



K-LEAD

K-LEAD

January 21, 2015

Tokyo - Japan

Contents

- KPC HR -2030 strategy
- What is K-LEAD
- KPC and subsidiaries
- Framework
 - Executives
 - Managers
- Adaptive Leadership
- The program
- Q&A



KPC Strategic Directions-2030 : Human Resources

Strategic Direction	Human Resources	Time/ Responsibilities
	Improvement of essential processes and applications linked to manpower planning and development of workforce and leadership while integrating all elements of employee lifecycle to improve performance and productivity	2012
	Increase attraction and retention of talents through creation of working environment that encourage employee satisfaction and loyalty and engagement.	Ongoing
	Actively Support the transformation to single corporation identity and foster KPC's Values with special focus on a performance-oriented corporate culture	Ongoing

KPC Strategic Directions-2030 : Human Resources

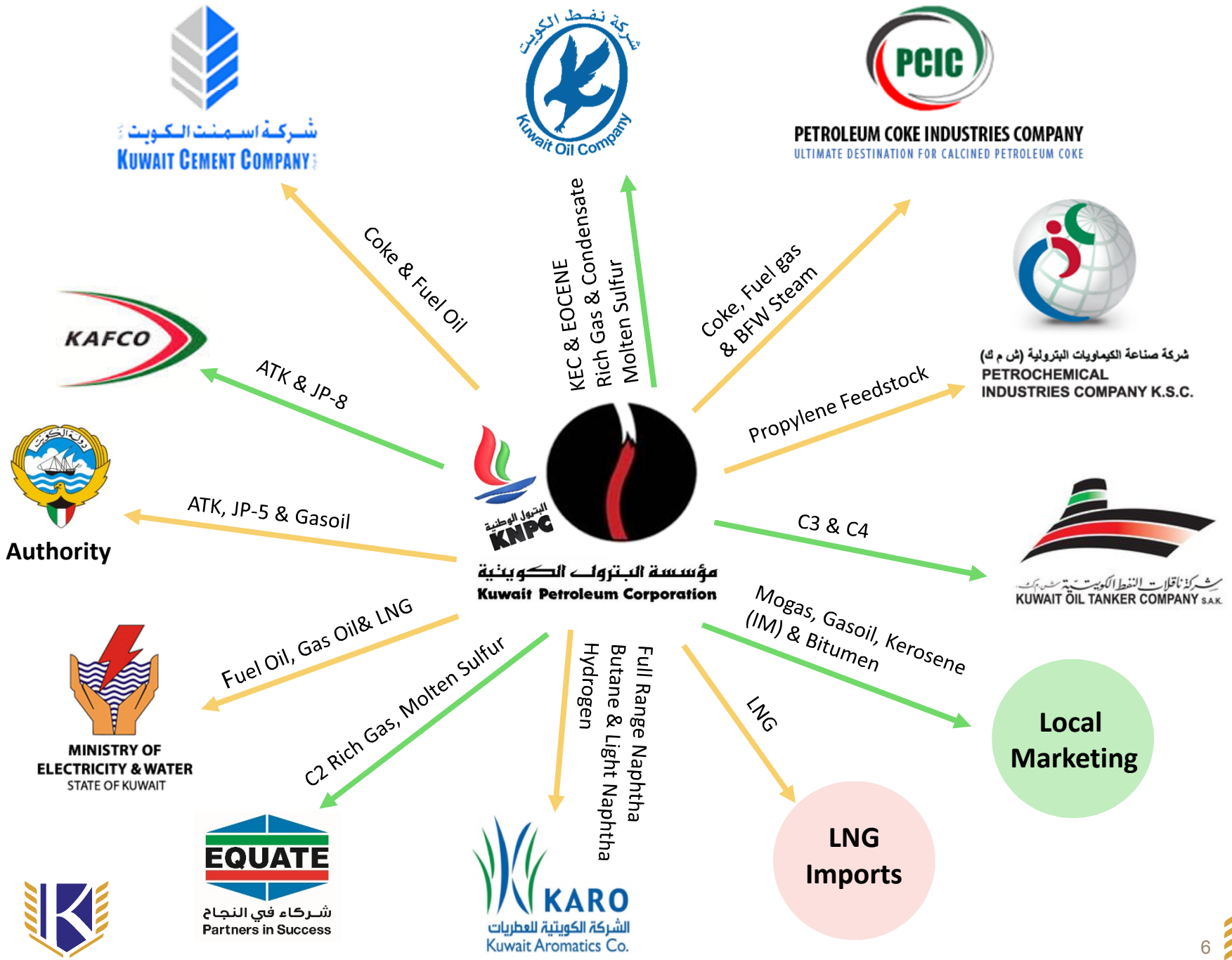
Pre-Requisites	Human Resources	Time/ Responsibilities
	Senior Management Support of HR aspirations to improve activities	Sr. Management
	Integration of HR and training	Sr. Management
	Improve quality of HR professional support provided to line management (HR services and staff)	HR
	Increase commitment to build critical manpower capabilities	HR
	Establishment of a merit based talent management	HR
	Establishment of need based training	HR
	Establishment of leadership development unit	Sr. Management/HR
	Commitment towards implementing a performance culture	Sr. Management
	Establishment of business partner relations between HR and Line managers	HR

