



ADNOC TECHNICAL ACADEMY'S

OPEN FORUM & RECOGNITION AWARDS


BOARD OF TRUSTEES VISITS

A FRONTLINE HERO

FARES MOHAMED AL MAHRI

ISSUE 02 | JUNE 2021

ONE NEWSLETTER



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INSTILLING ADNOC WAY VALUES CULTURE

MESSAGE FROM
IBRAHEEM AL ZAABI
SENIOR VICE-PREIDENT
ADNOC TECHNICAL ACADEMY



I warmly welcome you to the 2nd issue of ADNOC Technical Academy ONE Newsletter of this year. In addition to providing us with a unique platform to share exciting news, updates and events, we expect this Newsletter to strengthen the bonds between us as a community and inspire each of us to do their part to ensure our Academy remains well-positioned to excel in its mission and move from one milestone to the next.

As we resume our gradual return to Campus, I would like to start by expressing how moved I have been by the ways so many of you have contributed to keeping our mission going under the challenging COVID-19 times while ensuring the health and safety of all concerned. Our instructors and trainees have rallied to transfer teaching and learning online. The majority of our admin staff have successfully fulfilled their duties while working from the comfort of their homes. This has required people to learn new ways of doing their jobs and to solve new and unanticipated problems, but I'm very pleased that we have risen to the challenge! So, a big THANK YOU to all of you!

I would like to underscore the fact that ADNOC Technical Academy's highest priority remains ensuring the delivery of the best training for all trainees who are the key to our success. This requires us to reach out well beyond traditional boundaries and provide useful and relevant learning experiences that will facilitate their integration as competent ADNOC Group Company

employees. It is important that we treat them as responsible adults, show them respect and take their opinion and feedback into consideration. They are our future colleagues and we owe them the responsibility of accommodating their individual learning and development needs, as well as empowering them with the tools to grow and thrive personally and professionally.

Having said that, it is crucial that we live by the ADNOC Values and core ethics as this indicates our loyalty, focus, trust and cooperation in building a positive and supportive work culture at the Academy. I would like to remind you of the six ADNOC Behavioral Expectations that supports the ADNOC Way Values and must be embedded in our ongoing performance management and career development approaches:

- Creating Trust (Respectful)
- Building Legacy (Responsible)
- Enabling Relationships (Collaborative)
- Driving Change (Progressive)
- Delivering Results (Efficient)
- Acting Safely (100% HSE)

We look forward to keeping you posted on our progress, and on the remarkable accomplishments of our staff and trainees.

In the meantime, I thank you for a successful year, and I wish you an enjoyable and productive, but also restful, summer vacation.

With my best wishes,
Ibraheem Al Zaabi

HSE ENGAGEMENT BOARD



ADNOC Technical Academy has adapted the HSE Engagement Board as a new, standard way to discuss lessons learned from past HSE incidents and observations. The purpose of the board is to engage colleagues and trainees in an interactive and innovative manner to discover as a team the root causes of HSE incidents and to find ways to prevent them. We believe that encouraging everyone to share and write down their solutions and ideas reinforces the learning process, as well as, reconfirms a collective commitment to improve. Many engagements have been conducted over the past few months, some were held virtually while others were held in person at the Academy's premises.

HSE INTERVENTION & OBSERVATIONS

Your observations, feedback, and interventions are essential to continuously improving and ensuring the highest HSE standards at the Academy. In February 2021, a project team successfully developed the first ATA HSE electronic reporting through the Learning Management System (LMS). The system is designed to facilitate the reporting and tracking of HSE intervention and observations so that they can be addressed in a timely manner.



"YOU SAID"

Mr. Justin Pathiala, Instrumentation Instructor, reported that a fire extinguisher was found having been placed on the ground in the Compressor Room. This is not ideal as the extinguisher could have been damaged and would have been inaccessible during a fire.

"WE DID"

We then reviewed the extinguisher's location according to the fire plan and reinstalled it on its designated wall-mounted bracket.

Thank you, Justin, for your HSE observation!

