



## New Stream of HRD Strategy of Orpic

'People are in the center of everything we do'

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Manager Learning & Development

# About Orpic



Orpic is one of Oman's largest and most rapidly growing businesses in the Middle East oil industry. Orpic's refineries in Suhar and Muscat, as well as the aromatics and polypropylene production plants in Suhar, provide fuel, plastics and other petroleum products, to Oman and the world.

## Fuels



70,000 barrels of gasoline per day  
68,500 barrels of diesel per day  
19,700 barrels of jet fuel per day  
13,300 barrels of LPG per day

## Aromatics



818,000 metric tonnes of paraxylene per annum  
198,000 metric tonnes of benzene per annum  
12 major global destinations

## Polymers



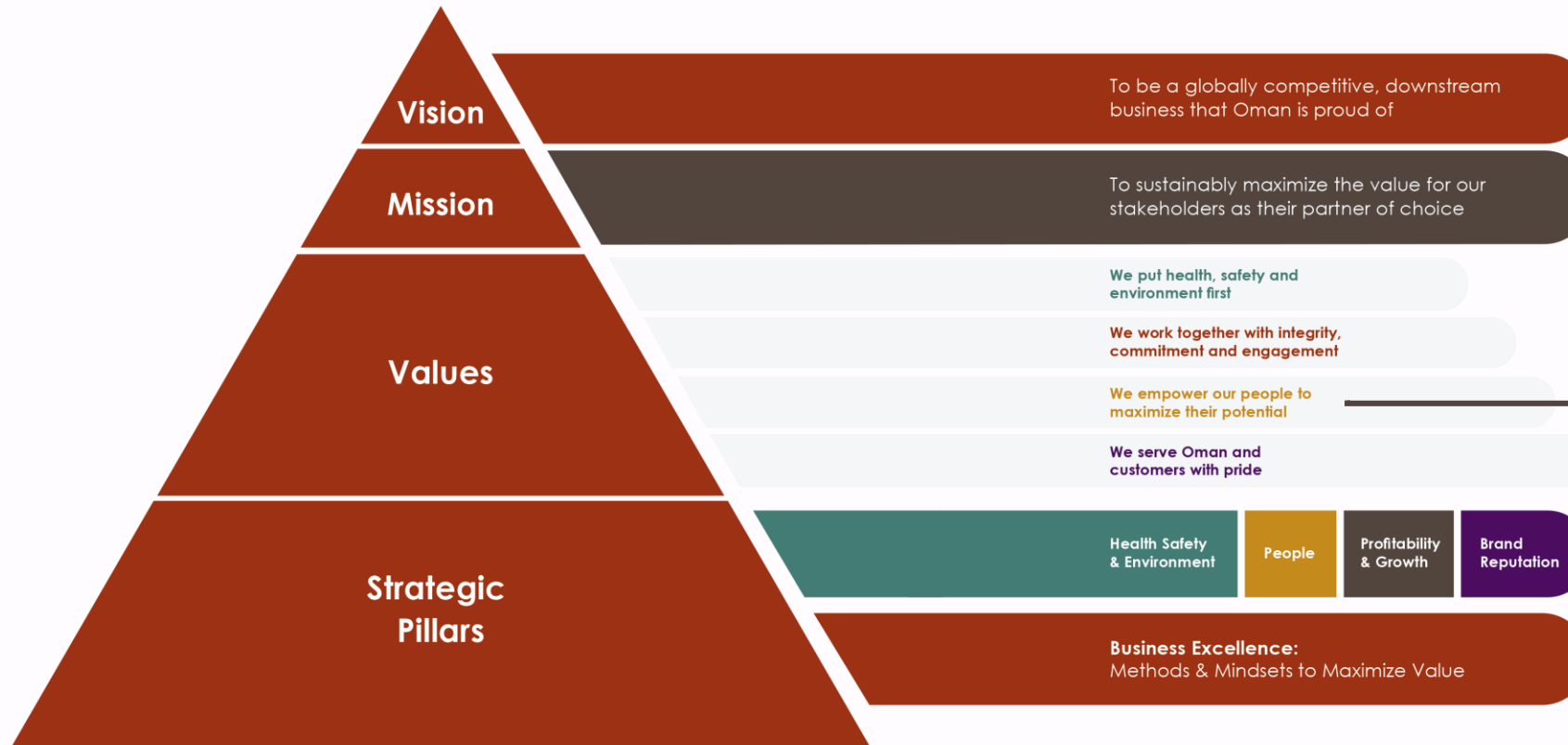
340,000 metric tonnes of polypropylene

- **Flexible Packaging:** BOPP / Raffia & TQPP / Cast Film
- **Rigid Packaging:** Injection Moulding / Thermoforming
- **Fiber & Filaments:** Staple fiber / BCF / Non-woven