Fundamental principle of K-Lead

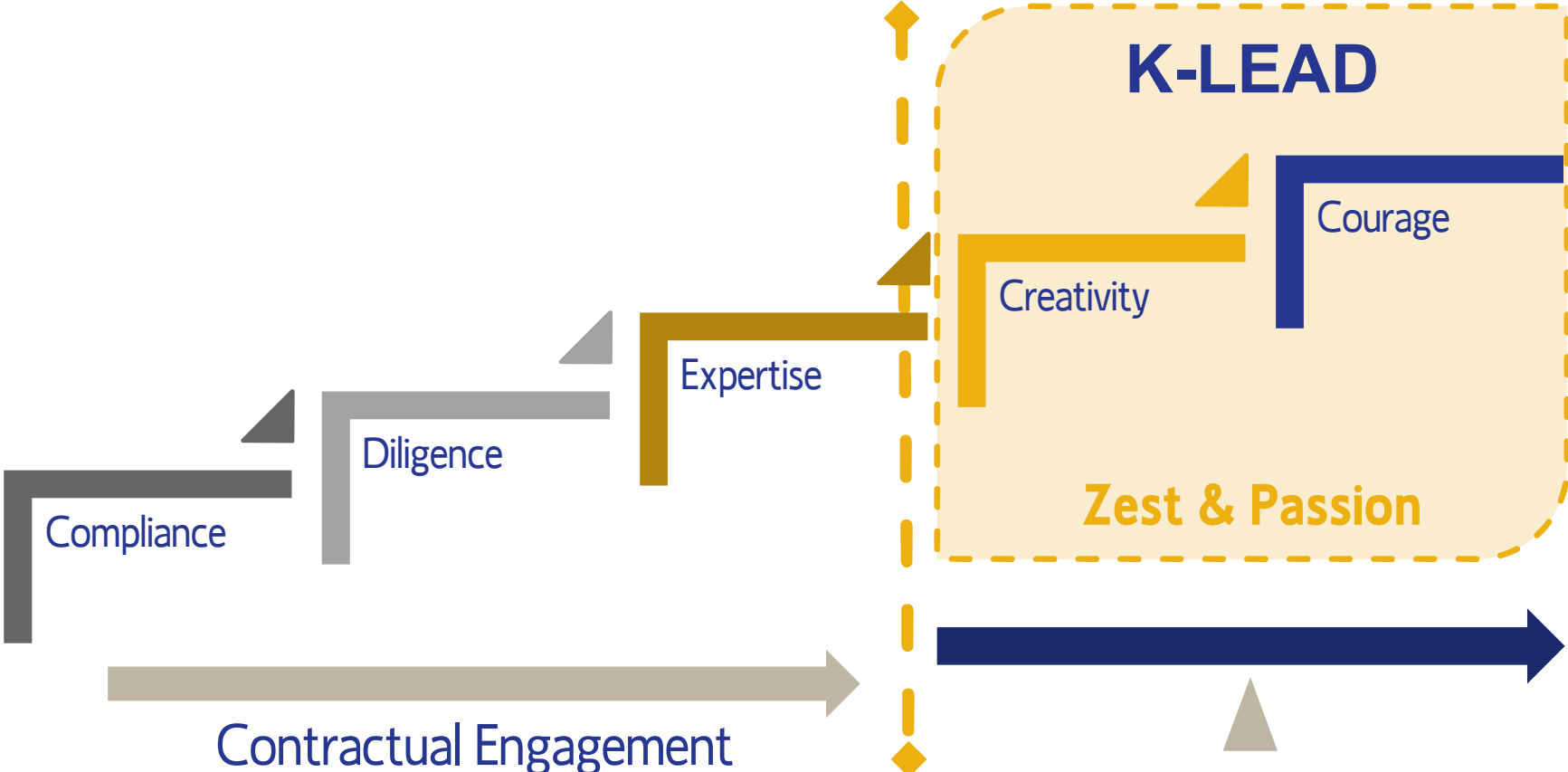
True Commerciality

- Governance of Interactions & Network Relationships with K-Companies & Customers paved the way for **true Commerciality**