BEAT THE HEAT THIS SUMMER

BE PROACTIVE



Stay hydrated and
check your urine color



Eat regular
well balanced meals



Take rest breaks
in shade



follow the midway
break rule



Assess heat stress &
follow TWL guidelines



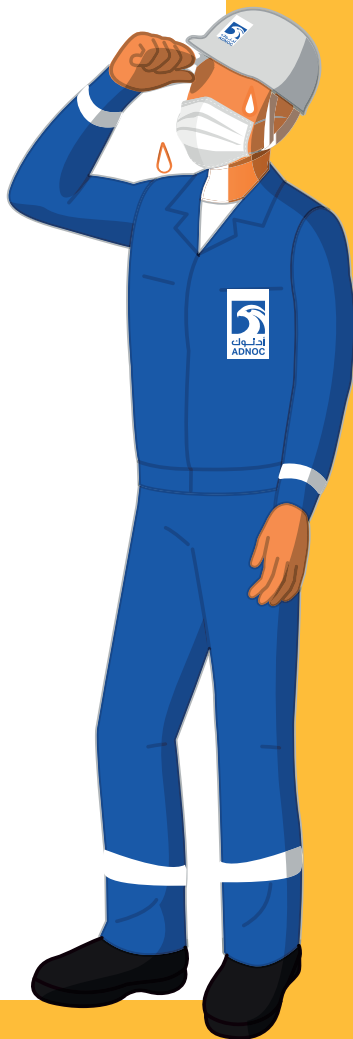
Acclimatize gradually



Attend toolbox talks



Adopt the buddy
system



ADNOC TECHNICAL ACADEMY'S **OPEN FORUM & RECOGNITION AWARDS**

As we continue to focus on increasing the engagement level at ADNOC Technical Academy and introducing new ways of connecting the Academy's population becomes our top priority, we at the Academy, believe that the most influential factor for driving engagement is open, transparent communication from the top to bottom. Therefore, the Academy has launched the 'ADNOC Technical Academy Open Forum' sessions that are held regularly between the Academy's top management, employees, faculty, and trainees. The recently introduced forum aims at building awareness and knowledge on the Academy's ongoing achievements, anticipated challenges, and future plans amongst all staff and trainees to support them in understanding their roles and individual duties that directly impact the Academy's success.







In keeping with the prevailing extraordinary circumstances, these open forums were held in a virtual environment, since their launching in February 2021. The second ADNOC Technical Academy Open Forum was held in May 2021 during the holy month of Ramadan. Hosted by the Academy's Senior Vice President, Mr. Ibraheem Al Zaabi, and attended by trainees and employees, this forum included a special segment aside from its usual agenda, which was awarding the winners of the ADNOC Technical Academy's Recognition Awards.

The recently established Recognition Awards commenced its first cycle in March 2021. With an objective to celebrate and recognize employees and trainees with positive behaviours, outstanding efforts, and meaningful contributions, the awards were divided into three awarding categories; where each follows a specific framework, criteria, steering committee, nomination, and evaluation process. During the second ADNOC Technical Academy's Open Forum, Mr. Ibraheem Al Zaabi awarded a total of 30 winners who are employees and trainees in the three categories as demonstrated below:

HSE CHAMPION AWARDS

Employee:

Zaid Alalden

Trainee:

Khaled Abdulla Al Mehairbi

ADNOC VALUES AWARDS

Employees:

Progressive: Christopher Ryan Plumb

Respectful: Saleha Al Maskari

Responsible: Fatima Al Zaabi

Efficient: Mariam Al Zaabi

Collaborative: Nathan Kyle Lesile

Trainees:

Respectful: Zayed Mubarak Al Ameri

Responsible: Ahmed Bashir Abdelrehman

Collaborative: Mansoor Moosa Ramadhan

HIGH PERFORMANCE AWARD

Trainees:

