

PWP' NEWSLETTER

POWER WITHIN PEOPLE: SKILLS. STORIES. SUCCESS.

5 LANGUAGES, 1 VOICE:

The Multilingual
Marvel at the Heart
of PWP's Team

TOOLBOX
SPOTLIGHT

Cool Tools That
Make Work
Easier

SMALL STEPS, BIG IMPACT:
NURTURING CULTURE THROUGH
SOFT SKILLS

Power Within People

PWP's

Newsletter

A Message from the Communication Team

Welcome to PWP's Newsletter , your inside look at the people, ideas, and progress shaping PWP. In every quarter/edition, we spotlight employee skills and contributions, share growth stories, and celebrate innovation and success across the company. This issue is centered around eight key themes designed to highlight and nurture the skills, growth, and contributions of PWP's employees:



Grow
Together

Beyond the
Desk

The Power of
Us

Innovation
Inside

Faces of
PWP

The Learning
Loop

Safe and
Sound

"One Skill a
quarter"
Challenge

Choose Life, Respect Work



Work is a part of our identity, our purpose, and our progress, but it should never come at the cost of our well-being. True work-life balance means giving your best to your role while making time for what makes you feel alive beyond the desk: family, health, passions, and rest.





Culture Blueprint

By Marwa Al Mughairi

What are “Small Actions”? Think of:

- Greeting colleagues by name in the hallway
- Offering help without being asked
- Sharing a win or complimenting a job well done
- Being fully present in a meeting
- Saying “thank you” and meaning it

They might seem minor, but repeated, they shape the emotional fabric of a workplace.



Micro-Moments That Matter

We spoke with employees across different teams to find out what moments made them feel most connected to our culture.

- “The way my manager checks in on my workload every Sunday. It shows care, not just about output.”
- “When a colleague left a sticky note on my desk after I helped her, it meant a lot!”
- “We celebrate achievements together, even virtually, those small gestures make a difference.”

These stories reinforce that it's not always the grand gestures, but the consistency of kind, respectful, and inclusive behaviors that build trust and belonging.

Your Culture-Building Toolkit

Here are 5 things you can try this quarter:

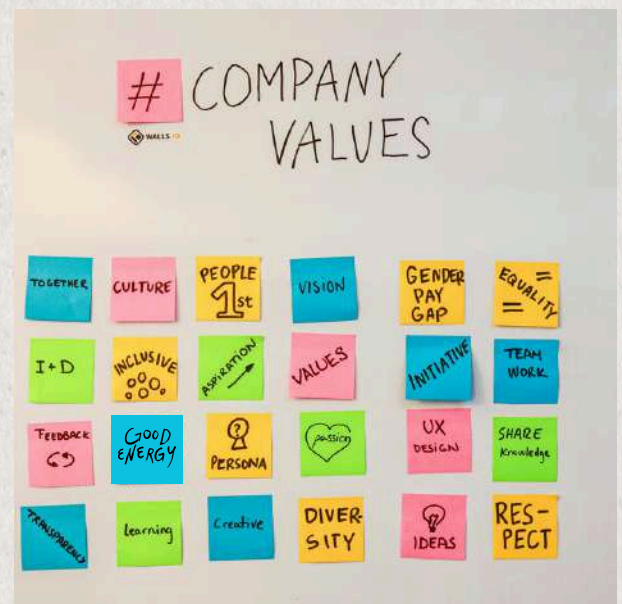
Start with names. Greet at least three people outside your team by name.

Give a shoutout. Publicly or privately thank someone for their work.

Practice micro-recognition. A short message of appreciation goes a long way.

Invite, don't exclude. Loop in colleagues who might benefit from info or discussion.

Share a “Win of the Week.” On email or Teams, celebrate a small success, yours or someone else's.



We all shape the environment we work in, every smile, every reply, every effort contributes.

“ONE SKILL A QUARTER” CHALLENGE!

