations that can occur during skydiving is uncontrolled spinning, which is common when any object falls from high altitude. The spin can be critical and can cause blood





to rush to your head, causing black out. Staying stable and doing what you want during free fall takes a lot of body control.

Claustrophobia and fear of the dark is another challenge I had to overcome during my training as a cave diver. Anxiety and panic are your worst enemies when you are in an enclosed pitch black space with a limited amount of air in the tank. High speeds, deep water, height altitudes – all these conditions make us feel uncomfortable. However, mastering those fears will boost your confidence levels and makes you feel alive!

**8) How did you balance work & hobby? Is it a tough balancing act?**

Of course, when we talk about work vs life balance, we imply that we should find enough time from work to spend it with family and have more time for oneself. This is true, of course, but it is important to realize that if you really love your job, you don't need to consider it as a burden. Work is an important part

of one's life and it allows you to apply everything you've learnt.

The key is to remember that we are looking for the balance between the things that we love, not just work and the rest of the life. My acquired skills keep me sharp and focused at work, they allow me to take quick decisions and appreciate what I do.





The essence of life is balance... it is hard, but once you master it you can achieve happiness. I'm still learning to achieve it. I'm not saying that this is a way to follow, but it works for me and I feel I'm on the right track.

**9) How did your family cope with it?**

We are all different and have different interests which make us tick. There is a saying that "opposites attract", I would like to add that opposites can also balance each other. The family is my Northern Star, which always shows where home is. I hope I am a good inspiration for my family to look at life in a different perspective and family gives me that peace of mind and assurance in tomorrow. They worry about me, of course, but definitely support my passions. My wife shares my passion for travelling and photography. Our dream is to travel the world and share our experiences with our kids. I am really grateful to my mother for bringing me up alone and making me a good man. I am grateful to my wife, Rona for being next to me in hard times and being this cute little anchor which keeps me grounded at all times.

**10) You have successfully completed the leadership training program and were awarded the 'best project'. Can you shed some light on the course and your key learning from it? How easy or difficult was it?**

As I mentioned earlier, I am proud and honoured to be one of the managers selected for the experienced leaders programme. I was lucky to recognize the full potential of the programme and tried to capitalize on that. It was a great vision and a revolutionary step for MB Holding to initiate this programme and make sure that the key managers are "on the same page" and speak the same business language.



Even those who were skeptical in the beginning had a "paradigm shift" right after the first session.

The "wow" factor of the training was incredible. We clearly understood the difference between "managing" and "leading" as well as importance of motivation. To quote one of my favorite leaders, Lee Iacocca, "Motivation is everything. You can do the work of two people but you can't be two people. Instead you have to inspire the next person down the line and get him to inspire his people..."

The project allowed me to move from theory to practice and bring my own opinion to the shareholder's attention. It was a great opportunity to reciprocate and give back to the company.

**11) Any trying moments?**

To quote Iacocca, "We are continually faced by great opportunities brilliantly disguised as insoluble







