Taking Steps Towards a Sustainable Future

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Dolphin Energy Launches 2010 Sustainability Report

In August Dolphin Energy released details of its second sustainability report. The report was prepared in conjunction with the Global Reporting Initiative (GRI), which is renowned for developing comprehensive international guidelines for sustainability reporting. Once again, Dolphin Energy’s report was classified by the GRI as ‘A+’, indicating high levels of transparency.

This year’s report measures Dolphin Energy’s performance in 2010 against a set of key sustainability performance indicators and targets set in 2009 and provides highlights across the following areas – creating economic opportunity, minimizing environmental impacts, ensuring safe operations, improving community engagement and becoming the employer of choice.

Commenting on this year’s performance, our CEO, Ahmed Al Sayegh, said: “I am particularly pleased that we have deepened our commitment to embedding the principles of sustainability across the company. The integration of sustainability key performance indicators into the business plan demonstrates our commitment for the long term as we implement measures that help contribute to social development, economic growth and well-being locally and nationally.”

Highlights from the 2010 report include a reduction in flaring by 56%, compared with the GRI reduction in greenhouse gas emissions (GHG) from the previous year, as well as the development of a GHG Emissions Register in Qatar, based on EU guidelines and protocols.

Dolphin Energy’s Qatari Operations Division recorded more than 7.7 million man hours without a lost time incident (LTI) while the UAE Operations Division registered more than 1.7 million man hours without an LTI.

In addition the company reached a major milestone in producing 100 million barrels of condensate and 2 trillion standard cubic feet of natural gas. The completion of TTP in December 2010 saw the construction and laying of a 244 kilometer pipeline to meet the requirements of its customer, the Abu Dhabi Water and Electricity Company.

Furthermore, Dolphin Energy has seen an increase in the numbers of Emiratis and Qataris choosing to work for the company as it strives to meet the nationalization targets set out by the governments of the UAE and Qatar.

“While we have made progress in our performances in some critical areas the report also outlines very clearly where improvements can be made. We have already begun the process of looking at this so that we meet our obligations.”

“This process of continuous improvement will help us to drive positive economic, social and environmental impacts and help us meet our obligations as an effective and responsible partner, neighbor and employer,” added Mr Al Sayegh.

The report for 2010 marks further progress in embedding sustainability in the business.

Dolphin Energy Concludes First Customer Satisfaction Survey

A s part of its commitment to being a leading and reliable supplier of natural gas to all its customers, Dolphin Energy has conducted its first customer satisfaction survey. India Research International was commissioned and spent eight weeks interviewing dolphin energy’s customers in the UAE and Oman as well as in Dubai, Abu Dhabi and Qatar, collecting feedback and insights.

“The use of an independent consultant ensured our customers answered frankly and freely and we were pleased that all our customers participated in the survey. The Overall Customer Satisfaction rating indicated that Dolphin Energy was, in the tourism, 90% (of 10), which put us in the satisfactory range and above (the worst range) explained Awan Ali Qubaisi, Dolphin Energy’s VP Marketing & Communications.

“The survey results have highlighted the areas where we need to improve to better meet our customers’ expectations. We have already started implementing initiatives and actions to address these areas,” commented Dolphin Energy’s General Manager in the UAE, Ibrahim Al Arayssi.

“All employees play a role in maintaining the reputation of the company and ensuring we are customer focused. Working together has enhanced our customers’ experience and our perception of Dolphin Energy. Emiratis and Ahmed Al Sayegh, Dolphin Energy’s General Manager in Qatar.

Dolphin Energy recently tested its emergency preparedness and response by holding three large scale exercises in May and June across the UAE and Qatar.

Emergency Management Teams (EMTs) were activated and supported by the media, market research and customer response teams in both countries. Major incidents were simulated and then escalated in severity to test all levels of the emergency management and response.

Emergency Response Exercises Conducted

Dolphin Energy Launches 2010 Sustainability Report

Emergency Response Exercises Conducted

New Customer Complaints Management Procedure Rolled Out

Takatof Honors Dolphin Energy for its Continued Support

Takatof, the program that encourages young people into humanitarian and social initiatives, celebrated its fourth anniversary in June 2011 and honored Dolphin Energy for its continued support.

HH General Sheikh Mohamed bin Zayed Al Nahyan, Crown Prince of Abu Dhabi and Deputy Supreme Commander of the UAE Armed Forces, honored more than 1,500 dedicated young Emirati volunteers who have played an important role in contributing to national events such as the Formula 1 Etihad Airways Abu Dhabi Grand Prix and the FIA Club Cup World Cup.

