



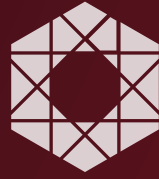
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TAKATUF



ANNUAL REPORT

2025

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TAKATUF

ANNUAL REPORT

2025

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“

We have placed youth at the forefront of our government's concerns. We have followed up the efforts made to engage youth in the nation-building process. We will ensure that this partnership is more comprehensive and more effective. The State's institutions and officials are endorsing a sustainable course of action focusing on highlighting the salient contributions of youth in this auspicious march and organising their roles in serving society.

”

**His Majesty
Sultan Haitham bin Tarik**



CONTENT

01

Introduction

05	Chairman's Message
06	CEO's Message
07	Our Management
08	Steering Committee Members

02

Company Overview

10	Our Mission & Values
11	Takatuf Oman In Numbers
12	Our History
13	Key Achievements

03

Corporate Academies & Programmes

15	Commercial Mindset
16	Takatuf Lead
17	Takatuf Impact
18	Mu'tamad Programme

04

19	Coaching Services
21	Assessments Services
23	Scholarship Directorate
26	Social Investment
28	Financial Report

Chairman's Message

Abdul Malik bin Abdul Karim Al Balushi Chairman - Steering Committee **Takatuf Oman**



At Takatuf, our unwavering commitment to Excellence, Growth, and Collaboration drives us to be at the forefront of human capital consulting.

We are dedicated to unlocking the full potential of organisations through innovative and culturally relevant solutions, empowering businesses to thrive in an ever-changing landscape. Our mission is to equip our clients with the strategic tools and insights needed to nurture their most valuable asset: their people.

In today's rapidly evolving business environment, the role of human capital has never been more critical.

Our success lies not only in delivering high-value strategic frameworks, but also in our ability to anticipate and address the dynamic needs of the workforce. Guided by our vision, we are

poised to lead the transformation of organisations across Oman and the GCC, helping them achieve sustainable growth and a competitive edge through strategic human capital management.

As we look ahead, I encourage everyone to fully embrace our core values of Excellence, Growth, and Collaboration. These principles are more than just words; they are the foundation of everything we do. Takatuf stands as a trusted partner, guiding clients through the complexities of the modern workplace and driving impactful, long-term success.

Together, we will continue to make a significant impact, leading the way in human capital consulting and shaping the future of our industry.

CEO's Message

Ibrahim bin Mohammed Al Harthi Chief Executive Officer



At Takatuf, our people are at the heart of everything we do. We are dedicated to helping businesses unlock their full potential by providing practical, forward-thinking human capital solutions.

In an era of rapid transformation, organisations need to be agile, adaptable, and future-ready.

Our role is to equip them with the right strategies, insights, and tools to build a workforce that thrives.

We take pride in our collaborative approach, working closely with our clients to understand their unique challenges and deliver solutions that make a real impact.

Whether it's talent development, leadership enhancement, or workforce transformation, our focus remains on driving sustainable growth through people.

As we move forward, we remain committed to fostering a culture of excellence, collaboration, and continuous growth.

These values shape our work, our partnerships, and our vision for the future. Takatuf is more than a consultancy; we are a trusted partner in building resilient, high-performing organisations across Oman and the region.

Together, let's shape the future of human capital.

Our Management



Ibrahim bin Mohammed Al Harthi
Chief Executive Officer



Hamed bin Hilal Al Rumhi
Director - Consulting Services
Directorate



Salma Ismael
Sr. Manager - Finance & Support
Services



Dr. Qasim bin Mohammed Al Mamari
Director - Scholarship Directorate

Steering Committee Members



Abdul Malik bin Abdul Karim Al Balushi

Chairman - Steering Committee
Chief of People&Culture, Asyad



Dr. Ghalib bin Saif Al Hosni

Member



Ali bin Mohammed Al Lawati

Member



Buthaina bint Ahmed Al Maskari

Member



Abir bint Salim Al Jahdami

Member



Company Overview



Company Overview

Our goal is to empower organisations & teams to achieve their full potential. As an Omani consulting firm, we are committed to delivering practical and culturally relevant solutions that drive excellence, foster growth, and promote collaboration. With our team's combined years of expertise and experience, we aim to be a trusted partner for our clients, helping them succeed in today's fast-paced and competitive business environment.