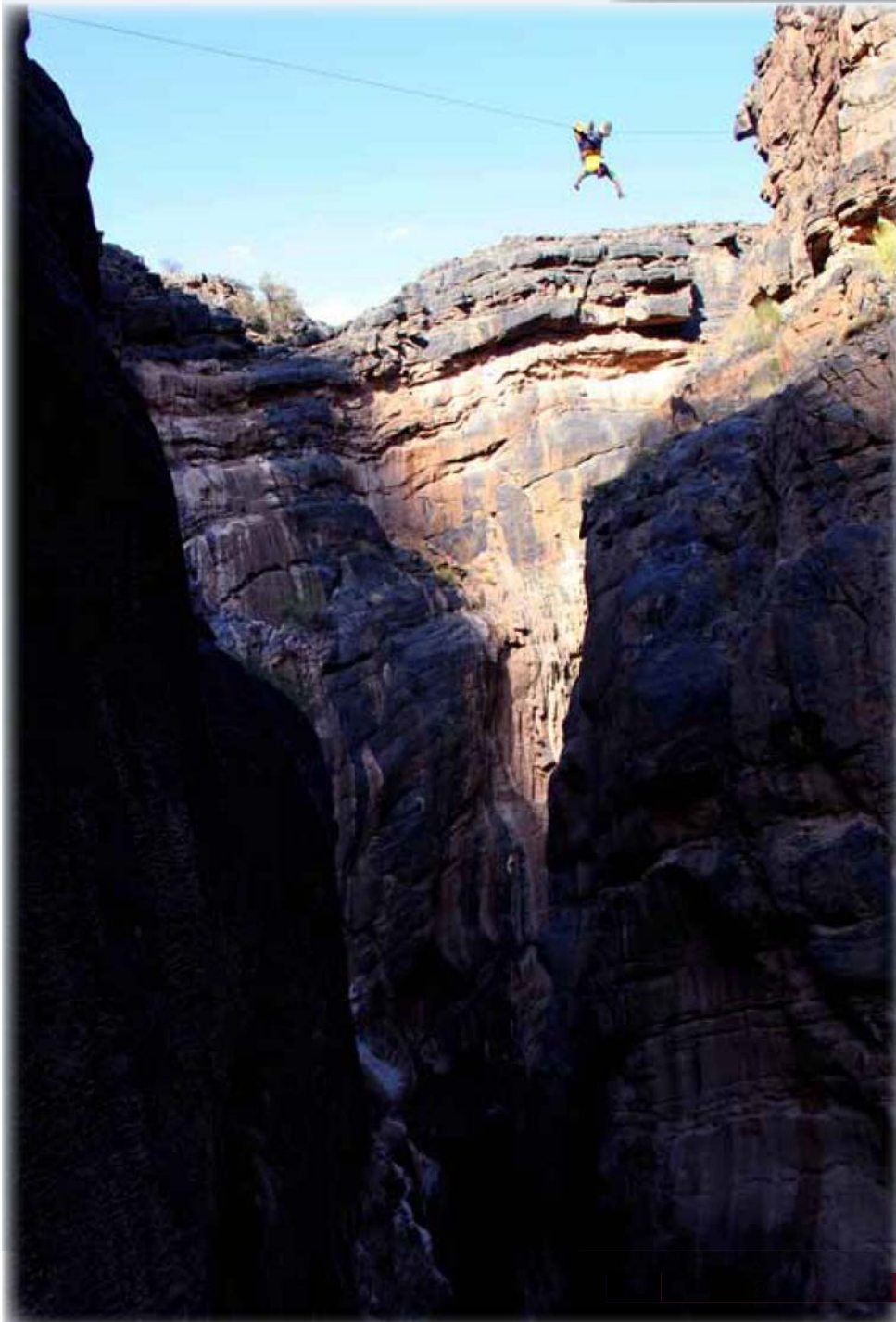


problems.” What started as an academic paper to complete the programme, turned into a funnel of ideas on how to be more efficient in an evolving market, achieve better results and gain competitive advantage.

***12) Your message to fellow colleagues?***

Don't be afraid to live today! Treasure every moment that you have, especially because you shared it with someone special! Time waits for no one. “Yesterday is history. Tomorrow is a mystery. Today is a gift.

That's why it's called the present!”





# Petrogas E&P signs Memorandum of Understanding with Modern College of Business & Science



Modern College of Business Studies (MCBS) and Petrogas E&P LLC recently signed a Memorandum of Understanding (MoU) for five years. As part of this agreement, Petrogas will offer where appropriate internship for final-year Petroleum Engineering (PE) students. The MoU was signed by Dr Mohammed Al Bawani, Chairman - MB Holding, Jean Denis Bouvier, CEO - Petrogas E&P, Executive Chairman & Dean of MCBS.

MCBS is currently in the process of strengthening its curriculum and research requirements by incorporating Petroleum Engineering practical requirements for which it seeks

relationships with local Oil & Gas operators as well as international academic institutions to share knowledge to serve the local market needs keeping in mind international best practices. MCBS plans to start the Petroleum Engineering programme by fall 2014.