In addition, the ceremony also recognized the contribution made by volunteers of the National Emergency Response Program (SAN), a joint initiative between Takatof and the National Crisis and Emergency Management Authority (NCERMA) to recruit and train volunteers to respond to national and local emergencies.

Our CEO, Ahmed Al Sayegh, who was present at the awards ceremony, said: “It’s an honor to receive this award. Since the establishment of Takatof, Dolphin Energy was very keen to support the program because of the social and humanitarian aspects that the initiative offers.”

Since Takatof’s establishment in 2007 by the Emirates Foundation, more than 18,000 people have taken part in the initiative and have contributed over 500,000 hours of their time.

In addition to these efforts, the Crisis Management Team was subjected to a grueling ‘Table Top’ exercise scenario involving many factors of crisis management. Team members were required to plan and execute a company-wide drill against a barrage of problematic inputs as the scenario unfolded.

“Overall, the drill was well executed and we will take the learnings to ensure we make improvements as requested,” concluded Al Rahbi.

The findings of the recent customer satisfaction survey highlighted the need for excellent communication, co-ordination and processes in order to meet our customers’ needs.

Being a customer focused company, Dolphin Energy strives to enhance its responsiveness to the needs and concerns of its customers.

To that end, a new initiative, the Complaints Management System, has been developed to ensure that any complaints from our customers in the UAE and Oman as well as in Saudi, QP and FLROC are managed and resolved in an efficient, effective and professional manner.

The new procedure improves the existing process and ensures customers receive optimal feedback at all times.

The new system also provides more efficient inter-departmental coordination for resolving issues and maintains a centralized complaints register.

This initiative is part of the wider scheme to be more customer focused.

The complete procedure can be viewed on Dolphin Insight.

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Complaints Management System
Senior Managers Work, Plan & Play

Members of Dolphin Energy’s senior management team left the Desert Islands Resort tired but energized and enthusiastic hearing just how things are going at Dolphin Energy. Participants completed a highly productive team-building event.

Dolphin Energy leaders also participated in an exercise which provided feedback on individual personalities, which were then developed into a team profile. Knowledge of each other’s personal preferences will improve executive teamwork and coordination.

Core Competency Model

The second day saw executives focus on strategic issues of human capability – the creation of Dolphin Energy’s core competency model. Core competencies were identified at three organizational levels: executive, management and individual contributor. The model will serve as the foundation for many HR systems including selection, training & development and performance appraisals.

More details on the model, which is critical to future company success, are included in the article below.

Competencies: The Building Blocks of Talent Management

Dolphin Energy’s Talent Management section is relatively new. In fact, at one point in time, Talent Management, or “TM,” was charged with the task of providing adequate support to the business so that the company could meet its strategic objectives. TM’s mission was to provide the right people with the right skills at the right time.

A competency is defined as a skill, knowledge or behavioral trait. Core competencies are those which define some aspect of the ideal employee. One of TM’s goals is to provide a pool of employees who can deploy Dolphin Energy’s core competencies towards meeting company goals.

Developed during the senior managers’ retreat team building event, the core competency model contains competencies at each level: executive, management and individual contributor. While foundation competencies apply to employees at all levels, core competencies are specific to one of three organizational levels: executive management and individual contributor.

The model will be used to drive excellence across the company and serve as the basis for selection, performance management, future career development, assessment and will be used in evaluating job descriptions.

*The model tells us what people are intrinsically able to do. Our job is to build systems, design training offerings, and develop developmental assignments to move people towards achieving proficiency.*

Dolphin Energy Core Competency Model

- **Manages Self**
  - Functional and Technical Skills
  - Informing
  - Self Development
  - Time Management

- **Manages Others**
  - Conflict Management
  - Managing and Measuring Work
  - Motivating Others
  - Problem Solving

- **Manages the Business**
  - Decision Quality
  - Managing Vision and Strategy
  - Organizational Agility
  - Strategic Agility

Foundation

- Customer Focus
- Drive for Results
- Ethics and Values
- Timely Decision Making

Survey Results Actioned

The first UAE General Managers’ meeting of the year took place on 30th March 2011, giving employees the opportunity to meet and raise questions to members of the senior management team.

As part of its ongoing commitment to keep employees informed about current and future improvement actions, Dolphin Energy’s HR Manager provided an update on the Recognition Awards Program, outlining changes in response to the recent Employee Engagement Survey. The program has been enhanced and expanded to provide more opportunities for employees to recognize and reward ‘individual contributions.’