This is an invitation to set aside time each quarter to develop and master one high-impact skill that has the potential to greatly enhance your professional career and personal development.

HOW IT WORKS?

Each quarter, we will announce a core theme and share curated resources, mini challenges, and peer learning activities.

You will have three months to explore, apply, and reflect on the skill at your own pace.

Participate individually or form a mini learning group with your teammates.

At the end of the quarter, you will have the chance to showcase your learning in a fun, creative format.

WHY JOIN?

Strengthen your capabilities in communication, innovation, leadership, technology, soft skills, and more.

Be featured in our quarterly Skill Spotlight section and inspire others to grow!



READY TO TAKE ON THE CHALLENGE?

This Quarter's Skill Theme is: **CREATIVE PROBLEM-SOLVING**

This quarter is all about learning how to think differently, challenge assumptions, and find solutions that make a real impact. From brainstorming hacks to structured innovation tools, we will guide you through.



GROW TOGETHER

From Colleague to Coach

How Peer Mentoring is Shaping Careers in the Power Sector

By Thuraiya Al Wahibi

In a field as dynamic as the power sector, our true power lies not just in systems — but in supporting one another. Peer mentoring transforms colleagues into catalysts for growth. It's not about comparison, but contribution.

At PWP, we carry a national responsibility to meet Oman's growing needs for electricity and water, and to advance the country's renewable and decarbonization goals. What drives this mission forward is not just strategy; it's the culture of our people. Peers should be a source of encouragement, not pressure. When we coach each other with sincerity, we rise — together.

It started very early for me at PWP, back in 2016 when I joined the Graduate Development Program (GDP) at PWP which was a great platform for peers to demonstrate support, trust, and collaboration. Each member brought unique strengths—and through this program, we learn from one another, grow together, and build a shared foundation for the future.

“What drives this mission forward is not just strategy; it's the culture of our people”!

I have always believed that the Islamic principle of Zakah extends beyond wealth. When we're blessed with knowledge or experience, we owe it to others to share it. That is our Zakah of knowledge—a form of giving that multiplies rather than diminishes.

Personally as Thuraiya, I've been fortunate to grow in a company culture where leaders and peers uplift rather than compete—and I'm simply paying forward the support I once received.



Imagine a future where every step you take leads you closer to your aspirations—where your efforts are fuelled not just by ambition, but by purpose, growth, and fulfilment. This is the essence of career progression: a deeply personal and transformative journey that goes beyond job titles and paycheques.

Career progression is about daring to dream bigger and making those dreams a reality. It means continually learning, pushing your boundaries, and embracing new challenges, whether you are climbing the corporate ladder, switching fields, or forging your own path as an entrepreneur. Each new skill mastered and every connection you make brings you closer to both professional success and personal satisfaction.

Chasing growth keeps you motivated, engaged, and resilient in the face of change. It opens doors, strengthens relationships, and helps you become the best version of yourself.

So, how do you get started? By setting honest goals, seeking out new opportunities to learn, building a strong network, and actively shaping your own story. Be fearless in your pursuit of growth—let your ambitions be known, take initiative, and celebrate each achievement along the way.

More Than a Title BUILDING A CAREER THAT MOVES YOU

By Khulood Al Naabi



BEYOND THE DESK



Your holidays Story

Family Travel: More Than Just a Change of Scenery... It's a Revival of the Soul

By Mahmood Al Bahlani



In a time when life moves faster than ever and daily burdens keep piling up, it's essential to pause and rearrange our priorities, especially within the family. Among the best ways to restore this balance, family travel stands out as an opportunity for relaxation, togetherness, and renewing the bonds that sometimes fade under the weight of responsibilities.

Breaking away from the usual routine and heading to new destinations creates a profound psychological shift. A new place opens different perspectives and encourages genuine communication among family members. Whether surrounded by nature or exploring a bustling new city, there are authentic moments of sharing, spontaneous laughter, and collective reflection that deepen love and strengthen family ties.