In addition, MCBS has approached all major E&P companies requesting them to help them in the following:

- a) Assist in providing hands-on training and access of its facilities to students at a cost agreeable to both parties.
- b) Provide programme feedback

on PE skills which are relevant to Oman and Gulf region.

c) Assist wherever possible in identifying internship work requirement internally or with affiliate companies by providing field operation accessibility and guidance to PE students.

d) Assist wherever possible in identifying practical and productive capstone project topics from industry focusing on local and regional PE practical skills requirements.

e) Investigate possible joint research fund applications from The Research Council in the Sultanate.



# Committed to success



Fadhil Al Bakri, Accounts Manager, Petrogas E&P

## Why did you decide to take up ACCA?

Growing up, I always wanted to be a pilot but upon completion of secondary school and after numerous discussions with my family, I decided accounts will be my line of work. Several years passed and experience gained, I felt the need to get a qualification that would make me stand out professionally. Hence I decided to take up ACCA (Association of Chartered Certified Accountants), one of the leading international accountancy bodies based in the United Kingdom.

By taking this course, I felt that I will have dual advantage - that it is broadly equivalent to a degree when completing the fundamental level while the professional level is equivalent to a master's degree. ACCA and Oxford Brookes University worked together to develop a BSc (Hons.) Degree in Applied Accounting, exclusively available to ACCA students who wish to obtain a degree while studying.

Through this course, I gained specialist knowledge in finance and accounting, and also acquired valuable skills in organizational management and strategy. Finally, there was the element of cost and ACCA is not too expensive. ACCA says "ACCA qualification is a passport to a new world of opportunity", and I completely agree!

*'Never stop learning' – is a simple mantra that has been a catalyst in Fadhil Al Bakri, Chief Accountant, Petrogas E&P's success... In a chat with the Marcomm team, Fadhil reveals how...*

## Can u provide details of ACCA?

ACCA stands for the Association of Chartered Certified Accountants, which is a leading international accountancy body. Its members are required to pass a series of examinations in order to qualify. The qualification is internationally recognized and is treated as being equivalent to a local one. The examinations cover all aspects of business management from the purely technical - such as bookkeeping and cost accounting - to the more theoretical aspects such as motivational theory and theories of risk. In this respect it is very similar to an MBA, but it offers a more practical emphasis. The qualification is not aimed at any

PFT Dubai (Phoenix Financial Training)  
15 Feb at 19:16

It is a matter of great happiness that we have a record number of affiliates across our course locations. The family of one of our students in Oman found a very innovative way of celebrating his exam success in P5 and becoming an affiliate- we thought you'd be interested and hence we share this with you- that's a yummy cake!!!! How did you celebrate your exam success???







**Fadhil with his team at work**

one particular business sector - the examinations cover all areas of business management.

The benefits of a successful qualification is the personal satisfaction of having acquired the business skills and better employment prospects as a result of having shown ability in all areas of business. The benefit to the employer is to encourage their employee to qualify and gain the skills necessary to progress to senior management positions.

The ACCA exams (total 14 papers) are divided into two levels - Fundamental and Professional.

The Fundamental level is further divided into two modules - Knowledge and Skills. The Knowledge module introduces you to the main areas of financial and management accounting and is made up of 3 papers. One learns other technical accountancy areas after this. There are 6 papers in the Skills module which cover the main technical areas that accountants are expected to know. The Professional level is further divided into two modules - Essential and Option. Both the modules at the Professional level have been set at the same level as a Master's degree. This level builds on the technical knowledge and explores advanced professional skills, techniques and values. These are required at a senior level in an advisory or consultancy role.

All students have to pass the 3 papers in Essential module. The Option module contains 4 papers, but you only need to complete 2 papers. Once all 14 papers are completed you become an ACCA Affiliate but not a member.

### ***How did you balance work & education?***

It was a difficult juggling act but with commitment, dedication and support from the team, I managed to complete my studies without affecting my work. It all came down to planning, prioritizing, delegation and sacrifice. I am an early bird, so I made sure I completed most of my tasks to enable me to leave office on time to go home and study.

My classes were in a Dubai based institute called Phoenix Financial Training (Platinum ACCA Tuition Provider). I would fly out on Thursdays after work and return Saturday nights. It was quite hectic, as the next day I was back to office. There were times I felt like I could not do it anymore as the mind got tired and unfocused, but I always reminded myself why I am doing this and reignited my will to carry on.