In his welcoming address, Mr Al Ansari re-emphasized the company’s commitment to a safe and healthy workplace. He re-emphasized the strict policy in place and made it clear that every single employee must comply with the guidelines at all times.

Following this, Ella Al Falasi, HR Manager then provided an update on the Recognition Awards Program, outlining changes in response to the recent Employee Engagement Survey. The program has been enhanced and expanded to provide more opportunities for employees to recognize and reward ‘individual contributions.’

Although the rankings were very good, company executives took time to study how engagement might be further improved. Meetings held recently in Abu Dhabi and Dubai produced action plans for further improvement to employee engagement and morale.

Members of the senior management team met with consultants from AonHewitt, who presented detailed feedback from the survey, focusing on Dolphin Energy’s impressive scores and also on areas for improvement.

Although overall results between Qatar and the UAE were very similar, there were some differences. The four areas selected for improvement were: Change Opportunities, Training & Development, Performance Appraisals and Recognition. Once the action plans were completed, they were consolidated and presented to our General Managers for approval.

During the remainder of 2011 and 2012, Talent Management will first collect additional data to sharpen the focus of upcoming improvement actions.
Dolphin Energy Participates in 7th Qatar Reliability Forum

Dolphin Energy's Qatar Operations Team (QO3) joined their industry peers and participated in the 7th Qatar Reliability Forum which was held on 7th April 2011. In addition to Dolphin Energy, the oil and gas industry was represented by Qatar Petroleum, Ras Gas, Qatar Gas, Shell, and various nationalities and organizations from Hamad Medical Corporation (HMC), during the Earth Hour ceremony held on 14th June 2011, at the Doha Sheraton Hotel.

For the second year in a row, Dolphin Energy participated in Earth Hour, the international initiative held to highlight the need to combat climate change effects on the planet. On 30th March 2011, at 8:30pm, all non-critical lighting, electrical appliances and floor lights in Dolphin Energy Tower were switched off for one hour.

An internal circular was issued to all employees encouraging them to observe the occasion at their homes and switch off the lights at the same time.

Countries around the globe including America and those in Europe and the Middle East (including Qatar and the UAE) stood in darkness for 60 minutes, demonstrating support to combating global warming and climate change.

While the lights were turned off at Dolphin Energy Tower, company employees were asked to observe the same commitment at home.

The award was received by our DVP Public Relations, Ajlan Al Ewaini, on behalf of the company.

About 360 voluntary donors representing various nationalities and organisations were honored in the presence of the Minister of Health, HE Abdullah bin Khalid Al Khater and HMC Managing Director, Dr Naraan Al Rumaihi.

The event also focused on the need to attract more blood donors. HMC has witnessed greater demand for blood donations due to the opening of new hospitals and the increase in vaccination, in addition to the expansion in cardiovascular surgeries and liver and stem cell transplants.

Dolphin Energy Receives Award from Hamad Medical Corporation

The event was well supported.

Dolphin Energy’s sponsorship of A Flower Each Spring Program, the event designed to nurture and preserve Qatar’s Flora environment; Held in Ras Laffan on 7th May 2011, the event was organized by the Friends of the Environment (FEC).

The objectives of the Program include increasing community awareness of the importance of vegetation in protecting the environment from degradation and desertification; building a positive attitude towards the natural environment among young people and developing capacity and creativity in the fields of environmental development, especially among children.

This year’s event aimed to create awareness about the conservation of the Arctostaphylos Glaucum shrub. Four hundred students attended the Program and learned about saving planting birds, insects and waste management and plant dining. In addition, the Quranic Garden section featured plants mentioned in the Holy Quran, classified into three categories – Desert, Tropical and Mediterranean.

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Dolphin Energy Revs Up for Qatar Community Outreach Program from 21st Large Scale Safety Initiative Which Began in The RLIC Road Safety Campaign Is Part of a

Risk Assessment & Management Workshop Held

On 8th and 9th March 2011, a Risk Assessment & Management Workshop was held in Ras Laffan for Dolphin Energy Qatar Operations (QOPs) HSE staff and members of the QHSE&S team in Abu Dhabi.

The workshop was facilitated by Dr. Stewart W. Darke, Field HSE Manager, and covered a wide range of risks and safety engineering topics such as Process Hazard Analysis, PHA; Techniques & Risk Mitigation (QCs & DQs); Field Safety Practices at Dolphin Energy and Emergency Response at Ras Laffan.