- KPC and subsidiaries are fully integrated industrial wise
- The need for a THINK-K





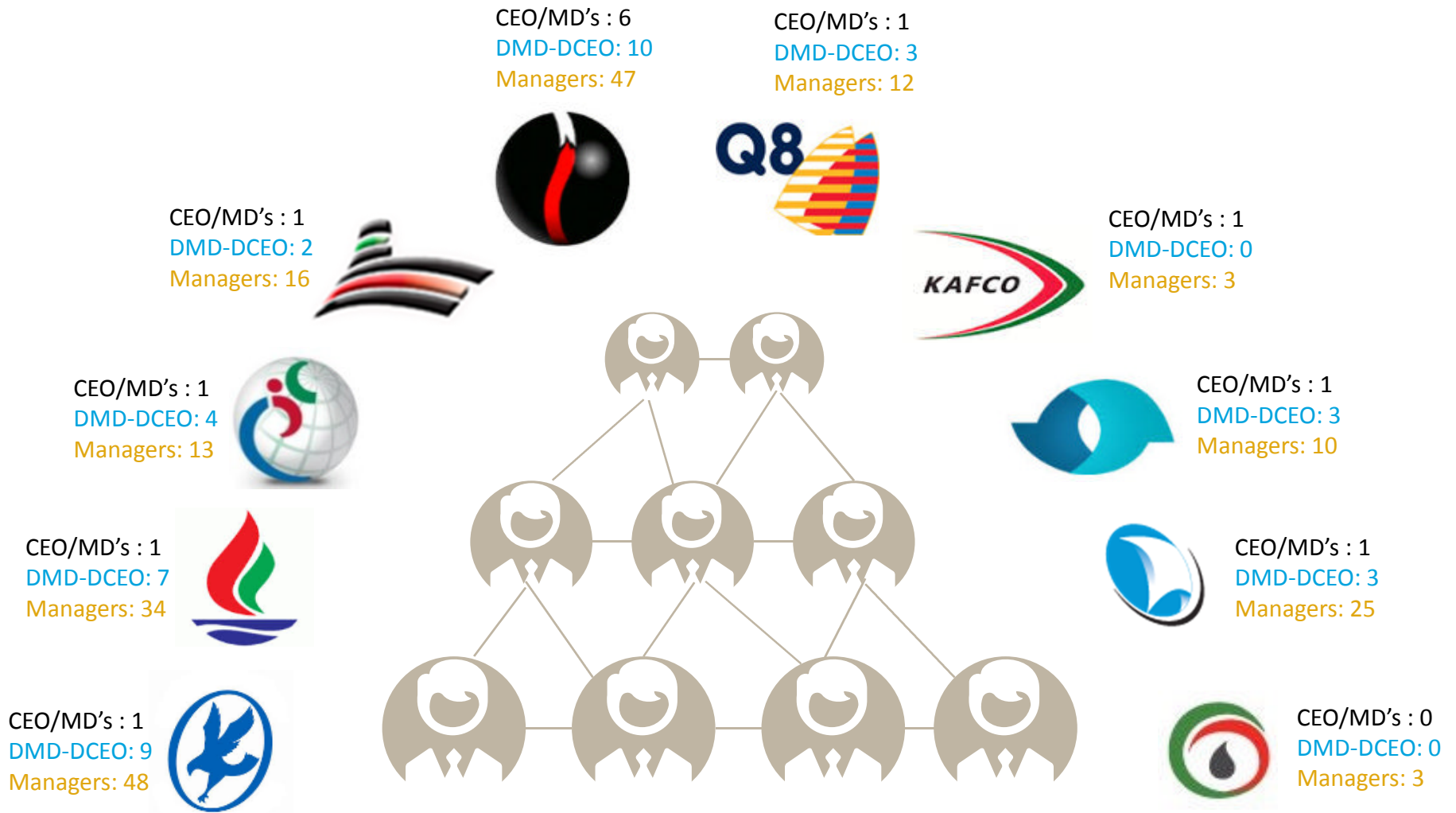
Ladder of Commitment*: Transforming Managers to Leaders