Khalifa Abdulla Al Menhali

Khaled Waleid Al Hmoudi

Khalid Abdelrahman Al Hammadi

Ali Husain Al Omaira

Nasser Ebrahim Al Harmoodi

Faisal Yousif Al Hammadi

Ahmed Mohamed Al Hosani

Ali Saleh Bafaraj

Abdulla Hussain Al Dhanhani

Abdulla Saeed Al Naqbi

Obaid Ali Al Sereidi

Mohammed Salem Al Nuaimi

Abdulla Mohammed Al Shemaili

Mohamed Rashid Al Ali

Salem Ahmed Al Zaabi

Hassan Ali Al Housani

Salem Ali Al Shehhi

Nawwaf Abdulla Mohammed

Hasan Mohamed Al Marzooqi

Ahmed Mousa Al Blooshi



BOARD OF TRUSTEES VISITS ADNOC TECHNICAL ACADEMY

The ADNOC Technical Academy Board of Trustees conducted a visit to the Academy on the 20th of May 2021. The Campus tour, meeting and discussions were chaired by Mr. Abdulmunim Saif Al Kindy; Executive Director, People, Technology & Corporate Support, and Chairman of ATA Board of Trustees. Board of Trustee. The event was also attended by Board members. The meeting started with an HSE moment presented by our trainee, Hussein Fahmi Alsakkaf, who shared the lessons learnt from an incident that happened during the inspection and repair of a mobile crane.

Following the HSE moment, Mr. Ibraheem Al Zaabi, SVP of ADNOC Technical Academy, gave a presentation about the Academy's strategic growth plans and Excellence Program updates. The discussions centered around the actions needed to move forward and advance the Academy's mission. After the meeting, board members were taken on a tour around campus to see the various training facilities offered at the Academy. They were introduced to the newly-opened facility, the Operator Training Simulator (OTS), and visited the ADNOC Pilot Plants (APP). Mr. Al Kindy and board members also had the opportunity to engage with our trainees, listen to their concerns and ongoing experience in the Academy and motivate them to excel in their training and meet the expectations that ADNOC leadership has set upon them.





RAMADAN REALIZED:

AN AUTHENTIC EXPERIENCE

We asked teachers and trainees what their experience of Ramadan has been this year. How different was it with COVID-19 restrictions? What were some of the victories and challenges they experienced? What were their iftars like with social distancing? What was it like teaching and studying while fasting all day? Here are a few of their responses.

GHALEB HASHEM AHMED

PRE-PROGRAM TRAINEE

This Ramadan has been very special for me as I set a number of challenging objectives for myself. I challenged myself to have suhoor at 3:30 in the morning, wake up early every day, and to focus on my lessons while fasting. Alhamdulillah, because of the objectives I set for myself, I was able to confidently take the midterm test and got a very good mark. I always have faith that the hard-working person will be rewarded at the right time. It is very important to highlight the role of my teachers who are continuously supporting me and contributing to developing my English language skills from Level Two until now. I am very thankful for their support and guidance at all times, even during Ramadan. I will never forget their help, and I will always remember all that they have done for me.

TALAL METIB AL IRSAN

PRE-PROGRAM ENGLISH INSTRUCTOR

Ramadan has always been a very special occasion for all Muslim believers all over the world. It has always been a special time for them to get closer to Allah by worshiping, supplicating, and nourishing their souls. Much of the faith and spiritual growth in this holy month is led and marked by unique ceremonies of community iftars, Tarawih Prayers, and family/social gatherings. For the second year now, the unique experience of Ramadan ceremonies has been hindered. The surprising pandemic of COVID-19 we are suffering now has hit and affected almost all aspects of our life. It has been really disheartening to experience all of the misfortunes and dismay which have imposed on our daily practices and endeavors resulting from this strange virus. The increasing sense of anxiety, the chance of bad health, and even the loss of beloved ones is digging at our hearts, as well as in our minds. Yet, as true believers in Allah, we should not lose hope in Him, or suspend or give up supplication to Him to have mercy on us and eliminate this distressful pandemic. Ramadan is a great time for us all to review and reflect upon our relationship with Allah and supplicate to him to be on our side in these hard times of grave uncertainty.