One of the greatest values of family travel is spending quality time together, away from the constant noise of daily life. These pure moments, free from the distractions of devices and screens, allow for real human connection and restore the family's natural warmth. Discovering different cultures and traditions also enriches children's personalities, giving them a broader understanding of the world and planting in them a spirit of acceptance and openness.

And let's not forget the joy of tasting local foods, which offers a sensory window into other cultures and creates unforgettable memories. The dining table, filled with unique flavors and stories, becomes a means of closeness and a delightful way to understand others.

The true impact of such trips doesn't end once you return home; its psychological and social effects linger for a long time. Everyone comes back carrying positive energy, a treasure trove of beautiful memories, and a deeper sense of closeness. Those special moments become a source of comfort in tough times, offering the family an emotional boost when it's most needed.

In the end, family travel is more than just a temporary break; it's a chance to reshape family life. It's a kind of emotional and mental renewal, a long-term investment in each person within the family. As the saying goes, "Travel is an open school with no locked doors, a library with no walls." So let every journey be a new window onto life, not just a move from one place to another.



STRETCH GOALS



HOW PILATES HELPS BASHAER ZAKI FIND BALANCE AT WORK

Given the face-paced work environment and packed schedules, it's easy to underestimate the power of movement. But simple routines that focus on breathing, and controlled motion can quietly transform the way we feel throughout the day.

Many employees who regularly set aside a little time for low-impact physical activity report surprising benefits that could easily lead to improved focus during work hours. These types of exercises don't require intense effort, just consistency and intention.



What's especially helpful is how these movements strengthen and improve posture, without the addition of too much strain. Over time, they can help reduce the small aches that tend to creep in when we're sitting at a desk or looking at a screen for too long. Beyond this, there's also a mental reset that comes with moving with purpose. A calm, clear head isn't just good for well-being it can make a real difference in how we approach our work, our colleagues, and our day.

Sometimes, the most powerful changes start with the smallest steps. A short session, a deep breath, a bit of movement, it all adds up to shape a better future for you. Just trust that at the end of the day, your overall well-being will thank you!



5 Languages, 1 Voice: The Multilingual Marvel at the Heart of PWP's Team

Interviewed by Hisham Al Aamri

BEYOND WORDS: THE JOY OF LEARNING A NEW LANGUAGE AND IMMERSING IN CULTURE

When did you start learning Korean? What drew you to it?

I started learning Korean in 2010. It all began with watching Korean dramas, and I quickly developed a love for the music as well.

Did you learn it on your own or through formal courses?

I learned it entirely on my own.

How long did it take you to become confident in speaking it?

It took around five years for me to feel confident speaking Korean.

What were the biggest challenges you faced while learning?

The biggest challenge was not having anyone around me to practice speaking Korean with.

How has learning Korean influenced your personality or way of thinking?

It has had a massive impact on me. I started adopting Korean behaviors and even thinking in Korean at times.

Have you used it in your professional life or during travel?

Definitely during travel - it brought me so much joy to be able to communicate and connect with people.

In this edition, we spotlight a remarkable colleague whose passion for language opened a door to a whole new culture. What started as a love for Korean dramas in 2010 quickly grew into a self-taught journey of mastering the Korean language, fueled by dedication, curiosity, and a deep cultural appreciation. From adopting Korean ways of thinking to building real connections during travels, **Fatma Al Busaidi's** story is a testament to the power of consistency and love for learning.

Do you currently communicate with people from South Korea?

Yes, I do!

Do you follow Korean dramas or music? Can you name some favorites?

I recommend the popular thriller Squid Game and Death Game. As for music, while K-pop might not suit everyone's taste, I personally enjoy traditional Korean music - it reminds me of old Egyptian music.

What do you admire most about Korean culture?

I admire how similar Koreans are to us Omanis -very respectful, humble, and easygoing.

Do you have any advice for someone who wants to learn a new language?