Where we have to focus, if we are to make a difference



(*interpreted by L. Gayle)



Shared Objectives & Vocabulary



Individual



K LEAD

A Kuwait Petroleum Corporation Leadership Programme-CLD

Fundamental principle of K-Lead

Shift from Individual to Corporate Learning

- K-Lead can only achieve organizational impact through **focusing on the collective learning** of the Oil Sector leaders as a group. Developing their capabilities in support of the shared objectives
- The key is to guarantee that all learning achieved during the programme is brought **back into the Kuwait Oil Sector, ensuring that Strategic Directions 2030 will become a reality**



What is K-LEAD?


To support KPCs ambitious plans...




K-LEAD

... was conceived!

To clarify, K-Lead:

 Is NOT just another 'Training' Programme

 It IS a 'Leadership Development' Programme



What is K-LEAD?

K-Lead is an inspirational and transformative leadership development Programme for the Kuwait Oil Sector.

- The program commenced in May 2014 and will be delivered by a consortium of leading international institutions and subject matter experts.
- All Kuwait Oil Sector leaders at manager level and above will go through the K-Lead programme.
- K-LEAD has two separate components:
 - Executive level for MD/CEO and DMD/DCEO leaders
 - Management level for Managers.



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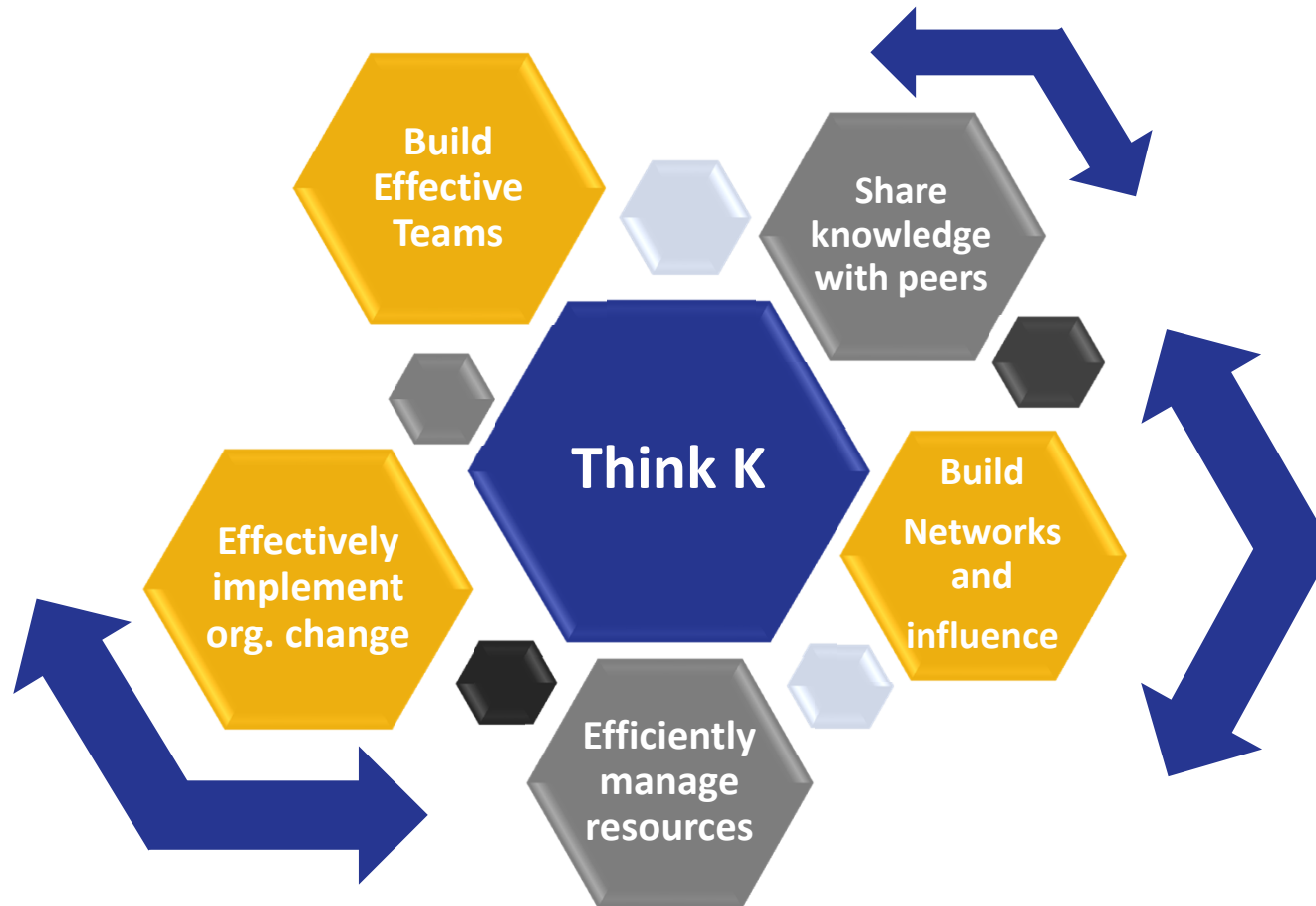
What's in K-LEAD a CEO/MD or DCEO/DMD?