### ***How did your family cope with pressured moments?***

When I made my mind up to go ahead with the course, I literally sat down with my wife and explained to her that things would be different, she might feel ignored and feel I wasn't spending time with her and the children. But I assured her that it was for the children's future as well as ours.

All I can say is Alhamdulillah, my family made my three and a half years very comfortable. We sacrificed annual leaves, weekends and Eid holidays in Dubai attending classes. My wife would take the kids to the park and make sure they go to bed early, so I could focus on my studies undisturbed. The days I studied late, she would ensure I have my flask of



tea ready to burn the midnight oil. She understood that through this short term sacrifice we would reap the fruits of our labour. I am forever grateful to my family.

I dedicate my ACCA certificate to my supporting wife, beautiful kids and loving parents.

### ***Any trying moments?***

Over the duration of my course, there were a few other trying moments apart from not being able to spend quality time with my family. My father who was my pillar of strength and who used to push me to complete my ACCA passed on. He was always the first person I called when the results were out and he was proud of my achievements. After he passed on, my results did not matter and I could not share it with him anymore and I miss calling him every time something noteworthy happens in my life.

Other trying moments included managing our budgets, travelling back & forth to Dubai for the course etc. but with proper planning, we were able to pass through that phase.

### ***You have successfully completed the course...how easy or difficult was it?***

There were papers which were very challenging and some not so challenging, but with ACCA you need to be committed, dedicated and spend a lot of time revising and practicing. I learnt from my mistakes, learnt to manage time, jot down key points and explain answers relevant to the questions posed.

I had completed the Fundamental level in 2005 when I was working in MB Petroleum Services. Then I joined Petrogas E&P and because it was a new demanding job, I took a break from studies till



2010. Eventually I got around to restarting my course and completed it in 2013. I am proud to say that I maybe the first Omani who started and completed the ACCA course while still in the MB Holding group!

### ***How do you think this course has helped you?***

I've found that studying ACCA has not only taught me about accounting and finance, but it has also helped me in my work and personal life. It has helped me in enhancing my career potential, I have gained skills and knowledge of various finance and accounting areas, improved my management skills, and learnt strategic thinking, innovation, and problem solving capabilities.

Professionally, the company recognised my efforts and I

recently got promoted as Accounts Manager.

### ***Any other thoughts?***

I would like to see more support and investment from companies to its accounting staff on obtaining professional certificates, as well as provide further learning & development opportunities to accountants which will enhance the overall business reputation as an employer of choice.

As with any professional qualification, you never stop learning, I have to constantly update myself with new accounting standards and currently I am pursuing my ACCA membership.

### ***Your message to fellow colleagues?***

Nothing in life is easy but everything is possible with hard work, commitment and sacrifice. You need to break down all barriers which come your way, accept challenges, learn from your mistakes and focus on your goal.

Doing this course broadened my mind and allowed me to explore different accounting and financials scenarios. I am pretty confident that this learning will put me in the management league.



# Petrogas E&P website wins silver at Oman Web Awards



Petrogas website ([www.petrogasep.com](http://www.petrogasep.com)) was recently felicitated with a silver award in the oil & gas category at the Oman Web Awards. The award was presented by Tariq Al Barwani, Founder & President, Knowledge Oman at Al Bustan Palace Ritz Carlton Hotel.

Jean Denis Bouvier, CEO, Petrogas E&P, said, "I am very happy to note that our website has won the silver award at the recently concluded Oman Web Awards. This award is a testament of our innovation and creativity. It also displays the importance of the digital sector in today's world. I would also like

to congratulate the IT department & Sharon for all the hard work and effort put keeping the website relevant and up to date. Keep it up!"

As a member of the Pan Arab Web Awards Academy, the Oman Web Awards has gained wider international recognition since Oman has proved to be an ideal developing ground for e-commerce activities. Having been created to recognize excellence in web design and development skills, it is open to all designers and developers, giving them an opportunity to showcase their ingenious work.