Global presence in over 60 countries



# Orpic Organizational Development Strategy

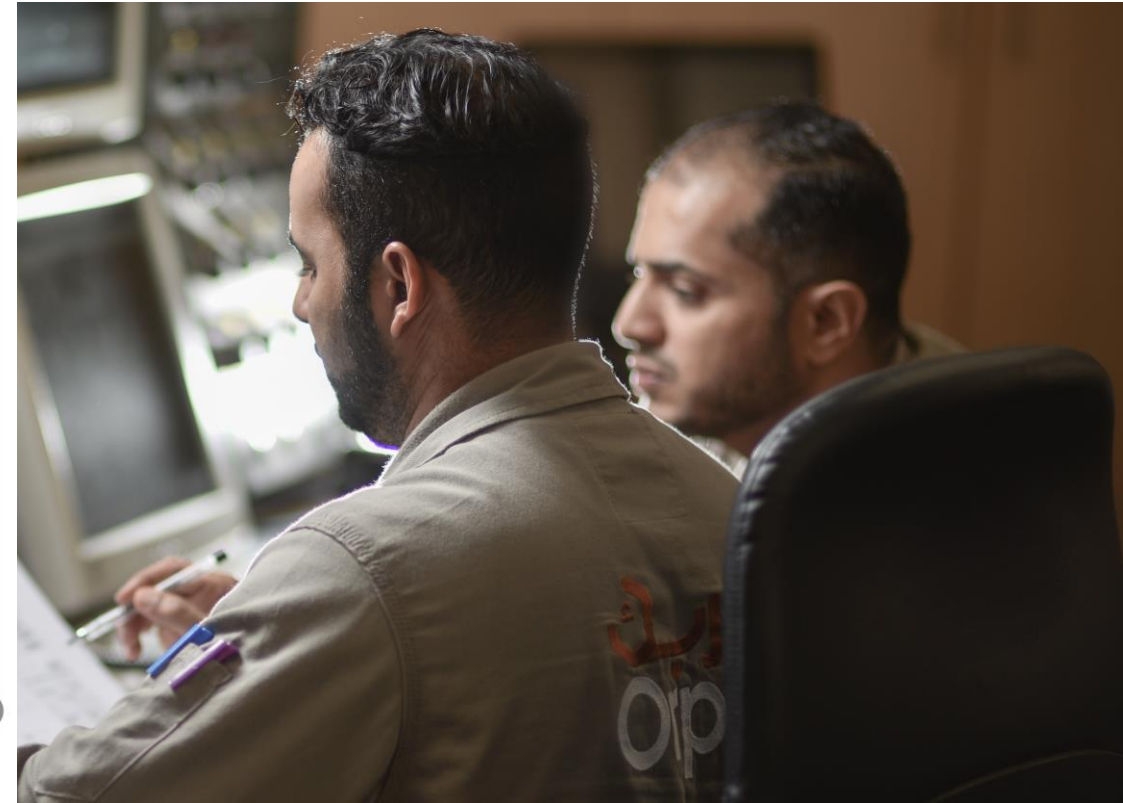
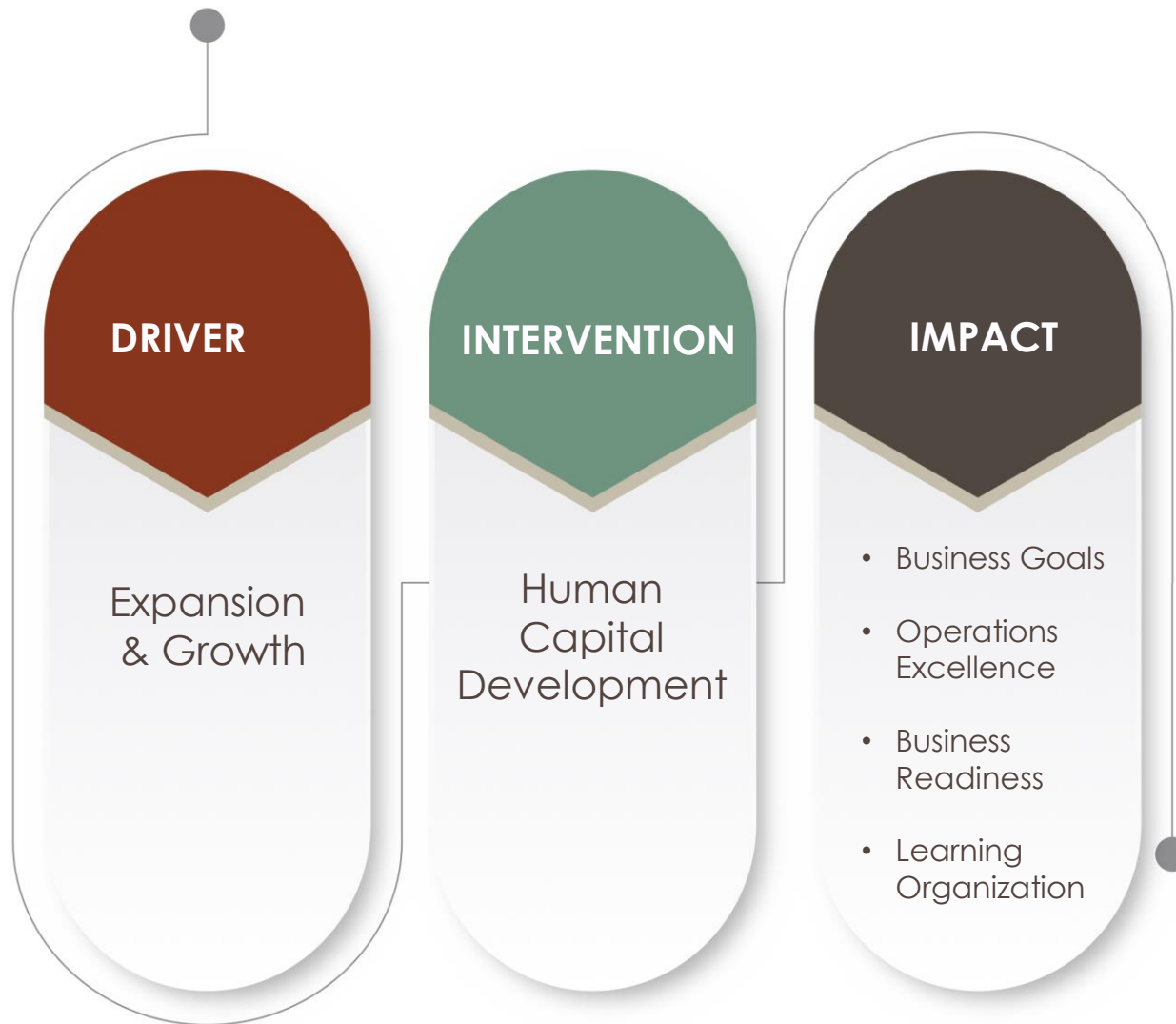