Through participating in K-LEAD, Executive Leaders will:



What's in K-LEAD for a Manager?

Through participating in K-LEAD, Managers will:



Adaptive Leadership

Leadership and Authority

Technical vs. Adaptive Issues.

Resistance to change

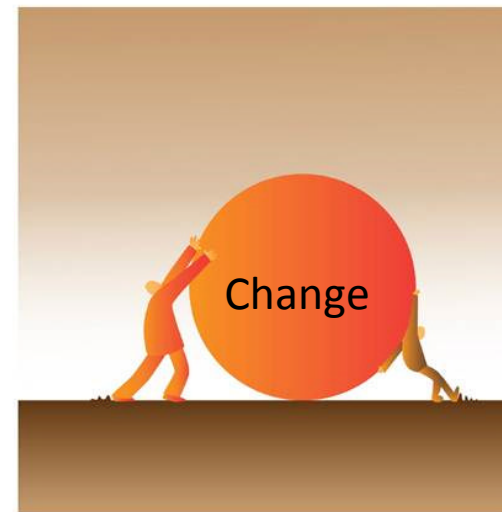
Tolerable pressure and change

Adaptability at the corporate level

Resistance

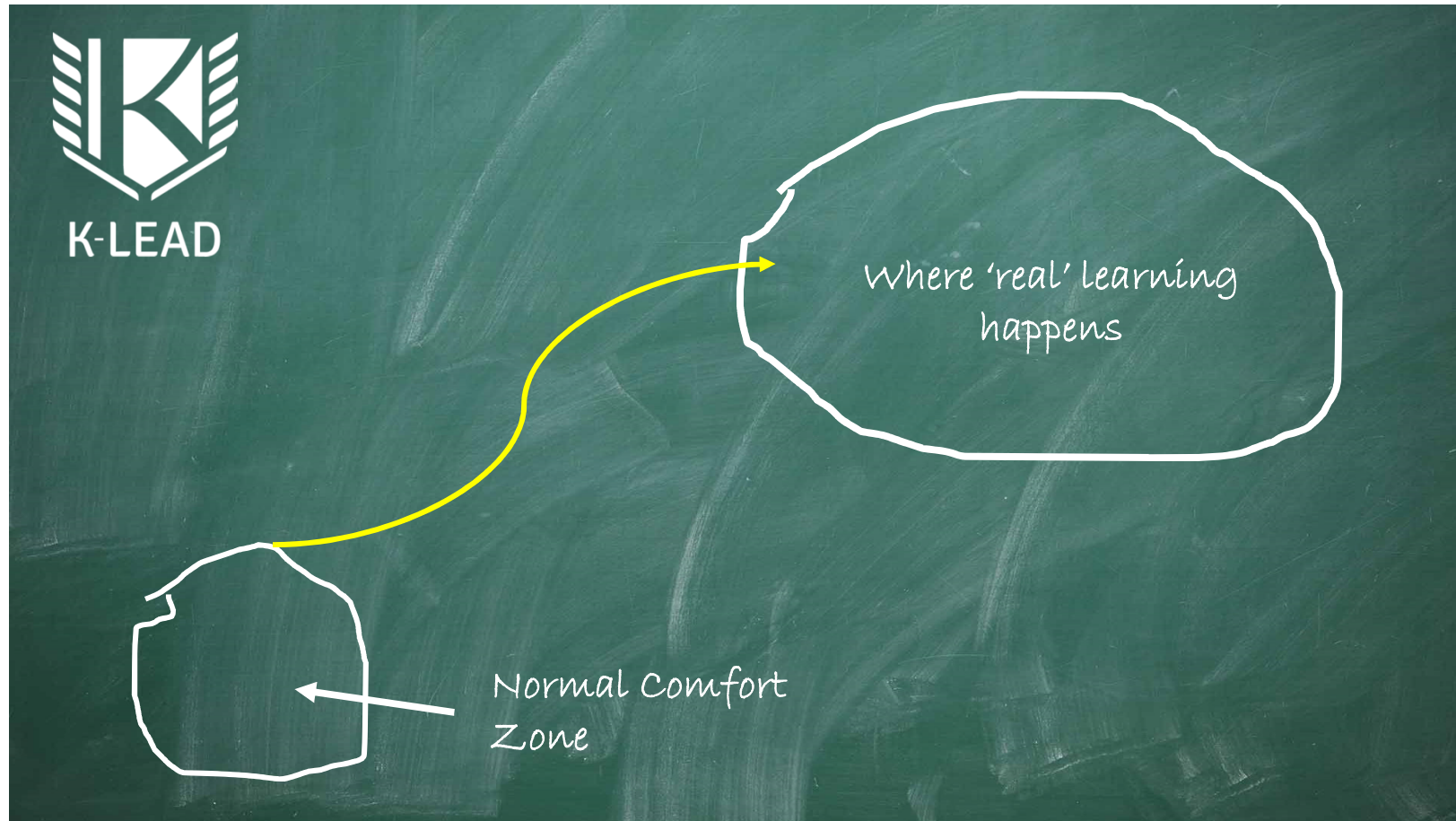


Change



K-LEAD Programme

Learning Methodology



Various Learning Methodologies



K-LEAD Programme

Executives “Storytelling: History in the making”

Module 1 London	Module 2 Kuwait	Module 3 Kuwait	Module 4 Kuwait	Module 5 London	Discovery Int. location
Archetype: Hero	Archetype: Seer	Archetype: Sage	Archetype: Maverick	Archetype: Advocate	Archetype: Alchemist
Maximising leadership potential	Corporate governance	Leading the Business	Strategy execution	Adaptive teams	Leading change/organizational innovation
This module will focus on creating the cohort ‘spirit’ as well taking an in-depth look at Adaptive Leadership	Review and continuation of Adaptive Leadership concepts and facilitated discussion on political and corporate governance	Wrap up of Adaptive Leadership and in-depth look at managing strategic growth in a national oil company	Facilitated discussion on sustainable growth and a simulation looking at ‘Blue Ocean Strategy’	Facilitated discussion and exercises on managing critical aspects of individual and team performance to achieve organizational results	This module will focus on how to create a culture of innovation that is agile and adept at managing constant change. This will take place in an international location
← Value Chain Projects →					



K-LEAD Programme

Managers “What got you here won’t get you there”