Our Mission

As an organisation's people consulting services partner, we are committed to upholding the highest international standards and industry best practices, ensuring the delivery of the highest quality service.



Our Values



Collaboration



Growth



Excellence

TAKATUF OMAN IN NUMBERS



+9,500

Coaching and Training
Sessions Delivered

+120

Unique Clients
Served



+60,000

Assessments
Conducted

+1,700

Graduated Participants of
Corporate Academies



92%

Omanisation

+280

International & Local
Takatuf Scholars



2

World-Class Training
Centres

Our History

2012

Launch of Takatuf Scholars Programme (TSP)

2011

Formation of Takatuf Oman under OOC

2017

Oman Institute for Energy (OIE) inaugurated - prev. known as instOG

2013

Takatuf transformed into an independent Consulting Firm

2021-2020

Takatuf became an entity under Oman Investment Authority (OIA)

2018

Takatuf Petrofac Oman (TPO) inaugurated

2024-Present

Takatuf expands its services overseas

2023

H.M. Sultan Haitham endorsed five years of funding for the Oman Scholars Programme - the new naming of TSP - as part of his continued focus on people development

Takatuf Achievements in — 2025 —

Delivered HR consulting services focused on organisational design, talent strategy, and capability development, enabling clients to enhance workforce effectiveness and drive sustainable performance.

Consulting Services:

Takatuf Consulting Methodology*

Diagnosis: Investigating the underlying causes of complex challenges.

Design: Crafting customized solutions that tackle problems at their root.

Execution: Deploying highly effective and developed solutions in a timely manner to boost organizational efficiency.



Career Path &
Succession



Employee Value
Proposition



Employee
Engagement



HR Policies &
Procedures



Organisational
Effectiveness



Total
Rewards



Organisation
Design



Grading & Salary
Scale

Overall Impact Snapshot - 2025

Key Achievements

+50

Advisory Projects
Delivered

200+

Academy Graduates

25k+

Graduate Assessments
Conducted

560+

Coaching Sessions
Delivered

**Corporate
Academies &
Programmes**

Corporate Academies & Programmes - Commercial Mindset

This four-day programme develops the skills needed to deliver exceptional customer service while mastering the fundamentals of business strategy.

Participants learn to understand customer needs to build loyalty and improve satisfaction scores.

At the same time, the training strengthens critical thinking and strategic planning, helping employees make smart decisions that improve resource management and overall profitability.

By the end, the team is equipped to balance great service with the business logic needed for long-term success.

Commercial Mindset



Corporate Academies & Programmes - Takatuf Lead

Takatuf LEAD is an intensive, "out-of-the-ordinary" growth experience designed for established leaders to unleash their potential and shift their mindset toward organizational transformation.

Accredited by The Institute of Leadership, the program is built around the acronym LEAD—Learn, Empower, Aim, and Drive—utilizing a highly interactive and experiential learning approach that balances practical models with skill-based application.

The curriculum is structured into three core pillars:

Self, which focuses on emotional intelligence, navigating difficult conversations, and building resilience; **Team**, which teaches leaders how to set team conditions for success, empower others, and cultivate a culture of trust and coaching; and **Org**, which explores driving creativity and aligning the business's strategic direction.



TAKATUF LEAD
Learn • Empower • Aim • Drive

Corporate Academies & Programmes - Takatuf Impact

Takatuf IMPACT is a specialized development program designed to facilitate the transition from being an individual contributor to becoming a future leader.

This three-day experiential workshop is specifically tailored for high-potential professionals with a solid foundation of work experience who are looking to explore opportunities beyond their current boundaries.

The program's curriculum is centered on five foundational topics: Learner Mindset, Self-Awareness, Trust, Psychological Safety, and Organizational Navigation.

Participants are equipped with practical tools to identify roles where they are likely to succeed, manage their own energy and stress levels, and build the common understanding necessary to navigate their organization effectively through trust-based conversations.



TAKATUF IMPACT

Corporate Academies & Programmes - Mu'tamad Programme

A comprehensive journey providing participants with ACCA, CFA, & SQE learning, enrichment courses, rotation plans, and professional mentorship.

