



## The importance of communication

Communication **promotes motivation** by informing and clarifying the employees about the task to be done, the manner they are performing the task, and how to improve their performance if it is not up to the mark.

Communication is a **source of information** to the organizational members for decision-making process as it helps identifying and assessing alternative course of actions.

Communication also plays a crucial role in **altering individual's attitudes**, a well-informed individual will have better attitude than a less-informed individual. Organizational magazines, journals, meetings and various other forms of oral and written communication help in moulding employee's attitudes.

Communication also **helps in socializing**. Proper communication helps in eliminating misunderstanding and enhancing relationship. In today's life the only presence of another individual fosters communication, it is also said that one cannot survive without communication.

Communication also assists in **controlling process**. It helps controlling organizational member's behaviour in various ways. There are various levels of hierarchy and certain principles and guidelines that employees must follow in an organization. They must comply with organizational policies, perform their job role efficiently and communicate any work problem and grievance to their superiors. Thus, communication helps in controlling function of management.

## HSSE "Message"

### How to Avoid Cold & Flu:

- **Wash your hands frequently:** Wash your hands as much as you can stand, and then some more -- especially after wrapping up a visit with someone who's sick,
- **Use alcohol-based hand sanitizer:** If you can't get to soap and water, sanitizer can kill cold and flu germs.
- **Avoid getting close to people who are sick:** For example, don't shake hands.
- **Keep your surroundings clean:** sanitizes doorknobs, light switches between sessions and let it be a practice.
- **Keep up a healthy lifestyle:** It's important to look after your own health, do all the things we all should be doing on a daily basis anyway, get good nutrition, don't smoke, and keep your allergies controlled, because if they're out of control, then your upper respiratory tree is already inflamed, which sets it up to more easily acquire a virus.



## HR "Tip of the Month":

- Leadership is not about a title or a designation. It's about impact, influence and inspiration. Impact involves getting results, influence is about spreading the passion you have for your work, and you have to inspire team-mates.
- A good leader is one who knows the way,

goes the way, and shows the way. A good leader takes a little more than his share of the blame, a little less than his share of the credit.

- Last but not least, the difference between management and leadership is that "Management is about doing things right while leadership is about doing the right things right".

# HR TRANSMISSION



الشركة الكويتية لنفط الخليج (ك.م.ك.)  
KUWAIT GULF OIL COMPANY (K.S.C)

"Our way of staying in touch"

October 2018



## Kuwaiti Success Story **Sara Akbar**

Akbar began her career working in departmental offices before attaining a position as a petroleum engineer for Kuwait Oil Company. Between 1981 and 1999, Akbar worked in the oil sector at Kuwait Energy, a company she co-founded and served as CEO. She is the first woman to hold a leading position in the Middle East oil and gas industry.

During the 1990 invasion of Kuwait by Iraq, most of the oil wells in the country (80%) were attacked by Saddam Hussein's army. Akbar was the lone woman on a rogue team of petroleum engineers who acted against orders to take on the dangerous task of dousing oil well fires. She believes it was her familiarity with the wells that allowed her team to be successful and said: "I

worked on the oilfields, offshore and onshore, day and night, and the result of this work was that I knew the oilfields very well... There were 800 wells and I knew every single one like the back of my hand." Their efforts were later shown in Fires of Kuwait, a 1992 documentary that was nominated for Academy Award for Best Documentary Feature.

In 2006, Akbar was behind the creation of oil and gas legislation and regulations in Somalia. She also was a "catalyst" humanitarian efforts in the country. Under Akbar's direction, Kuwait Energy sponsored approximately "two hundred women to start up small business markets...

Akbar served as the director-at-large of the Society of Petroleum Engineers in 2007.

In January 2018, Akbar became the only woman on the Board of Trustees of the Silk City and Boubyan Island development authority for the project Madinat al-Hareer. She resigned as the CEO of Kuwait Energy in 2017.

## HR Coming-up

### Oracle Fusion System

Human Resources Group is pleased to announce the forthcoming launch of **first Phase** of all new Oracle Fusion System.

Oracle Fusion Global Human Resources will enable KGOC to maximize employee value by aligning resources and people with business objectives and entering and maintaining information related to people, employment,

and work structures. Meantime the Absence Management Application is a configurable and flexible global solution that will allow KGOC to effectively manage absences of its workforce.

We proudly declare that KGOC is the first "K" company to implement Oracle Fusion System within the Kuwait Oil Sector and soon will announce the **Go-Live** date of the first Phase.

## Humor of the Month

**Mother:** "How was school today, Son?"

**Son:** "It was really great mum! Today we made explosives!"

**Mother:** "Ooh, they do very fancy stuff with you these days. And what will you do at school tomorrow?"

**Son:** "What school?"