DR. MAHES ALI AL OLAIMAT

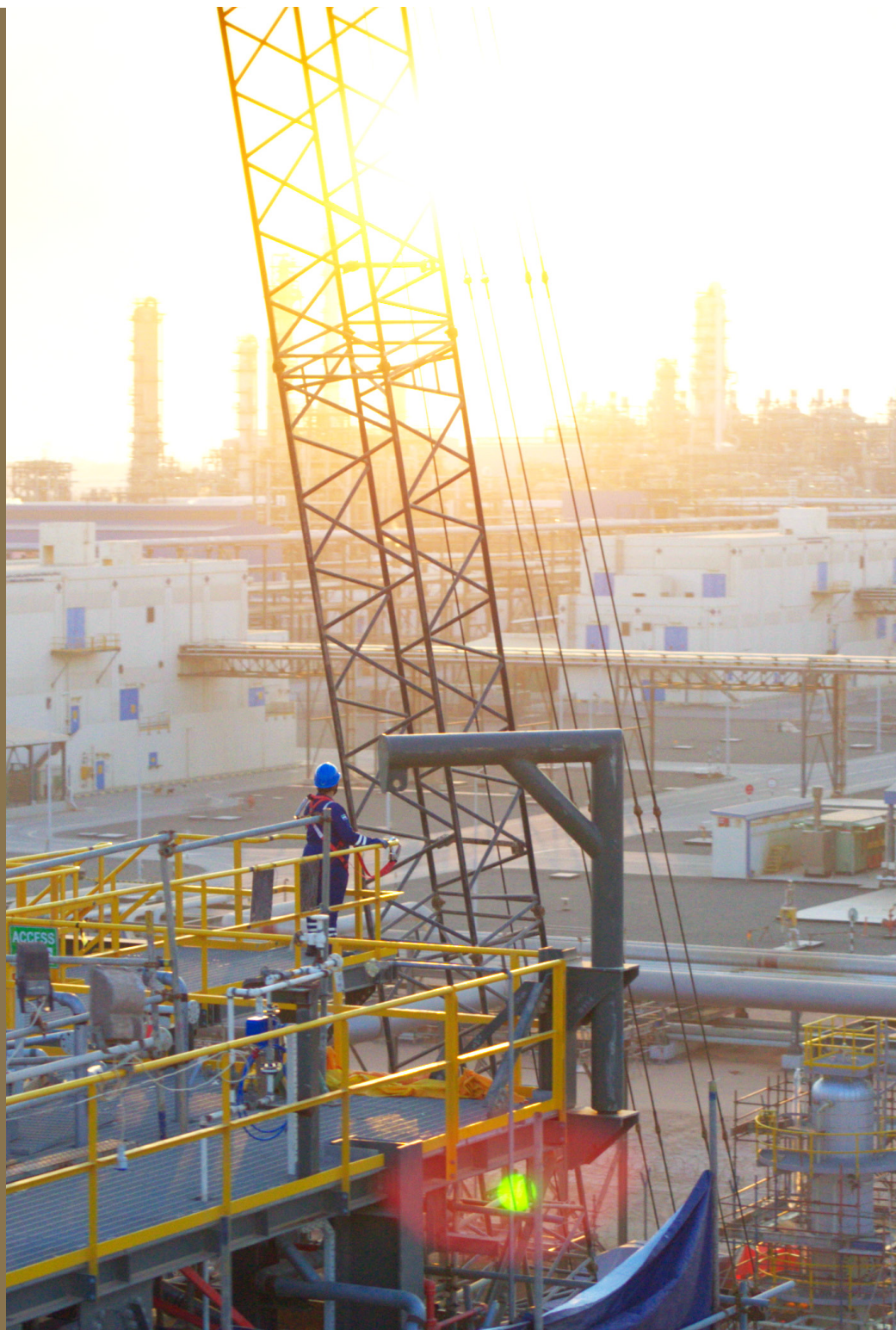
PRE-PROGRAM ENGLISH INSTRUCTOR

Ramadan is the most consecrated month of the year for me. I have felt very disconsolate being away from my family and unable to celebrate every evening with them. Along with that has been the spiritual seclusion of being alone with Allah for solitude worship. Ultimately, it is when "the gates of heaven are opened and the gates of hell are closed and the devils are chained." Everyone should try to seize this chance to reconsolidate what has depreciated during the previous months.

SAUD IBRAHIM AL AMERI

PRE-PROGRAM TRAINEE

As a Muslim who has been fasting during Ramadan for as long as I can remember, it is a time I hold close to my heart. This Ramadan has been a new experience for me. It is my first Ramadan while studying at the ADNOC Technical Academy. I used to sleep all the time during Ramadan, but now I have to attend classes and study. I still manage to go out and have fun with friends at night, taking into consideration all precautionary measures. Despite COVID-19, we had a fantastic experience!