# MB Petroleum Services conducts Lean Management workshop



*MB Petroleum Services organized a lean management workshop recently involving all key personnel within the organization. The workshop was led by Madhusudan Swami, CEO, MENA region.*

The aim of the workshop was to convey the concept of lean, provide the most value from customer's perspective, while consuming the fewest resources. It also laid emphasis on utilising the talents of people who do work for both internal and external customers, and at the same time make the organization more efficient by eliminating WASTE!

The senior management took up a lean project as their commitment to Lean implementation within







the organization. The project showed ways of reducing the invoicing days within WL department from maximum 60 days to acceptable of 15 days, which would help cash flow. This project was shown as a sample at the workshop.

A total of 30 employees attended the session. They were grouped into 5 teams and at the end of the session were asked to come up with a process within their area of work which needed improvement.

They were asked to work as a team and apply the lean principles to eliminate waste. The attendees responded positively and the responses observed were recorded for further consideration.

As part of implementation and continual improvement, three lean projects have been undertaken by different teams, one in HR, one in CTU and one in TSD. These will now be considered pilot projects. The management has set parameters for measuring each project and will review its status regularly verify progress.



## What is lean?

Provide the most value from the customers perspective, while consuming the fewest resources and utilising the talent of the people who do the work.

Purpose – Process - People



# MB Petroleum Services conducts its quarterly Town Hall meeting



As part of the periodic employee engagement initiative by the CEO, the first coastal staff address for 2014 was recently held at Park Inn Hotel, Muscat. The CEO gave a welcome speech which was followed by a talk on the overall performance of the company as well as each department. This was followed by a q/a & employee interaction session.

The primary objective of the coastal staff address is to facilitate information and idea flow between the management and employees on the company's common goals and objectives. It is important for all employees to know the pace and direction of the business as well as the results achieved due to their concerted effort and commitment. Employees are nominated to attend the coastal staff meeting on a rotational basis and it also serves as an ideal platform to raise concerns and clarify doubts with the management.



Madhusudan Swami, CEO – Oman & Middle East, MBPS, "The event is well known to employees as it is occurs every quarter and gives team members a chance to discuss issues related to their employment directly with the top management. Therefore perceptions are correctly aligned with the view of the management and more importantly action items have been generated to resolve the issues raised by the employees."



# MB Petroleum Services showcase their services at PDO Learning & Development Centre

In what can be considered a remarkable achievement, MB Petroleum Services (MBPS) has currently set up a stand that showcases its products and services at the PDO Model Room in the Learning & Development Centre of Petroleum Development Oman (PDO).

This initiative is part of a larger mandate undertaken by MBPS to empower & educate Omani Youth, especially in the oilfield services sector. The company is one of the pioneers in Oman in this sector and being able to put relevant pieces of equipment at the PDO L&D Centre will aid interns and graduates to better understand the oil & gas business. The MBPS stand was well received and appreciated by everyone present.

The stand presents two distinct aspects of the business. One focusing on Wireline Services and the other on Drilling Services. The central idea was to promote key service areas of MBPS via a visit to the oilfield & drilling arena.

Madhusudan Swami, CEO – Oman & Middle East, MBPS, said, “When this opportunity presented itself to us, we were very happy because PDO is a renowned institution in the country and a frontrunner in the oil & gas sector.



Showcasing our services at their L&D centre is matter of honour because as one of the leading Omani integrated oilfield & drilling services

in Oman, we get an opportunity to show our work and also inspire young Omanis to take up this promising career.”



# Art for art's sake

*'Retirement is fast approaching and I need something to keep myself busy,' says NV Sudhir, IT Head, MB Petroleum Services. In a fun conversation with the Marcomm team, he reveals how the strokes of his brush have also painted his soul...*

As a child, Sudhir remembered making black & white sketches relating to different everyday themes. However, once he left school so did his need for painting. He however credits this early start to his recent foray into the artistic world.

He graduated with an MBA in Finance because he wanted to be an accountant. However, in the early 80's India (his home country) witnessed a computer boom and he decided to join the bandwagon and undertook a post graduate diploma course in Computer Application. This shift enticed him enough to leave a career in finance and pursue one in IT.

