

# Operational Excellence Leveraged on Innovation in Human Capital for Sustainable Success

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إحدى شركات مؤسسة البترول الكويتية  
A Subsidiary of Kuwait Petroleum Corporation



## The State of Kuwait



- KOC is the 10<sup>th</sup> largest Oil & Gas company in the world by production
- Population Over 4,500,000

- In 1934  
Oil was discovered and KOC was founded.
- In 2018  
KOC Celebrates its 85 Years of contributing with State of Kuwait Sustainability

## Kuwait Oil Company



# Domestic Upstream Mission and Vision statements

Mission

*“We optimize the value of Kuwait’s hydrocarbon resources through exploration, development and production to ensure sustainability”*

Vision

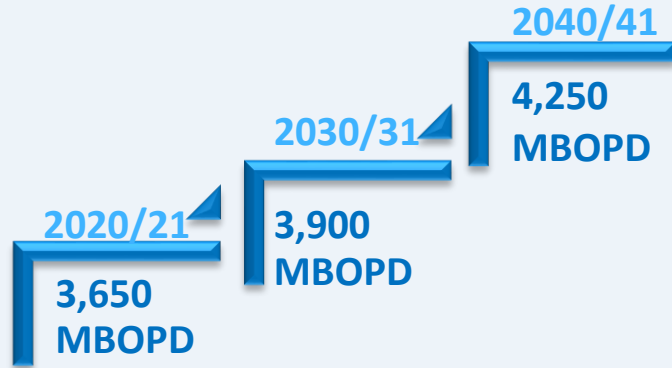
*“To be an upstream leader recognized globally for excellence”*



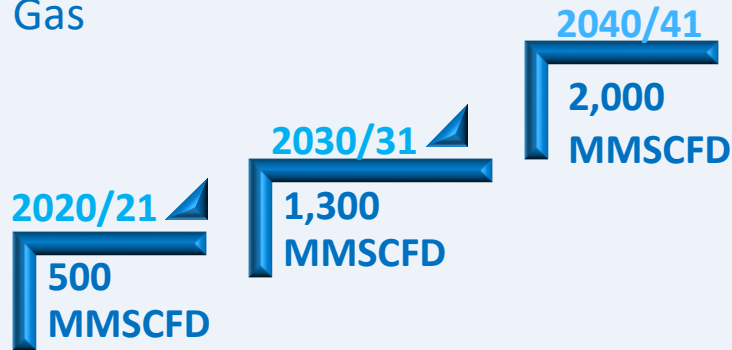
# KOC's 2040 Strategy Objective

## Production Capacity

Crude oil:



## Non-Associated Gas



## Human Capital Challenges

Fulfil KOC's needs with regards to recruitment, retention and development of employees, as well as, local contractors, and providing finance/accounting support services to KOC and healthcare services to Kuwait's Oil sector.

# KOC Integrated Talent Development Management

## Strategic Partner

To “be an employer of choice” is one of KOC strategy objective, and the main driver for KOC to manage its human capital processes.



A Talent pipeline engaged is crucial for building the core human capabilities to meet KOC actual and future oil production agenda, and contribute with a sustainable development of the State of Kuwait.