MUBARAK HUSAIN

GRADUATES EARLY!

Although he was scheduled to graduate this September, Mubarak did so well while at the Academy that he was able to graduate many months earlier in March of this year. We were curious to hear how he was able to do this and to hear from him his secrets to success, which he was more than willing to share.

"My name is Mubarak Husain Al Hammami. I joined ADNOC Refining in Ruwais as an Operator in Development. I was a re-skilling participant and studied hard for four years, trying to learn as much as I could. Then, in order to enhance and sharpen my skills and practical knowledge, I joined the ADNOC Technical Academy in November of 2018. During my time there, I gained many skills that would inevitably boost my career at ADNOC Refining. I had many challenges during my journey at the Academy, which have made me a better person than I was before.

"One of the challenges I faced was having some, but not all knowledge about the oil and gas industry, such as what happens from the drilling and extraction phase, up until the refining phase. One of the courses, which I took as part of the training program, gave me the answers I needed and all the required knowledge of oil and gas, from the well up to the refined products. Moreover, one of the subjects that had always been a challenge for me was chemistry, but due to the great support that

was given to me and my classmates from our chemistry lecturer, Mr. Abdul Majeed, we were able to understand the subject and love it as well."

"I am grateful that I had arrived to the Academy with so much information to begin with. While I was here, I made sure I only focused on the most important things. I had my priorities straight. I made a commitment to myself to always do my best, because I wanted to be successful in my career. I was able to finish sooner than expected, because I never took a break. I never stopped. I was never sick and didn't take leaves. I just kept going and going, doing what needed to be done. If you stay focused and work hard, anything is possible."

"I would like to encourage my colleagues to continue studying at the Academy and always do their best and to try to grasp as much information as possible in order to succeed in their future career. They should serve their country proudly. The memories and experiences I have had at ADNOC Technical Academy will always be in my mind and remain a motivation for me to thrive in the future."



A FRONTLINE HERO

FARES MOHAMED AL MAHRI

The term Frontline Hero often conjures up ideas of doctors in Hazmat suits and soldiers in uniforms. But during the COVID-19 outbreak, technicians and operators across ADNOC sites in the UAE found themselves being essential parts of the machine, the business in motion, required to do their jobs despite great risk. Here, we feature a story of one of the Academy graduates, Fares Al Mahri, a frontline hero of ADNOC.

Fares Al Mahri is an Operator who is currently working at ADNOC Refinery, Ruwais Refinery. He is one of the first-batch graduates of ADNOC Technical Academy's new program specializing in Operations. He officially joined ADNOC Refinery in June 2019 and finished the Youth Development Program (YDP) in December 2019. From day one at site, Fares showed dedication and commitment and proved how competent he is by being punctual and performing excellently. Here, he shares with us his experience.

"I remember the first positive cases detected in the UAE. I was not surprised because the WHO had already announced COVID-19 as a pandemic, yet I was still very anxious. Immediately, the UAE took the precautionary measures needed to ensure our safety. At the time I was in the National Service Program, and we were sent back home for our safety." He added "When the UAE announced the first lockdown, I was requested to report to site

to be among the Emergency Shift team. ADNOC took strict precautionary measures and changed shift routines to reduce number of staff per shift. I found myself held on site, thinking it would just be a matter of a couple of weeks or a month shift rotation. However, in reality, I was held for five long months!"

Fares stated that it was a very challenging period of time. He said "My colleagues and I continued to work tirelessly to keep our operations running on site. We spent our free time exercising to stay in shape. What eased the strain of these times was being able to communicate virtually with my family on a daily basis, as well as the support I got from my team, supervisors, and site management."

Fares was one the Academy's outstanding trainees and was selected to give the Graduate's speech on behalf of his colleagues during the 2019 Graduation Ceremony.