To develop the capability of the organization and potential of people by aligning people, strategy and processes

## Our People Value

**‘We Empower Our People to Maximize Their Potential’**

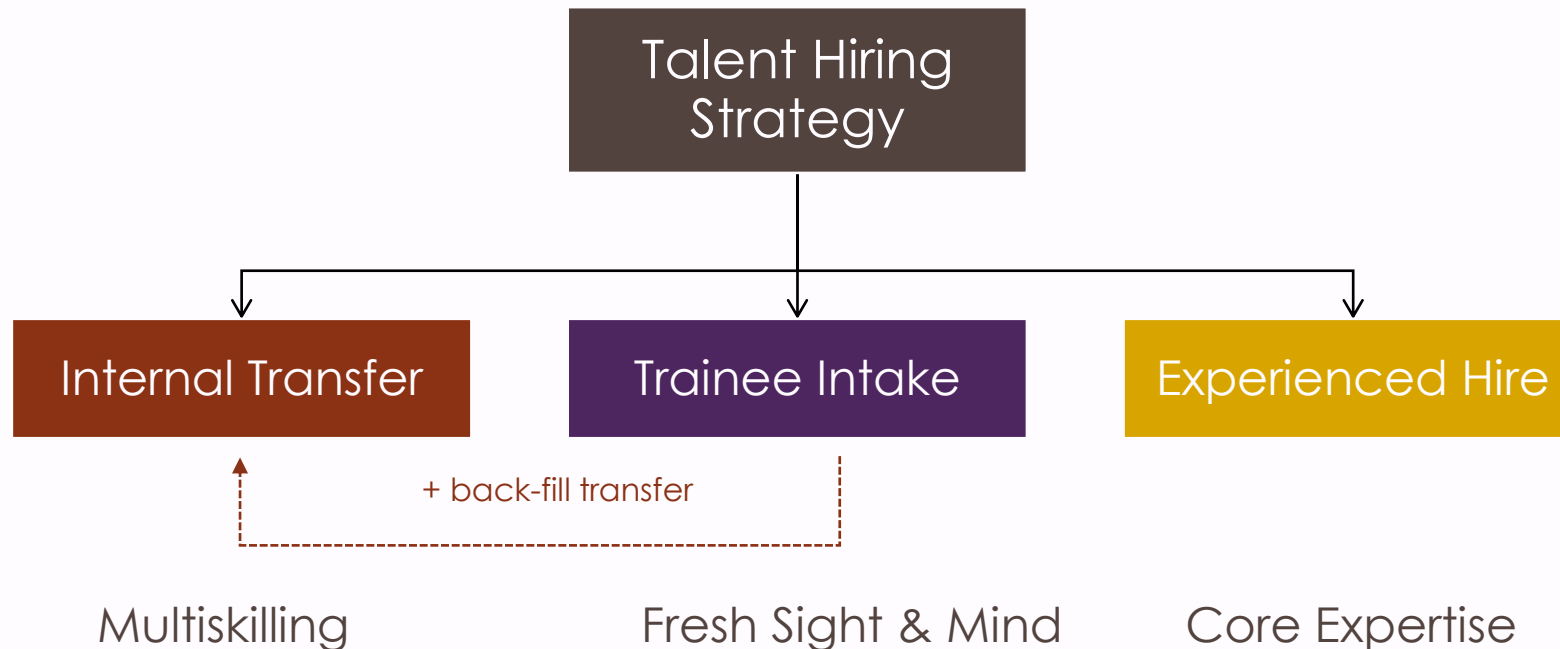
# Key Business Driver Shaping Orpic HRD Strategy