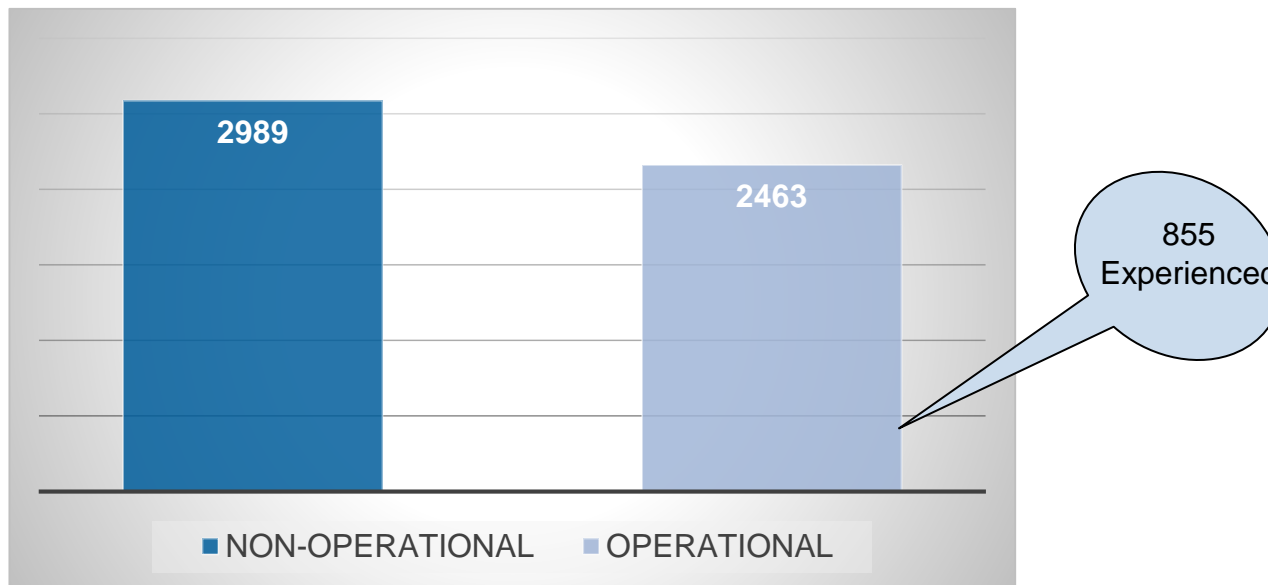
# Planning & Forecast

## KOC New Hired - During Last 5 Years

The **chart** below shows that KOC has been steady working on its talent acquisition strategies, even with low Oil prices.