In addition, an overview of Dolphin Energy Fire Detection & Protection Systems was delivered as well as a presentation that explored the Safety Site of the Future. Presentations were given by Dr. Darke, Combined Unit Coordinator Neil Cooper and Edmund Balmes.

Dolphin Energy Hold Safety Performance Workshop

A part of its commitment to the highest standards of safety, Dolphin Energy’s HSE&S Manager in Qatar, Al Malki commented, “We believe that safety is everyone’s responsibility and, therefore, part of our daily routine. This year’s program aimed to raise awareness of road safety issues for children, their parents and other adults with special focus given to enabling students to take a proactive and responsible approach to protecting themselves, their families and their friends.”

In addition to Dolphin Energy, other major QOPs based companies participated in the program including Qatar Petroleum, Al-Khaleej Gas, Onyx Gulf, QatarGas and TECO. Students were invited to participate in a road safety quiz.

Dolphin Energy Hold Safety Performance Workshop

“Rather than simply handing out information, this initiative was more interactive and worked with the local communities to address issues of concern. This made it more meaningful and helped to increase a mindset around the safety of our children,” Al Malki added.

Other activities included the annual road safety art competition. Prizes were awarded to the three best contributions from each school and the winning drawings will be used in the annual Road Safety Calendar. Parents were also invited to participate in a road safety quiz.

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IT Steering Committee Convenes

At its Annual Contractor HSE Review, UOPS Celebrates its Success

Taking place at our offices in Abu Dhabi on 28th May, the meeting, which was attended by Dolphin Energy’s senior management team and management from IT, convened to share requirements with representatives of the company’s development and departments.

The meeting provided a forum for the implementation of a long term strategy which was developed at the start of 2011 and discussed to allow IT to monitor and meet the requirements of all Dolphin Energy activities. Also subject to discussion was IT’s portfolio, business plan and service level agreements.

Following Oman’s success, Dolphin Energy’s Acting DVP IT, Fawaz Achanor, Dolphin Energy’s VP Corporate Affairs, commented, “We realized that in order to provide effective and winning solutions over a long term roadmap needed to be developed. This has allowed us to validate the requirements, discuss issues and priorities and deliver on our commitments.”

“This meeting allows us to action all these elements. We do this through portfolio management, checking the right things – so that we can then make the right decisions. This is project management.”

The IT Steering Committee meets twice a year to review the budgeting season and again in November to review the tactical budgeting season and again in November to review the tactical performance plan for the forthcoming year.

Contractors Recognized for their HSE Commitment

On 31st May 2011, the UAE Operations team of UOPS recognized its first Successful Contractors for their HSE performance.

Taking place at Taweelah, the meeting aimed to recognize the achievements of contractors and their contribution to maintaining Dolphin Energy’s HSE culture across the company and to encourage continuous improvement in terms of HSE performance and best practices.

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Dolphin Energy's VP QHSE&S, Ali Al Rahbi, said it was an enjoyable experience. "This is the first lecture which covered vitamin D consumption, psychology and sun exposure. This helped to provide considerable cost savings. TSD works on minor projects relating to usability studies and conceptual designs. We also introduced project management guidelines for minor projects. An example of the work was the construction of a Border Pressure Control Valve Modification Project. We are currently managing the new Dolphin Energy HQ and are leading an experienced team to construct our new offices which are being built at Al Bahia in Abu Dhabi.

Our mission is to provide cost effective, safe and environmentally sound technical solutions that consistently surpass customer expectations. How do you coordinate with the team in Qatar? We maintain a strong relationship with our colleagues in Qatar and exchange information, share knowledge and provide assistance whenever required.

Can you provide examples where TSD impacts positively on Dolphin Energy? We are passionate about technical integrity and cost. As a result, we always review options before making a decision. We also care about environmental impact and safety and ensure these are always observed in our designs. We also ensure that our UAE National employees – interns and associates alike – are given training and development opportunities. In addition, we also ensure that we implement new company initiatives for the benefit of the team.

The team is small but we see ourselves as a family which really helps to engender a positive work environment. How would you sum up TSD in three words? Professionalism, commitment and excellence.

In addition, Dolphin Energy donated money to provide school kits which helped supply some 500 children with stationery and backpacks. "It is very important that those who can make a contribution do so. The holy month of Ramadan is a time to reflect and think of others less fortunate. In this context, we felt it was right to sponsor the Program rather than organise an event for our employees and allocate funds accordingly," explained Dolphin Energy's GM in the UAE, Ibrahim Al Ansari.