Learning a new language isn't easy - you need to stay consistent and truly enjoy the process. To this day, I'm proud to say I can speak five languages.

What's the first step you recommend for beginners?

Start by memorizing basic greetings. Music and movies are also great tools to help you get familiar with the language in a fun and natural way.



Insights

A Day in My Role: Inside the Life of a Project & Contracts Engineer



By Ibrahim Al Hashmi

Each day begins with a quick scan of plant performance reports —reviewing key operational data from our water and power plants to ensure everything is running smoothly. This early insight sets the tone for the day and helps me prioritize where attention is needed most.

From there, the day quickly shifts into collaboration mode. I work closely with project companies, consultants, and internal teams to manage contracts, monitor project milestones, and resolve any contractual or technical issues that may arise. The work is fast-paced and varied. One moment I might be evaluating bids or preparing award recommendations: the next, I'm on-site verifying compliance with project company's obligations.

The diversity of tasks keeps me engaged, and the impact of our work is tangible. Supporting PWP's mission through well-managed projects and collaborative execution is a responsibility I take great pride in.



MY FIRST MONTH AT PWP

Since the first week at this company, the CEO Mr. Ahmed Al-Abri told me

“We look forward to new ideas, and any fresh opinion is welcome and may be adopted based on its feasibility and suitability for the company.”

This simple statement was a wonderful start for me. In less than two weeks, I had the opportunity to attend the inauguration ceremony of the Manah 1 and Manah 2 stations and later joined the rest of the company’s employees in the open day (Lammah).

All of these experiences reinforced my impression that the company’s systems and operations are of a high standard of precision and commitment. Working here has never been difficult; it simply requires good management on my part and making the best use of the available tools, especially with the support of colleagues who are always ready to lend a helping hand with various tasks.

In conclusion, being accepted into this company has been a significant morale boost for me both personally and professionally, and I aspire to leave a meaningful mark in the company’s various activities and endeavors





SAFE AND SOUND

Beat the Heat

By: Ahmed Al Riyami

Heat Hazards

Hot pavement: soft tread lines.

Over-pressure: weakened grip,
immediate tears.

Low pressure: flex + heat = sidewalk fail.

Old / UV-cracked rubber: degraded,
ready to burst.

3 Must-Dos

Check PSI once weekly. Perform a
car-park PSI Challenge-nearest the
door-jamb spec rules.

Replace at 6 years or first crack. DOT >
6? Swap.

Load properly, pull early. Travel at
capacity in the plate and rollout before
10 a.m. in cold tyres.

Carry inflator, spare, and triangle; if you
feel wobble, pull over, cool down, check.

Lead by Example

Track KPIs for tyre-checks, reward for
blow-out-free kilometres, and keep
reporting blame-free.

Bottom Line

Heat is assured; blow-outs are not.
Periodic checks and spot swaps
guarantee smooth and hassle-free rides.