SUSTAINABLE ACTION PROJECT FROM IDEAS TO ACTIONS

ADNOC Technical Academy is proud to participate, among many other universities across the UAE, in the Sustainable Action Project led by the Environmental Agency - Abu Dhabi and sponsored by Borouge for the 2021 edition. Since the campaign's release, back in March 2021, the Academy has gathered many great ideas from trainees and staff that will be implemented throughout the year.

One sustainable project idea initiated by Bakhit Ahmed Al Mansoori, a trainee in the Specialization phase, is to reduce the environmental impact of the textile industry by setting up used-clothes collection points on Academy premises. The collection points of used clothes from our community will then be recycled in partnership with

the "Make-A-Wish" Foundation. We aim at reducing the ecological footprint from clothes production and giving a second life to textile for those in need.

Many more sustainable initiatives will be started, thanks to the Academy family.



MEET MS. HEATHER LENAE

ENGLISH INSTRUCTOR (PRE-PROGRAM)

My name is Heather Lenae Allen and I am from Nashville, Tennessee in the United States of America.

I graduated from Tennessee State University with a BS Bachelor of Science Degree in Mass Communications (Media Studies/ Speech & Theatre) and a M.Ed. Master of Education Degree in Higher Adult Education. I also earned a CELTA Certification from Cambridge University in the UK.

I was a Senior Instructor in Training & Development for financial institutions and healthcare corporations in the US for many years before I decided to move abroad and teach English on the university level. Since 2011, I have taught English as a 2nd Language, English as a Foreign Language, English for Academic Purposes, English for Business Purposes, and English Public Speaking at several colleges and universities in the USA, South Korea, Oman, and now as an English Language Instructor in the Pre-Program Department here at ADNOC Technical Academy. I have been with the Academy since March 2019 and I love it!

Some things I enjoy doing in my free time are traveling, swimming, cooking, singing karaoke, exercising, and going to brunch with my friends.

One little known fact about me is that I played women's professional American football for the Tennessee Heat women's



football team many years ago. I LOVE AMERICAN FOOTBALL & INTERNATIONAL SOCCER!!! And yes, we wore helmets, pads and cleats, along with our make-up, perfume, and manicured nails. We played tackle football just the same way as the men in the NFL do, but we were more beautiful doing it. So, you can safely assume that I'm a pretty tough lady, who still loves to go to the spa and the salon!

It's a pleasure to introduce myself to you all. And, if you see me on campus, please don't hesitate to reach out and say hello.





MANSOUR AL MARZOOQI

A PROFESSIONAL POWERLIFTER

Mansour Al Marzooqi is one of the Academy's talents who joined the Academy a year and a half ago. He is currently in the specialization phase and preparing for his On Job Training. Mansour has an amazing talent in powerlifting. The interview below tells us more about Mansour and his hobby.

Can you tell us more about your hobby?

My passion outside of the Academy is powerlifting. It started off as just a hobby until I decided to take it to the next level in 2018 and became very good at it. In fact, I'm so good that I became a member of the UAE National Powerlifting Team. With passion and a good attitude, I feel I can do great things in powerlifting and at the Academy.

Have you ever competed in any local or international Championships?

I have competed in the Asian Championship and the World Championship competitions with the UAE National Team. I managed to win two Gold Medals at the Asian competition. I squatted 235kg, benched 192.5kg, and deadlifted 230kg. Moreover, I set a record at the World Championship. For the very first time, I placed fifth in the world! I managed to bench press 225kg!

How important is managing your sleep, meals, and daily schedule?

Very Important! My plan is to have five meals a day. I eat breakfast at 7:00, have a snack



at 11:00, eat lunch at 3:00, munch on a snack after my workout at 6:00, and finish with dinner at 9:00. I always try to go to sleep early so that my muscles fully recover. Then, when I wake up, I feel healthy and energetic.

Do you have any advice for our readers?

My advice to everyone is to never give up on your dreams, no matter what! Wishing you all the best!



YOUSUF ALI BESHAR

AN EXPERT IN SAILING

Yousuf Ali Beshar, a talented 25-year-old sailor, who joined the reskilling program in the Academy two years ago, and is currently training in the Pre-Program phase, shares his love for the sea and its heritage, in the following interview.

What sparked your interest in beach sports?