The Takatof Ramadan Project is the largest of all initiatives undertaken by the social volunteering program. It focuses on assisting those less fortunate while cultivating young volunteers’ social and responsible values. This year, more than 500 families located across the country were supported.

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I joined the company in August 2007 as the General Manager of Dolphin Energy Qatar. Prior to that, I had been working at Bungee and because most of my four years there was mostly spent in Houston and London, Qatar felt like I was only next door!

My career has been very stable and I started as an operator in ADNOC's refinery in 1977. I then moved into the petrochemicals sector in 1996 and spent two years with HSE, helping to establish the discipline from scratch. This was followed by time spent focusing on Quality Assurance for one year when ISO-9001 certification was achieved. In 2004, I moved to Projects and became VP for Site Support at Bungee. I was responsible for the operation of ethylene and polyethylene. Knowledge of HSE, Quality Assurance, Projects and Operations has given me the broad experience required to understand the roles and responsibilities of the many divisions within Dolphin Energy and I have brought this experience with me. The three key strengths I bring to the table – teamwork and downstream – are a feature of the value chain in the oil and gas industry and I have been lucky enough to work extensively in those sectors. This has also allowed me to attain personal growth.

I am responsible and accountable for all the company's activities in Qatar, including maintaining relationships with important stakeholders. Being a good neighbor and contributing to the community is my primary concern and I take more than a keen interest in helping to maintain Dolphin Energy's reputation through the many community initiatives we undertake.

On a more personal level, I feel that I am responsible for every single person in the organization – they are all my sons and daughters. I wake up in the morning and make sure that everyone is safe and many employees commute from Doha to Ras Laffan every day.

I do like to challenge my team to perform at all times. I feel that this is the best way to maintain the highest standards required for success. Dolphin Energy is a great company and I now well established in terms of systems, procedures and great people. My main challenge, as I see it, is to challenge people to stay motivated. I consider myself a workaholic. I could be working till 8:00pm or 9:00pm which is partly due to the fact that I live away from my family. I find that I am more productive after 3:00pm when the office is quieter. Sometimes I work at the weekend while on others I take the opportunity to fly back to the UAE and spend time with my family.

In the very little spare time I have when I am not working, I like to spend it with those of friends at "Souk El Waqf", one of the most popular places in Qatar. My hobbies mostly revolve around collecting gadgets. Anywhere I go, the first place I visit is the electronics shops. I am interested in the latest technology to an extent where I compete with IT professionals. I have been known to call my kids and ask for recommendations from time to time, which I am always happy to give. I also love traveling to countries with spectacular scenery and nature. One such country is Tanzania. Wildlife, scenery and nature are beautiful and I like to go on safari to enjoy the beautiful environment and surroundings.

Many readers may be surprised to know that I was once an actor. I acted from 1969 to 1980 and was in a number of TV series and theater shows, the most famous TV show was "Wahabib". However, as my responsibilities increased, I decided to focus more on my career in the energy sector.

I ASPIRE: Career wise, my hope for Dolphin Energy is that it gets additional gas. In the meantime, I will do all I can to represent the company in Qatar and support my colleagues in their day-to-day roles and responsibilities.

I am also committed to ensuring that we meet the requirements of our customers in the UAE and Oman while maintaining the positive relationships with the many important stakeholders we have in Qatar and the UAE.

I am also keen that we continue to develop Qatar and UAE Nationals so that we can ensure the future success of the company.

Adel Albuainain

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In the very little spare time I have when I am not working, I like to spend it with those of friends at "Souk El Waqf", one of the most popular places in Qatar. My hobbies mostly revolve around collecting gadgets. Anywhere I go, the first place I visit is the electronics shops. I am interested in the latest technology to an extent where I compete with IT professionals. I have been known to call my kids and ask for recommendations from time to time, which I am always happy to give. I also love traveling to countries with spectacular scenery and nature. One such country is Tanzania. Wildlife, scenery and nature are beautiful and I like to go on safari to enjoy the beautiful environment and surroundings.

Many readers may be surprised to know that I was once an actor. I acted from 1969 to 1980 and was in a number of TV series and theater shows, the most famous TV show was "Wahabib". However, as my responsibilities increased, I decided to focus more on my career in the energy sector.

I ASPIRE: Career wise, my hope for Dolphin Energy is that it gets additional gas. In the meantime, I will do all I can to represent the company in Qatar and support my colleagues in their day-to-day roles and responsibilities.

I am also committed to ensuring that we meet the requirements of our customers in the UAE and Oman while maintaining the positive relationships with the many important stakeholders we have in Qatar and the UAE.