Sudhir is a man with many interests and hobbies – Philatelist (stamp collection) being one of them. He started collecting stamps as a child and possessed a collection of more than 500 stamps. However, his prized collection was stolen. Dejected but deciding not to give up, he started collecting them all over again and today possesses rare vintage stamps from across the world. But ask him what's the one thing that has changed his life and pat comes the reply 'painting'.

Although he started painting only recently, Sudhir has always been influenced and inspired by this hobby – be it through visiting exhibitions, watching the works of his favourite artists Monet & Ravi Verma or even watching his neighbour (in his home town) paint. "I had a neighbour back in India who was a designer / painter by profession and he







was excellent. I used to watch him paint for hours and may be this interaction sowed the initial seeds of re-starting painting," he says.

Having lived in Oman for over 2 decades and worked with the MB Holding Group, Sudhir regrets the fact that although he had the passion for painting ever since childhood, he never really had the courage to pursue it. Until recently, when he formally joined a painting class with his daughter.

He currently specializes in portraits and landscapes. "It takes you into a different world and you forget the world you live in," explains Sudhir whose primary medium is oil on canvas. "It also improves concentration, creates a sense of balance and achievement, teaches patience and promotes a sense of happiness," he further adds.

Wanting to experiment in other mediums such as abstract art in mixed media, water etc, Sudhir feels that more workshops with eminent artists need to be conducted in the Sultanate. He also feels more competitions such as the ones conducted by Indian Social Club & SAI Group need to be held to give artists more opportunity to explore their creativity as well as compete internationally.



Personal message to team members:

*Every individual possesses some unique talent. You need to only identify, explore and nurture the same in order to fulfil your dreams.*





## UES officials attend Middle East Rail conference and expo



Senior officials from United Engineering Services (UES) recently attended the Middle East Rail 2014 in Dubai, United Arab Emirates.

Held under the patronage of His

Highness Sheikh Mansour Bin Zayed Al Nahyan, Deputy Prime Minister, Minister of Presidential Affairs and the office of the Minister of Public Works and Chairman of the National Transport Authority, the event brought together GCC

transport ministries and operators to promote the advancement of the GCC rail network, help regional rail operators provide efficient, safe and world class networks and improve the efficiency of logistics networks throughout the GCC.

## UES participates in Oman EPC Projects 2014

United Engineering Services (UES) recently participated in the Oman EPC Projects 2014 held in Grand Hyatt Muscat, Oman.

The 3rd annual conference addressed the latest trends, opportunities, challenges, strategies and technologies available for procuring and delivering quality and sustainable EPC projects in the oil and gas, petrochemical, fertilisers and pipeline industries in Oman.

The programme showcased the status of upcoming mega-projects in Oman, as well as addressed the challenges that project owners and related EPC contractors are currently undergoing.



Furthermore, the conference created an intimate and impactful networking facility between

national and international EPC contractors and the EPC solutions and material suppliers.



## Top officials from Daelim Industrial Company visit UES facilities



Senior representatives of Daelim Industrial Company, based in South Korea recently visited the UES facilities. The main purpose of their visit was to assess UES's capabilities as a leading engineering service provider.

They were given a tour of the UES facilities by senior officials from UES and after a detailed inspection; the South Korean delegation was impressed with UES's capabilities and expressed intent in working with them.







## United Engineering Services participates in Neftegaz 2014 exhibition in Russia



United Engineering Services (UES) recently participated in Neftegaz 2014 - Russia's leading oil and gas industry exhibition. A global event, the exhibition was supported by government agencies and held under the auspices of the Russian Chamber of Commerce and Industry.

The exhibition served as an ideal platform for UES to showcase their oil & gas production and processing equipment and establish direct trade associations with leading European, Asian and American manufacturers. It also allowed UES key personnel to interact with Russian and foreign oil & gas industry specialists and keeping abreast of the latest global trends and industry development prospects.



## United Engineering Services participates in Ministry of Defence Engineering Services exhibition



United Engineering Services (UES) recently participated in the Ministry of Defence Engineering Services exhibition. The 2nd Industrial Technical exhibition served as an ideal platform to interact with MODES engineers and technicians and exchange information. The event also proved to be a mutually beneficial customer-supplier relationship forum for sustained association and quality improvement systems.