I come from a long line of fishermen, pearl divers, and shipbuilders. The sea and maritime life played a crucial role in the pre-oil history of the UAE and was the main source of livelihood for my grandparents and their ancestors. From an early age, my father used to take me to all his sea trips, where we did all sorts of water activities. I found them both enjoyable and relaxing at the same time, and ever since, it has become my life passion.

Which beach sport do you favour the most? And why?

Traditional sailing and fishing would have to be my favourite water sports, mainly because of the great value it holds within my family and how much it embodies our heritage. Sailing can be practiced using a variety of competition formats which gets me excited to participate and be part of a team. Whereas, fishing gives me a sense of bonding and wellbeing as it's an activity that allows me to spend more time with my family.



Other than for the fun of it, how has sailing benefited you?

This hobby is considered very physically challenging, thus, it helps with building and strengthening the body's muscle mass. On a personal level, I feel that sailing affords me the opportunity of developing my communication and leadership skills, due to its nature of teamwork and collaboration, where I have to interact with people from different ages and backgrounds. Therefore, learning to cooperate with all of them is a must.

Have you ever considered taking this hobby to a professional level?

Yes, as soon as I started entering competitions in 2017. The most recent competition I entered was the fourth edition of the Dalma Dhow Sailing Race which was actually sponsored by ADNOC. We took 16th place in crossing the finishing line.



SAVE BIG WITH THE MAZAYA OFFERS APP

Mazaya App Is now Live.

We are pleased to announce the launch of the new MAZAYA Offers app; a one-stop-shop to access exclusive offers and the best deals on hotels, restaurants, and numerous activities across the UAE.

The Mazaya offers are available to all ADNOC employees, alumni, trainees, and ADNOC partners. The offers include more than 800 exclusive discounts across different categories.

Download the app today, keep an eye on the latest offers, and receive notifications on the newest offers and nearby locations to explore. The app is available on the Apple App Store and Google Play.

For more information, please contact mazaya@adnoc.ae



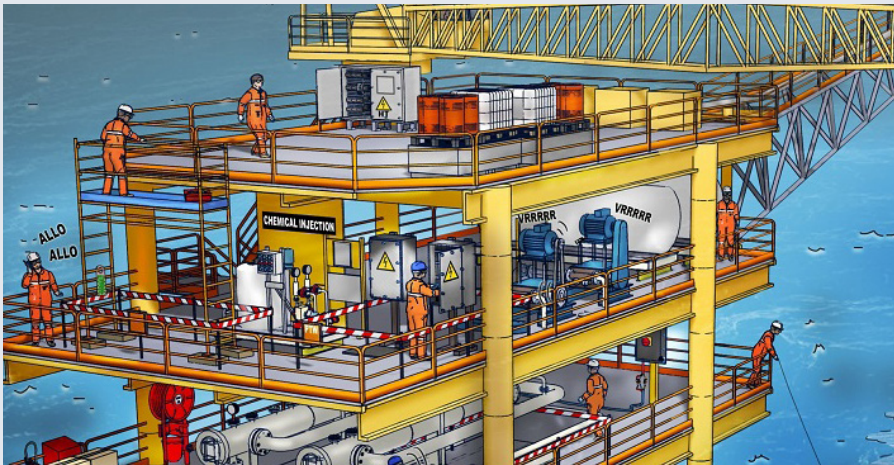
THE OBSERVATION CHALLENGE

HOW OBSERVANT ARE YOU?

Click on the picture below and find at least 10 of the 20 HSE risks and hazards to enter the raffle drawing for winning exciting rewards!

GAME INSTRUCTIONS:

1. Click on the picture to identify the HSE risks and hazards
2. You have two minutes to complete the game, and it's open for participation until 20 June 2021
3. Once completed, type your name and email address to enter the raffle draw
4. Winners in the raffle draw will be contacted via email to receive their rewards



UPCOMING EVENTS

28 August	Emirati Women's Day
23 September	ADNOC Technical Academy's Performance Reward & Recognition Day
5 October	World Teacher's Day
2 November	Flag Day
26 November	ADNOC Abu Dhabi Marathon
30 November	Commemoration Day & National Day Celebration
9 December	ADNOC Technical Academy's Performance Reward & Recognition Day

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