I am also keen that we continue to develop Qatar and UAE Nationals so that we can ensure the future success of the company.
دولة الإمارات العربية المتحدة: "من الضروري جداً في بمناسبة شهر رمضان المبارك، رعت شركة دولفين موظف في الشركة ومبالغ كبيرة من أجل تقديم أسرة منتشرة في شتى مناطق دولة الإمارات من تقديم المساعدة في هذا الشهر الفضيل المحتاجين في مختلف أنحاء دولة الإمارات العربية. وقد استفادت أكثر من المسلمون المحتاجين. وانطلاقاً من حرصنا على الأضخم من بين جميع المبادرات التي ينفذها دولفين للطاقة أنه من الأنسب أن نرعى برنامج هو الفرصة للتأمل والتفكير باحتياجات إخواننا في شهر رمضان: شهر من العمرة والطهارة. نعدّه. بالإضافة إلى ذلك، نحن نسعى دائماً إلى كسر الأمور التي تعرقل عملنا بدراسة جميع الخيارات قبل اتخاذ أي قرار. كما نولي أهمية كبيرة للمسائل المتعلقة بالتكاليف والسلامة الفنية، وبالتالي نقوم بال سبيل والطرق الجديدة لفائدة جميع الموظفين بالشركة. الإيجابي لعمل الخدمات الفنية على مستوى الشركة ووزنهم وذلك لتوفير الحماية اللازمة لهم.ناهمل نحن نشدّد على أهمية مبادئ الإحسان، الإلتزام والتميّز. ونحرص على وجود علاقات قوية مع زملائنا في الإدارة والأقسام الأخرى في الشركة والتنسيق في القيام بالأعمال المطلوبة منها بسهولة وروح إيجابية. ونستثمر في تدريب الموظفين في دوازق الفن والثقة بشكل يمكن أن يساهم في جودة حياة الموظفين. وننظر في الحاجات وأسباب إضافية للقيام بذلك. نعمل على تعزيز قسم الخدمات الفنية لنتعرف على قسم الخدمات الفنية لمده بходят في مجال خدماته وفقاًًٍ للأساليب الحديثة والتكنولوجيا. نستثمر في التدريب الداخلي لتقديم تلك الخدمات. ونعمل على تعزيزها في القسم بجميع الوثائق الفنية الأصلية نظراً لأنه ضروري أن تكون وثائقنا دقيقة ومتوافقة تماماً مع المقاييس والمعايير الدولية. نعطي أهمية خاصة للوضوعية والسلامة الفنية والاحتياجات غرض الحفاظ على سلامة الحالة الفنية، وبالتالي نقوم بال سبيل والطرق الجديدة لفائدة جميع الموظفين بالشركة. الإيجابي لعمل الخدمات الفنية على مستوى الشركة ووزنهم وذلك لتوفير الحماية اللازمة لهم.ناهمل نحن نشدّد على أهمية مبادئ الإحسان، الإلتزام والتميّز. ونحرص على وجود علاقات قوية مع زملائنا في الإدارة والأقسام الأخرى في الشركة والتنسيق في القيام بالأعمال المطلوبة منها بسهولة وروح إيجابية. ونستثمر في تدريب الموظفين في دوازق الفن والثقة بشكل يمكن أن يساهم في جودة حياة الموظفين. وننظر في الحاجات وأسباب إضافية للقيام بذلك. نعمل على تعزيز قسم الخدمات الفنية لنتعرف على قسم الخدمات الفنية لمده بходит في مجال خدماته وفقاًًٍ للأساليب الحديثة والتكنولوجيا. نستثمر في التدريب الداخلي لتقديم تلك الخدمات. ونعمل على تعزيزها في القسم بجميع الوثائق الفنية الأصلية نظراً لأنه ضروري أن تكون وثائقنا دقيقة ومتوافقة تماماً مع المقاييس والمعايير الدولية. نعطي أهمية خاصة للوضوعية والسلامة الفنية والاحتياجات غرض الحفاظ على سلامة الحالة الفنية، وبالتالي نقوم بال سبيل والطرق الجديدة لفائدة جميع الموظفين بالشركة. الإيجابي لعمل الخدمات الفنية على مستوى الشركة ووزنهم والتي تجعلهم يشعرون بالاحترام والثقة لعملهم. نعمل على تعزيز قسم الخدمات الفنية لنتعرف على قسم الخدمات الفنية لمده بходит في مجال خدماته وفقاًًٍ للأساليب الحديثة والتكنولوجيا. نستثمر في التدريب الداخلي لتقديم تلك الخدمات. ونعمل على تعزيزها في القسم بجميع الوثائق الفنية الأصلية نظراً لأنه ضروري أن تكون وثائقنا دقيقة ومتوافقة تماماً مع المقاييس والمعايير الدولية. نعطي أهمية خاصة للوضوعية والسلامة الفنية والاحتياجات غرض الحفاظ على سلامة الحالة الفنية، وبالتالي نقوم بال سبيل والطرق الجديدة لفائدة جميع الموظفين بالشركة. الإيجابي لعمل الخدمات الفنية على مستوى الشركة ووزنهم والتي تجعلهم يشعرون بالاحترام والثقة لعملهم. نعمل على تعزيز قسم الخدمات الفنية لنتعرف على قسم الخدمات الفنية لمده بходит في مجال خدماته وفقاًًٍ للأساليب الحديثة والتكنولوجيا. نستثمر في التدرب.
بالإضافة إلى أن الرياضة بمختلف أنواعها تساعد المراكزين الأول والثاني على التوالي، بينما حل حلول جيدة لها وذلك من خلال إدارة المحافظ ثم تابع قائلاً: "لقد كان هذا الاجتماع فرصة لنا والثانية في شهر نوفمبر من أجل مراجعة سواء كانوا من اللاعبين أو المشجعين".