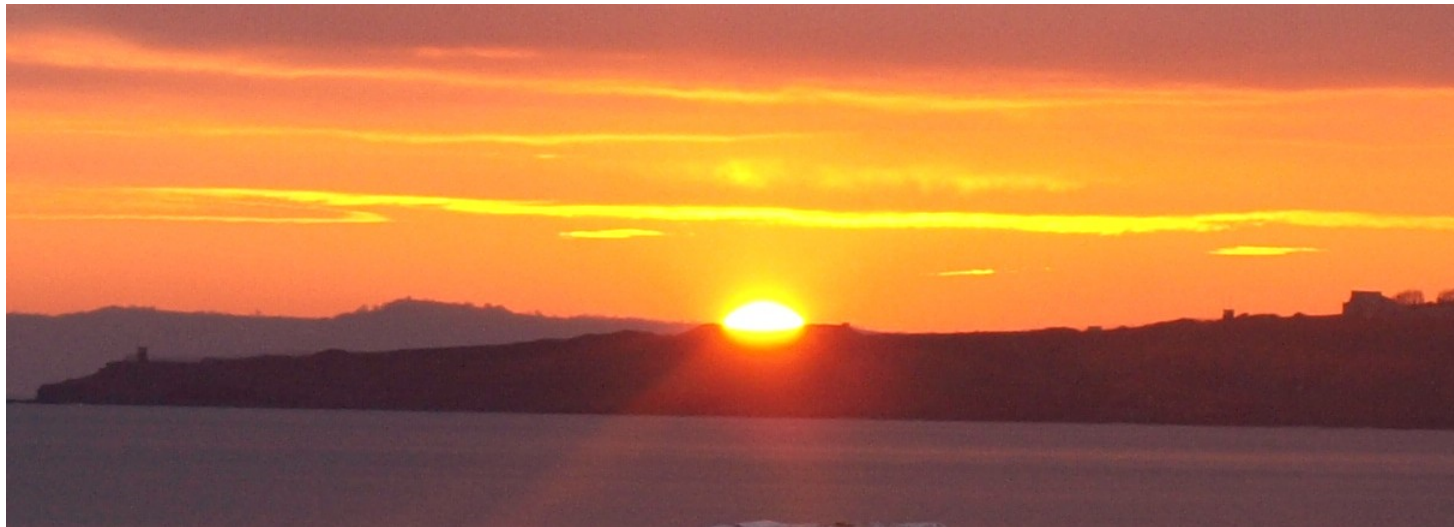
Module 1 London	Module 2 Kuwait	Module 3 London	Module 4 Kuwait	Module 5 London	Post-Programme
Call to adventure	Crossing the threshold	Challenges and opportunities: allies and enemies	Breakthrough and transformation	The road back	Achieving mastery
Leading self	Strategic thinking	Leading with Impact	Business skills for leaders	Leading change and organizational innovation	Embedding the learning back in the Kuwait oil sector
This module will focus on Emotional Intelligence and take an in-depth look at Adaptive Leadership, and the future of the oil industry	Wrap up of Adaptive Leadership and strategy simulation	Theory and practical exercises about leading individual and team performance and managing conflict	Critical financial skills overview, oil value review, and operations management theory and practicalities	This module will focus on the psychological aspects of leading change and look at what organizational innovation is, as well as how to achieve it	Two hour facilitated peer learning session with group coaches to ensure organizational impact
← Leadership Experiments →					



Your Leadership Legacy

“You can tell how beautifully you are leading by the trail of leaders you are leaving behind you”