# United Engineering Services sponsors Making History Tour

United Engineering Services (UES) was one of the main sponsors of the 'Making History Tour' by Hilary Lister. This event was organised by Oman Sail in the beginning of the year. Hilary Lister, 'Winner of A Woman of the Year 2005–2006 — Women of the Year Charity' sailed from Mumbai to Muscat accompanied by Omani Sailing Instructor Nashwa Al Kindi.

What makes Hilary Lister an internationally acclaimed sailor is that despite suffering from progressive condition reflex sympathetic dystrophy she managed to sail across the ocean. She controlled the ship using sip-and-puff technology for steering and sails. Abdullah Al Shidani, GM – Marine, UES, said, "She is a great inspiration to millions of people around the world by overcoming her handicap and



taking to the sea. UES follows the same doctrine by facing challenges and overcoming them utilizing modern technology and know-how."

## United Engineering Services participates in Offshore Technology Conference in Houston, Texas USA

United Engineering Services recently participated in the Offshore Technology Conference (OTC) which was held in Houston, Texas USA. Experts from the offshore energy industry around the world came together for the Offshore Technology Conference at Reliant Park in Houston.

Speakers from major, independent and national operators; federal and regional government officials; academia; presented their views on a wide variety of topics while discussing views on the current challenges and future directions of the industry.

Safety and environmental protection as well as numerous discussions about the impact of the unconventional revolution



onshore on the offshore deep key focus at the exhibition and water industry were areas of conference.





## UES employees attend a training programme at Hyspec Engineering



Four engineers from United Engineering Services, Oman recently went to Hyspec Engineering, UK to train in Performing Engineering Operations. Sabih Al Nabhani, Younis Al Busaidi, Hisham Al Balushi and Ali Al Amri attended the pilot course with the potential of many candidates attending such courses in the future.

During their 16 week training programme, they worked on conventional Turning & Milling, CNC and AutoCAD. One of the candidates who attended the programme said, “Hyspec Engineering has sophisticated systems for education and vocational training. We were provided with the latest training

and state-of-the-art processes in a clean, safe and healthy environment. All of us have learnt a lot and have tremendous respect for our team members in Hyspec Engineering. We wish them all the best and success in the future.”

Shoaeb Kasmani, Deputy CEO, UES, said, “The objective of the training programme was to provide engineers with knowledge and skills required to carry out a range of work involving mechanical machining functions, improve their working practices and knowledge of machine shop systems and processes.”

The 16 week programme ended in May 2014.



# UES conducts supervisory leadership programme for its employees

Following the need to customize and conduct a training programme that involved a need to target upcoming individuals within the organization, the Human Resource department of UES identified and put together a seven week training programme. This programme was conducted in association with the MB Learning & Development Centre.



The topics included:

1. Email Ethics
2. Customer Service
3. Business & Work Ethics
4. Communication
5. Interpersonal Skills
6. Supervision
7. Leadership

Each of the seven modules required participants to undertake an assignment. During the individual modules pre and post assessments were conducted to understand the knowledge uptake of the participants. Towards the end of the course, an all-inclusive

assessment was made and the results were outstanding with over 75% of participants scoring above 70% in the final assessment. This meant that retention of learning was very high considering the gap between programmes and duration of the course and assessments.

One of the participants said, "This program is very interesting. I like the way the instructor explained facts and showed ample videos to drive home the message. We learnt a lot of things that we did not know and gained good knowledge on

subjects relevant in the job space."

While all other participants also echoed the same sentiments, Ahlam Al Barwani, HR Manager, UES, said, "We are very pleased with the programme and would like to thank the L&D department for putting together a simple yet comprehensive training programme for our team members. It was clear, in-depth and drove the point home effectively. This was the second such customized programme and we intend to conduct more in the future."

## United Engineering Services joins hands with Cleanup Oman

As part of its larger mandate of the 'Going Green' initiative, United Engineering Services (UES) recently partnered with Cleanup Oman - a society set up by the Ministry of Environment to clean Dimaniyat Islands. Employees from the company eagerly participated in the cleanliness drive with UES providing 2 of its high speed interceptor boats for additional assistance.