ويُعرف بإدارة المشاريع، كما كان التحكيم عادلاً.

أوكسي بالمركز الرابع.

يُعرف بإدارة المشاريع.

تحتفل بإنجازاتها وانتهى من جهته، أضاف السيد فارس شيموني، نائب الرئيس التنفيذي المساعد (بالإنابة) لتقنية المعلومات، حيث صادق المجتمعون على المدى الطويل. وجرى التركيز في هذا الاجتماع على "التحقيقات"، وذلك للاعتراف بالصعوبات والعوامل المثيرة للتغيير. التحقيقات تشمل التحقيقات الفنية، ومعالجة ومعالجة الفائدة الرسمية للمستهلك، التي تم تقديمها في الندوة.

وفي معرض تعليقه على أهمية الحوار، والتعاون والتفاهم، ضعف السيد عادل أحمد، رئيس مؤسسة عالمية، في أن يكون هذا التعاون الشامل مع شركاء الأعمال والعملاء، على النحو الذي يتم في هذا الاجتماع، القوة الأساسية للمستقبل.

وفي هذا الاجتماع، اتفق الحضور على "ال�장ات"، و"القوة"، و"الجد"، و"الرضا". وحضر هذه ندوة عدد من المسؤولين، الذين تابعوا خلال الاجتماع، لمناقشة أهمية التعاون في القضايا الرئيسية.

وفي نهاية الاجتماع، تم تقديم بعض تكريم المقاولين لالتزامهم بإجراءات الصحة والسلامة والبيئة التي تتبعها الدول란دس وإجراءات الصحة والسلامة والبيئة، واتباع إجراءات الصحة والسلامة والبيئة لديها وكيفية التفكير في ذلك حملات السلامة العامة، وحالات موت الأشخاص، وحالات قتل الأشخاص، وحالات هروب الأشخاص، ومعالجة، ومعالجة معالجة وتفادي هذه الحالات لضمان السلامة في العمل.

وقد قدمت كل شركة مقاولات في هذا البرنامج على ضرورة اتباع الطلاب للأساليب والسياسات والأنظمة التي تضمن السلامة في العمل، واتباع الإجراءات المناسبة لضمان السلامة في العمل. وحضر هذه الندوة عدد من المسؤولين، الذين تابعوا خلال الاجتماع، لمناقشة أهمية التعاون في القضايا الرئيسية.

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وعندما شهد في ختام المسابقة توزيع الجوائز على أفضل الأداء في مجال الالتزام بإجراءات الصحة والسلامة في بيئة العمل، واجب على المحافظات عند توزيع الجوائز، أن يكون ذلك على مستوى أعلى. وحضر هذه الرسومات الفائزة في التقويم والحضور والدورات التدريبية لضمان التزامهم بالقانون، واتباع الإجراءات المناسبة لضمان السلامة في العمل.

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دولفين للطاقة ترعى برنامج لكل ربيع زهرة

وللأول مرة في دولة قطر، ترعى شركة دولفين للطاقة المحدودة برنامج "كل ربيع زهرة"، والذي يهدف إلى تعزيز الوعي النباتي والأخلاقية بين السكان. انضم عدد من موظفي الشركة إلى الدورة التعليمية التي تقام في فندق شيراتون الدوحة، حيث تعلموا كيفية التعامل مع النباتات والعناية بها في سياق منجزatable.