# Talent Investment



Blended workforce to build expertise, diversity and versatility



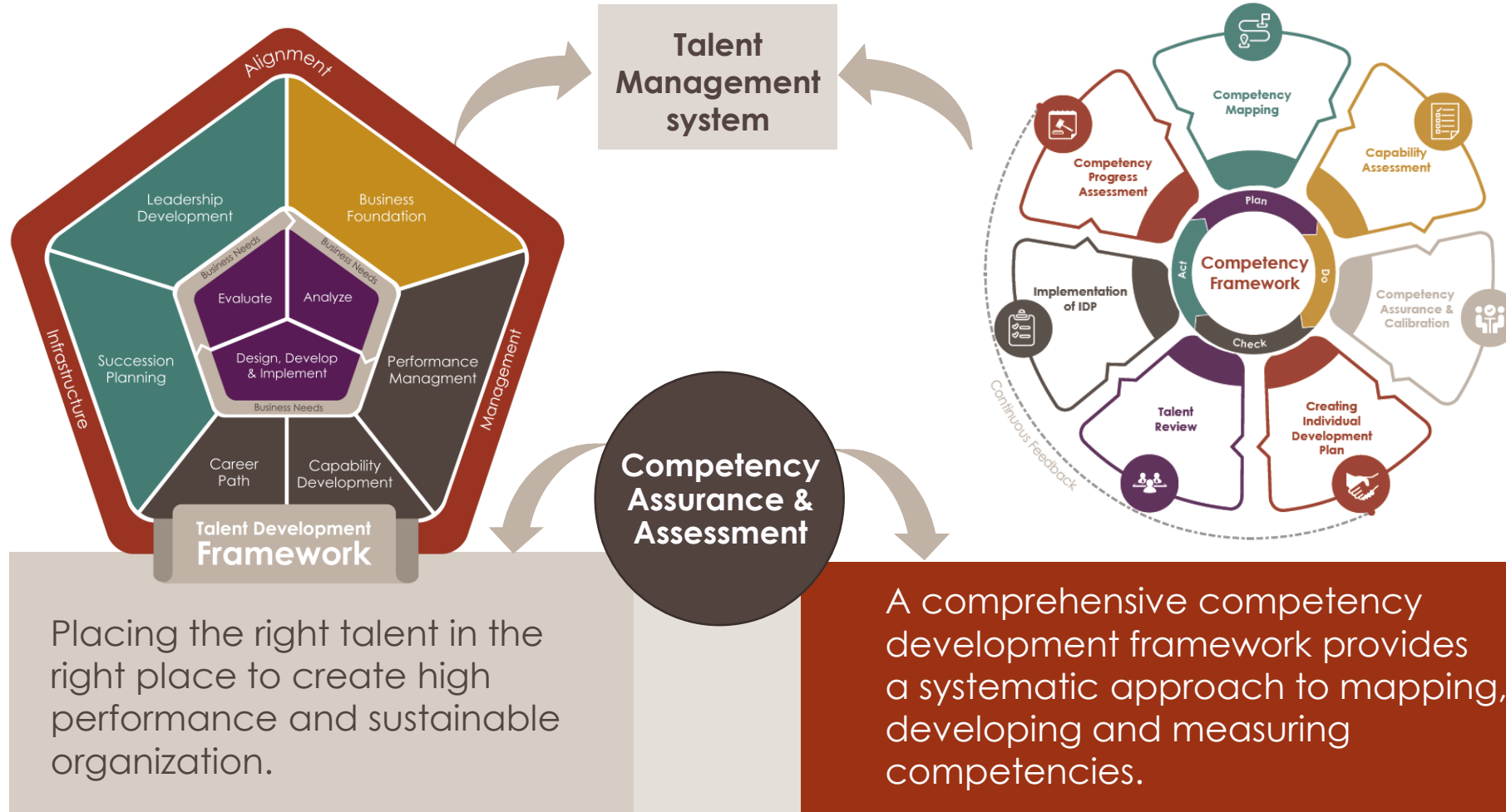
# People Development



People  