## Mining update at Mandoos pit



The Mawarid survey team provides technical support right from initial prospecting drill hole right until end of the pit which also includes, drilling & blasting, mine geology, planning, production & prospecting department. The primary activity comprises monitoring the pit ramps, benches & floors as per pit design.

They also specialize in providing designed drilling area along with depth so as to maintain the floor level. It also supports the geology department in the collection of grade control sample so that the same can be modeled as per the grade, which in turn needs to be laid out in the ground for the production team so that they can mine and stack the ore block as per grade.

The data collected is used in numerous applications like design of the drill & blast pattern, month-end excavated volumes, location of various structures and the general topography of area, pit & ramp design, mined ore reconciliation, mine scheduling multi-pit blend plan, STP & LTP, design of stack pile & management.

## HSE CORNER

## *MBPS HSE*

Wireline OXY Operations completed seven years without any lost time incident, Qarnalam-North Operations completed ten years without any lost time incident, Hoist 3 completed 8 years without any lost time incident

These achievements reflect the consistent approach of everyone in the MBPS team in following policies, procedures and the safe practices.



# Our new team members!

## *MB Holding Company LLC*



**Badran Al Hinai**

Organizational  
Effectiveness, Resourcing  
& Talent Manager



**Ahmed Al Sharji**

Assistant Internal  
Auditor



**Hamdan Al Broumi**

Head of Compensation  
Benefits, & Job Evaluation



**Hisham Al Ghabari**

HR Business Partner



**Saada Al Rawahi**

Kahil Technical Team  
Leader



**Mohammed Al Habsi**

Operation & Maintenance  
Assistant



**Yaqoob Al Saadi**

Senior New Venture  
Analyst



**Mohammad Al Kindi**

HSE Advisor



**Faisal Al Manji**

Field Engineer



**Omar Al Kiyumi**

Assistant Drilling  
Supervisor



**Ali Al Rabani**

Electrical Technician



## *Petrogas E&P, LLC, Rima*



**Sulaiman Al Busaidi**  
HSE Advisor



**Sara Al Rawahi**  
HSE Record Clerk and  
Data Analyst

## *United Engineering Services LLC*



**Sulaiman Al Mufargi**  
Business Development Manager



**Majid Al Rubaiey**  
Supervisor



**Safiullah Mohammed**  
Sales Engineer



**Ghalib Naamani**  
Logistic Manager



**Haima Al Balushi**  
HR Officer



**Shaikha Al Salhi**  
Learning & Development  
Training Officer



**Vidyanand Bharat Rawool**  
Procurement Officer



# SULTANATE OF OMAN

## **MB Holding Company LLC**

P O Box 695, Muttrah

Postal Code 114, Sultanate of Oman

Tel: +968-24580580 - Fax: +968-24580599

Email: [mboman@mbholdingco.com](mailto:mboman@mbholdingco.com)

[www.mbholdingco.com](http://www.mbholdingco.com)

## **United Engineering Services LLC**

P O Box 2638, Ruwi

Postal Code 112, Sultanate of Oman

Tel: +968-24561850 - Fax: +968-24562083

Email: [ues@uesoman.com](mailto:ues@uesoman.com)

[www.uesoman.com](http://www.uesoman.com)

## **Petrogas E&P LLC**

P O Box 353, Ruwi

Postal Code 112, Sultanate of Oman

Tel: +968-24527900 - Fax: +968 24527909

Email: [petrogasep@petrogas.com.om](mailto:petrogasep@petrogas.com.om)

[www.petrogasep.com](http://www.petrogasep.com)

## **Mawarid Mining LLC**

P O Box 476, Sohar

Postal Code 321, Sultanate of Oman

Tel: +968-26865300 - Fax: +968-26865301

Email: [mawaridoman@mawaridmining.com](mailto:mawaridoman@mawaridmining.com)

[www.mawaridmining.com](http://www.mawaridmining.com)

## **MB Petroleum Services LLC**

P O Box 695, Seeb

Postal Code 111, Sultanate of Oman

Tel: +968-24580000 - Fax: +968-24494530

Email: [mboman@mbpetroleum.co.om](mailto:mboman@mbpetroleum.co.om)

[www.mbpetroleum.com](http://www.mbpetroleum.com)

Contact us!