Total Employees hired during that period: Over **5,450**

**27%** of the total workforce

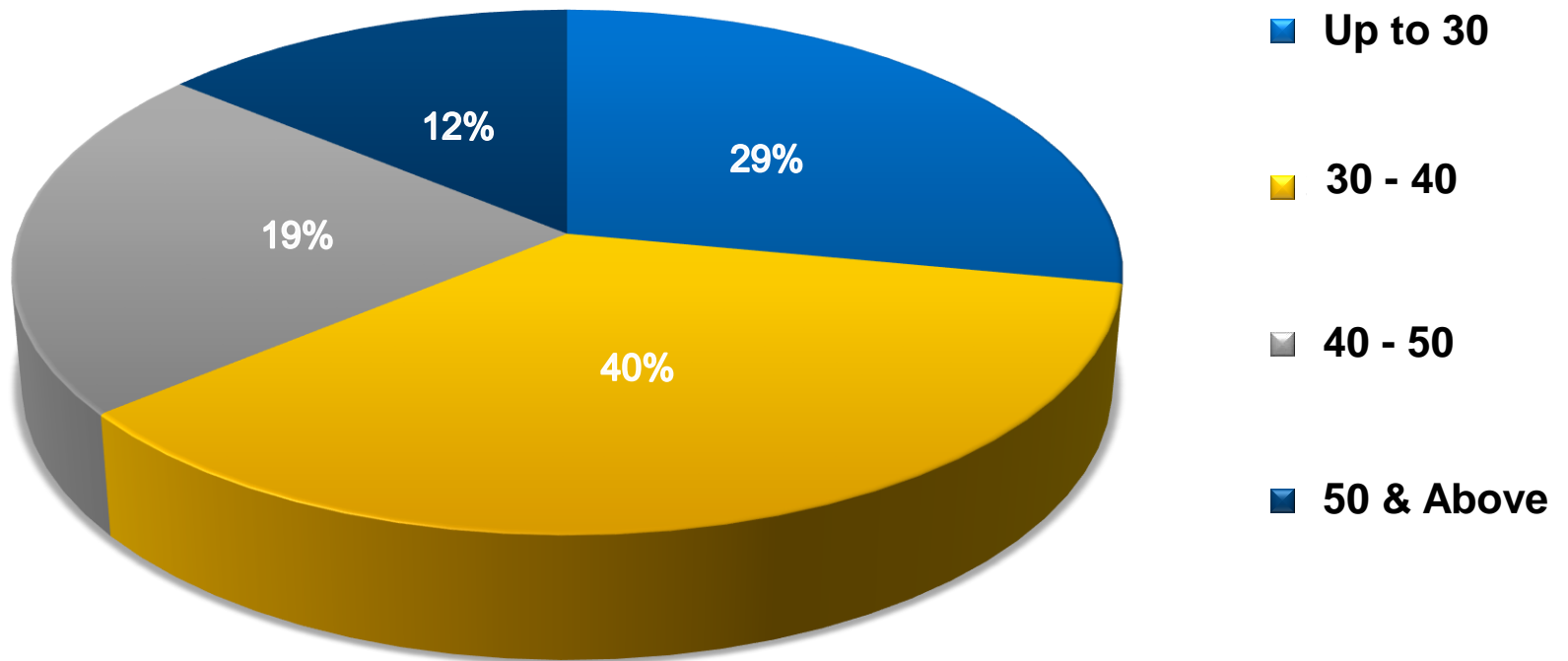


Total Human Capital: **11059 Employees**

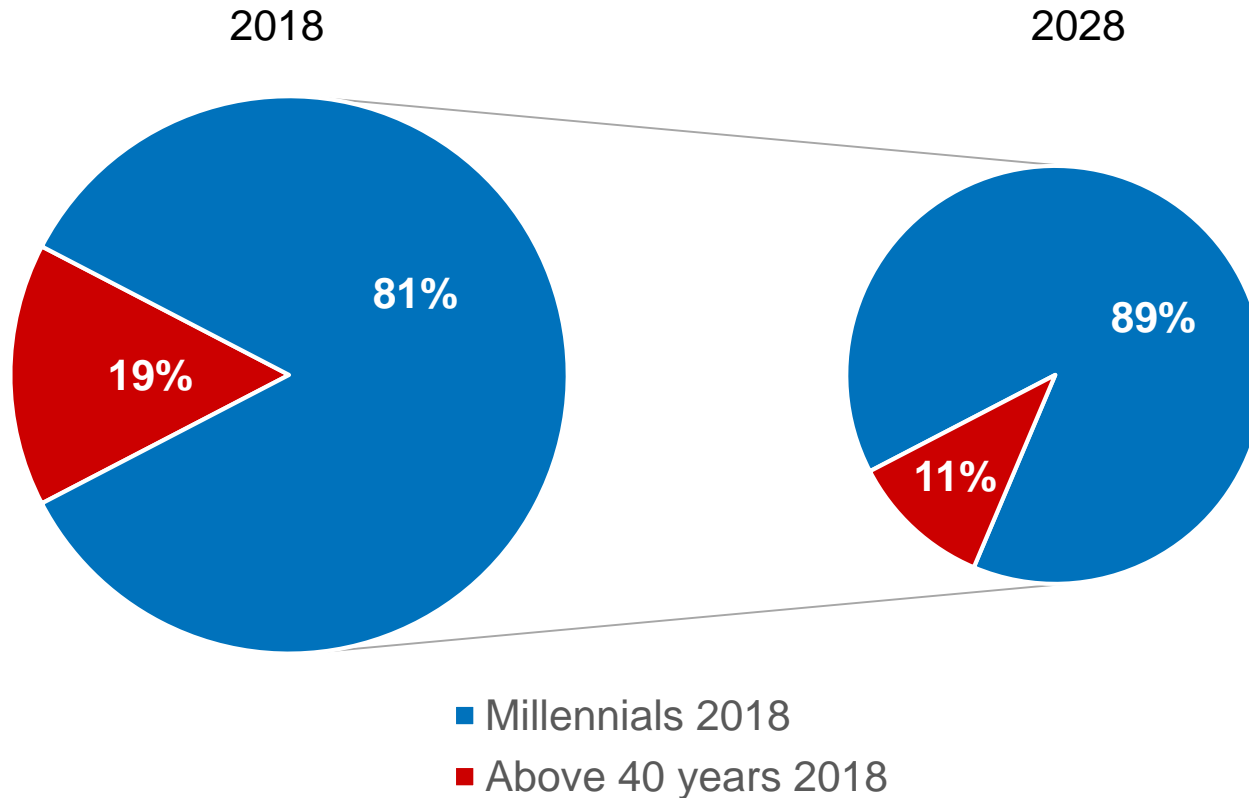
Recruitment process is managed Local or International Recruitment.  
The recruitment process is initiated using different advertisement methods as Social Media, Instagram, KOC extranet, in addition through KOC international Recruitment agencies.



## KOC - Human Capital by age



## Human Capital Millennial & New Generations



By 2028, the workforce will be comprising by (89%) Young Generation, KOC is committed to foster their human capabilities to meet our strategies challenges

## New Demands for L&D Strategy

**2040 Business  
Strategy Targets  
&  
Challenges  
  
To Build Capacity  
Readiness**

- Plan of increasing production level, on different conditions of today
- Introducing new technology and innovations
- Enhancing leadership development and change management
- Developing capability for Cooperation and Collaboration with strategy partners, and services companies
- Embed HSSE commitment culture
- Fostering a Learning Culture for the future of workplace

**Think – K  
Collaboration & Partnership**

**KPC Strategy**



**Business Strategy**



**Organizational Capability &  
Development (OCD)**



# Organizational Capability & Development

## OBJECTIVE

- ✓ To provide employees with knowledge and skills to successfully perform and further develop their jobs.

## FOCUS AREAS

- ✓ Learning and development strategy
- ✓ Unified Generic Competencies
- ✓ Unified Learning & Development Processes
- ✓ Competency Framework Common Functions

The L&D Strategy leverage on a strong and proactive partnership between:





The Unified Learning Management System

ULMS



**Thank You**

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