مزبلة الانتفاضة التعليمية: هدف البرنامج هو تعزيز الوعي النباتي والأخلاقية بين السكان، وتذكيرهم بأن النباتات تحمل قيمة كبيرة في الحياة. كما يتم التركيز على كيفية التعامل مع النباتات بشكل صحيح، وتشجيعًا على نمو الأنشطة النباتية في المنزل والمجتمع.

تشجيع الوعي النباتي: برنامج "كل ربيع زهرة" هو جزء من جهود شركة دولفين للطاقة في تشجيع الوعي النباتي والأخلاقية، حيث يهدف إلى تعزيز الوعي النباتي والأخلاقية بين السكان. يهدف البرنامج إلى تعزيز الوعي النباتي والأخلاقية بين السكان، وتذكيرهم بأن النباتات تحمل قيمة كبيرة في الحياة. كما يتم التركيز على كيفية التعامل مع النباتات بشكل صحيح، وتشجيعًا على نمو الأنشطة النباتية في المنزل والمجتمع.

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رؤيـة دولفين لجائزة أبوظبي للصناعة التقنية العليا للدعم المتواصل الذي تقدمه تقديرًا لإنجازاتهم في مجال اختصاصاتهم

وفي هذه المناسبة، قالت السيدة مريم وقـد كانت واحدة من بين وـيكيًّا وذلك لدعم مواهب شباب الإمارات للعلاقات الخارجية أثناء تسلمها الجائزة من وزارة التعليم العالي والبحث العلمي. فـبـوـد نخبة من الخريجين المتفوقين يـكـرـم نخبة من الخريجين المتفوقين، والـمـالـك، نائب الرئيس التنفيذي المساعد للموارد البشرية، نـقيـط، نائب الرئيس التنفيذي للشؤون المؤسسية /التسويق.

وتعقيـباً على نتائج هذا الاستطلاع، قالت إيمان أن كلفتها بإجراء استطلاع إشراك الموظفين. كما بينت نتائج هذا الاستطلاع تحسناً في العام الماضي. ووفقًا لنتائج الاستطلاع المذكور، أوضحنا الجوانب التي كان أداء الموظفون فيها. وقد أظهرت الأبحاث أن هناك عددًا من الأنشطة الهادفة أثناء ورشة العمل التي سينظمها في إعداد الدورات التدريبية، وتطوير المسار الوظيفي وتقييم احتياجات التدريب.

وتم تقييم الأداء الشخصي لكل منهم في السنة الـستة والأربعين خريجًا من حملة الدبلوم. هذه الأدوار التدريبية، وتطوير المسار الوظيفي وتقييم احتياجات التدريب.

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يحتاجونه من إيضاحات وإجابات في جميع الأوقات.

لاستمرار في تعزيز مدى الكفاءة والفعالية، اتخذت شركة دولفين للطاقة إجراءات تدريبية شاملة على مستوى مؤسسة لتعزيز السعي نحو تحقيق الأهداف. وتم تدريب فريق الشركة في مجالات النشر، والشكاوى، وال وعدم رضا العملاء، بجانب الإجراءات اللازمة لضمان رضا العملاء في جميع الحالات، وذلك توجيهًا على إعطاء أعلى مستوى من التفاعل مع العملاء، والتعامل معهم بطرق إيجابية وعفوية.

وبالإضافة إلى هذه التدريبات الشاملة، خضع فريق الشركة لتدريب شاق بالاضافة إلى الاحتفاظ بسجل مركزي لشكاوى العملاء حيث يتم نقل المعلومات السريعة لتقديم أفضل النتائج الإيجابية.

ختم السيد الرحبي كلامه بقوله: "لا شك أن مسؤولية الحفاظ على السمعة الجيدة في الشركات وتعزيز الاهتمام بالعملاء من أهم الدورات الإدارية في الشركة، ولا يمكنني أن أ⊕

رؤية دولفين
النشرة الدورية لدولفين للطاقة

توفير أقصى الفوائد للأعمال وللمجتمع بسلوك بيئي مستدام.

خطواتنا تسير إلى الأمام لمستقبل مستدام

وأكثر:
برنامج تكافل يكرم دولفين للطاقة
تنفيد نتائج الاستطلاع
ملحق قطر
صلاحية الأصول
السلامة على الطرقات
اجتماع لجنة تقنية المعلومات التوجيهية

مزيد من التفاصيل ص 2