Initiatives



# Talent Development Framework



# Creating a Learning Culture

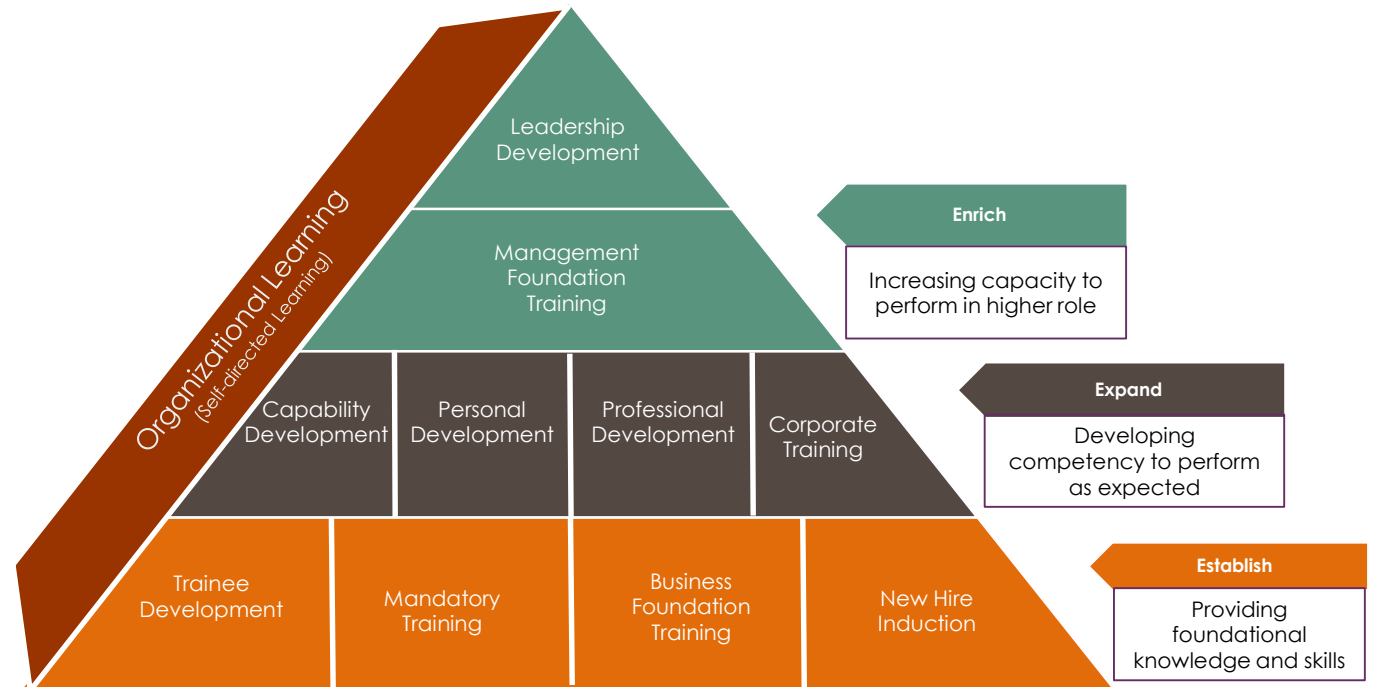
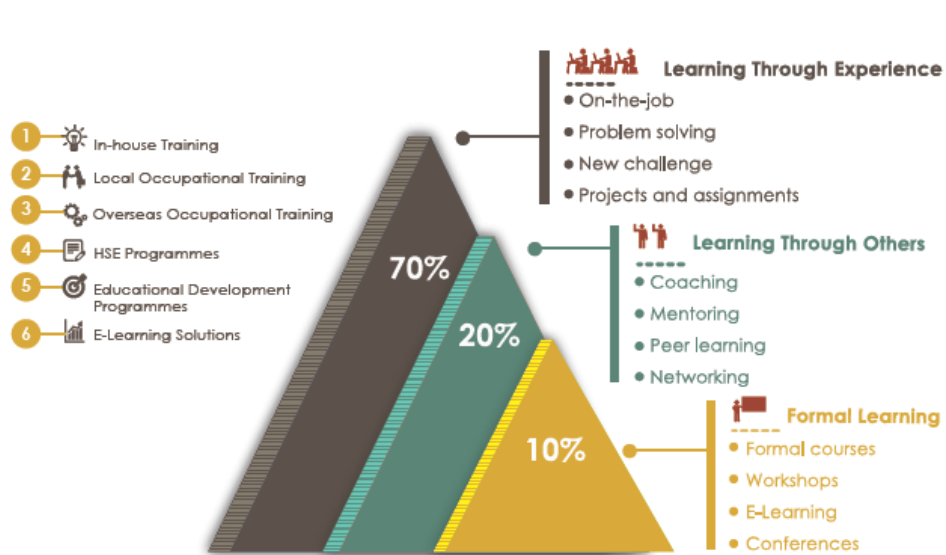