Robin Sharma

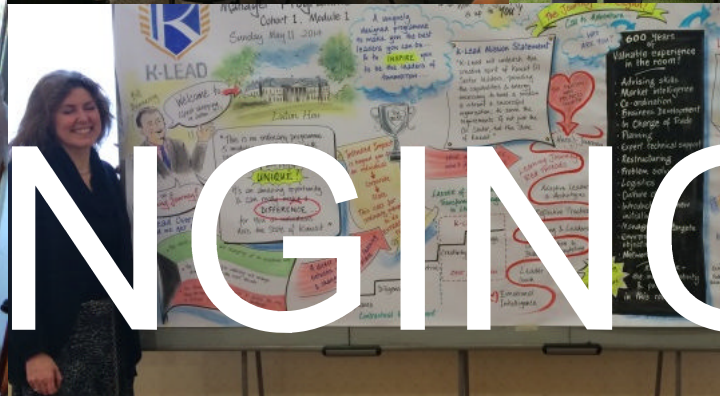


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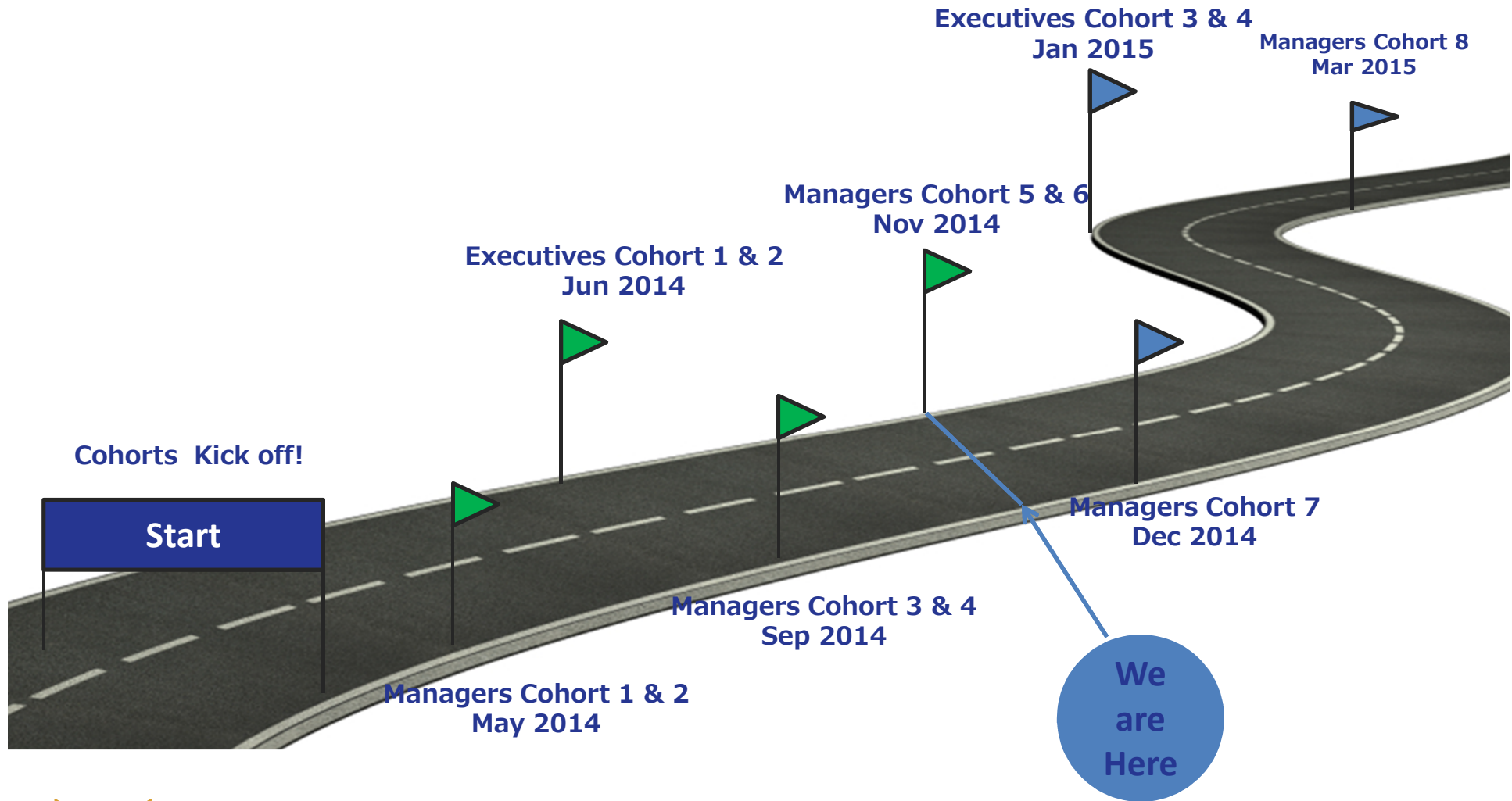


21



BRINGING

Our Leaders Begin their Journey...





K-LEAD

The journey has begun...