HOW JIRA POWERS THE SPOT MARKET AT PWP

TOOL BOX SPOTLIGHT: COOL TOOLS THAT MAKE WORK EASIER

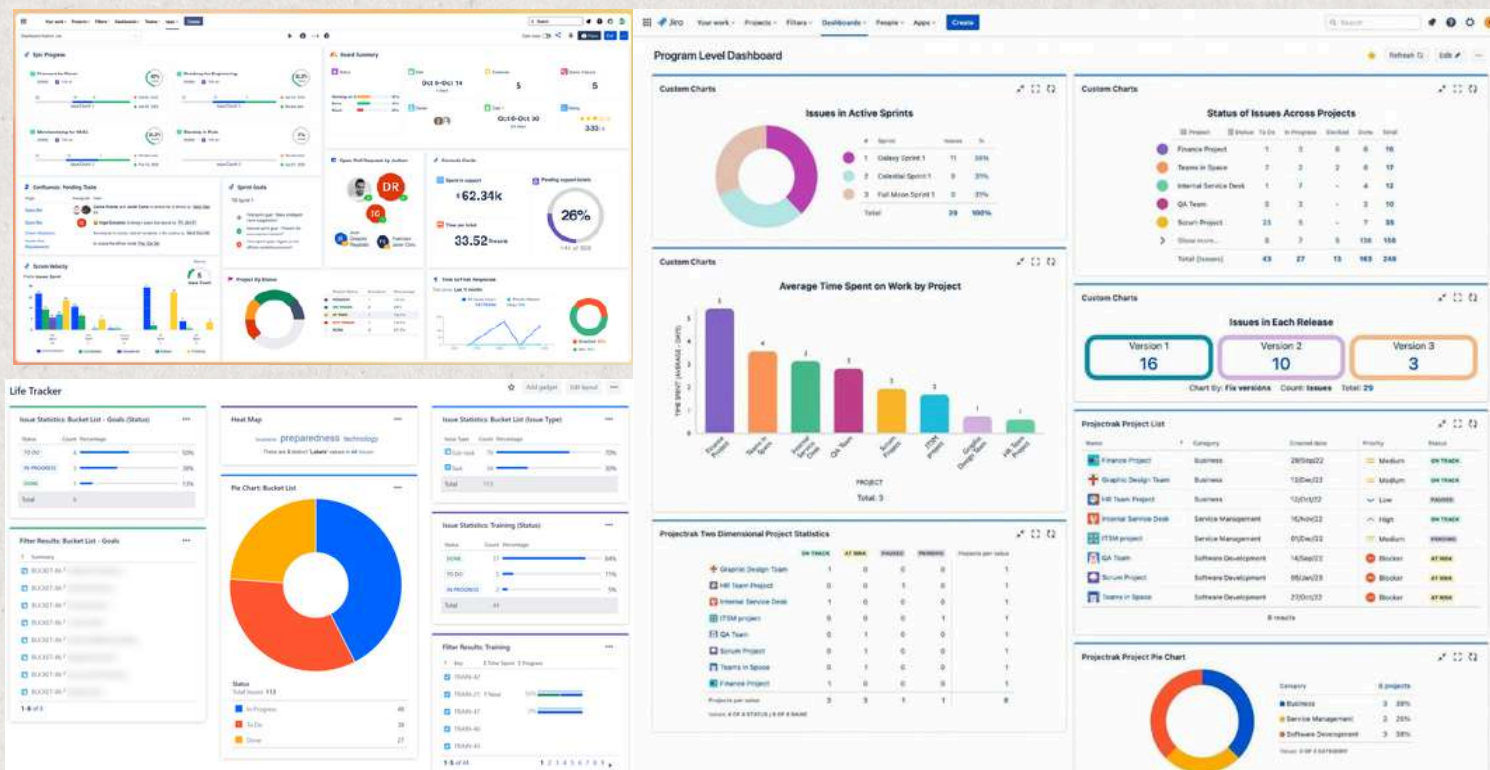
By Ishaq Al Yahyaee

When the Spot Market team at PWP began developing the Market Management System (MMS), managing tasks, timelines, and testing requirements was a massive undertaking. To keep everything organized and on track, the team turned to JIRA; a powerful project management tool.

During development, JIRA played a vital role in tracking progress, assigning responsibilities, and ensuring all MMS functions aligned with the agreed scope.

Once the market went live, JIRA evolved into a valuable platform for monitoring the compliance of market participants.

One of its standout features? Customizable dashboards that provide real-time visual updates, helping the team make fast, informed decisions. Whether it's progress tracking or compliance reporting, JIRA brings clarity, efficiency, and transparency. By using JIRA, the Spot Market team stays proactive, focused, and ready for whatever comes next – proving that the right tool isn't just helpful; it's transformative.





The true wealth of any organization lies not in its assets, but in the strength, passion, and dedication of its workforce

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POWER WITHIN PEOPLE: SKILLS. STORIES. SUCCESS.

DO MORE OF
WHAT YOU
LOVE!