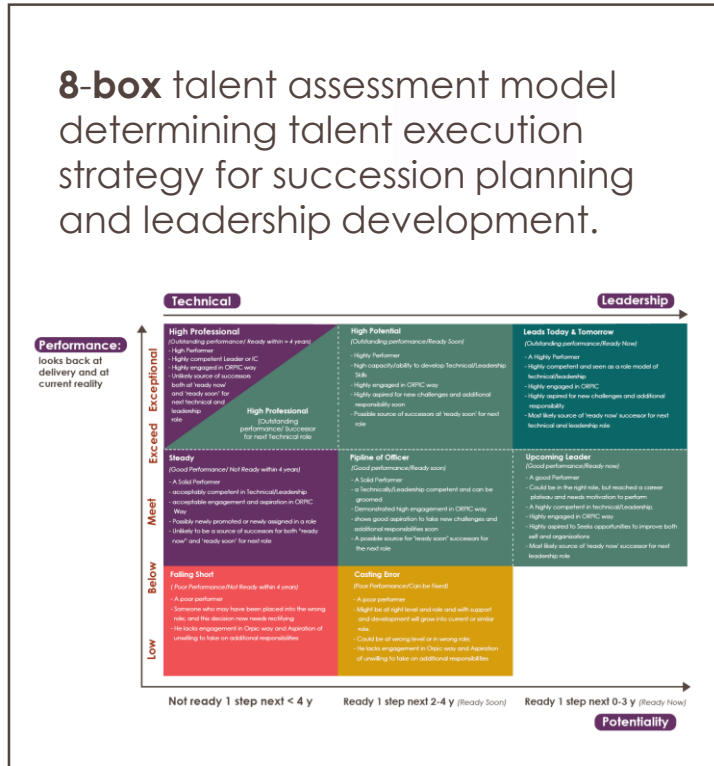
# Competency Assurance & Assessment



## Learning Approach



# Leadership Development & Talent Board



**Talent Board**  
Provide Governance to talent management strategies & development

# Sustaining the solution and making a business impact



- Develop a learning culture with a mindset that drives development thru competencies, Performance and leadership in the organization.
- Play a role of Coach, Advisor & Appraiser.
- Build & maintain effective L&D Business Partnership.

## KPI – Employee Development Index

Employee Development is made a corporate level KPI Measuring % of completion of development plan for targeted competencies for the calendar year

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Orpic



Thank You