Mu'tamad Programme over the years:

8000+ Applicants managed	3 Programme pathways (ACCA, CFA, SQE)
4 Rotation assignment (4 Finance & Accounting rotations, 2 Legal rotations)	5+ SMEs as vendors providing enrichment courses
36+ Mentoring sessions	12+ Enrichment courses





Coaching Services

Coaching Services

As an organisation's people consulting services partner, we are committed to upholding the highest international standards and industry best practices, ensuring the delivery of the highest quality service.

- Individual Executive Coaching
- Systemic Team Coaching
- Coach Mentoring
- Coaching Skills for Leaders and Managers
- Internal Coach Training
- Coaching Supervision

Coaching Achievements:

International Coaching Federation Oman and ICF MENA:	Omani Coaches:
Takatuf supports the International Coaching Federation Oman Chapter and ICF MENA through event presence and conference sponsorship.	Takatuf drives growth by prioritising Omani coaches in our freelance network.

2025 Coaching Highlights

13 Organisations Supported		133 Individuals Served within Organisation		565 Coaching Sessions Delivered	
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Assessments Services

Assessments Services

As part of identifying leadership potential within an organisation, Takatuf Assessment Centre enables decision makers to select and develop their most valuable asset: their people.

- Graduate Mass Assessment (Application to shortlisting)
- High Potential programmes
- Selection Leadership Assessment
- Development Leadership Assessment
- Competency Framework Design

Assessments Services Highlights

25,846

Graduates
assessed



2,508

4-days physical assessment
centre in the GCC



7+

New local and international
certified executive assessors



750+

Leadership
assessment
conducted





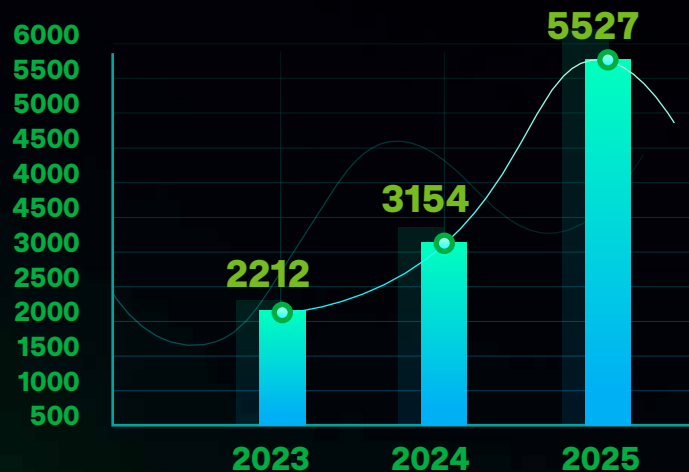
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OMAN SCHOLARS

Scholarship Directorate

Development of Knowledge Capital

The Oman Scholars Programme serves as a strategic cornerstone for enhancing the nation's intellectual capital. By empowering young Omani talents with advanced specialized skills and providing them with world-class academic expertise, the programme aligns national capabilities with future aspirations.

77% Increase in the number of applicants for Oman Scholars Programme 2025 comparing to the previous year.



180 Omani Grade 11 students were enrolled in the Enrichment Programme

100%
Retention rate

45
Scholarships were awarded

108%
Progression rate

Scholarship Programmes

- ▶ Signing of **Two Agreements** to fund 2 Scholarships in **Transport Economics**: Partnered with Hafeet Rail and Hassan Allam Constructions to sponsor two scholarships
- ▶ Securing **100** new scholarships for Oman Scholars Programme through OQ and OQT
- ▶ Collaboration Framework with Pembroke College at Oxford University



Upskilling Programmes

- ▶ OQEP:
Gordonstoun International Summer School: **5 Participant**



Social Investment

Social Investment

September 24th, 2025

“Boosting Employability” a One-Day event for preparing job seekers/ fresh graduates with interview training and CV preparations. Held in collaboration with Univeristy of Technology and Applied Sciences.

October 14th, 2025

Empowering working mothers to achieve self-balance and professional success by organisaing the ‘Lead at Home, Lead at Work’ workshop offering a space for reflection and growth in collaboration with Light of Knowledge Institute.

November 5th, 2025

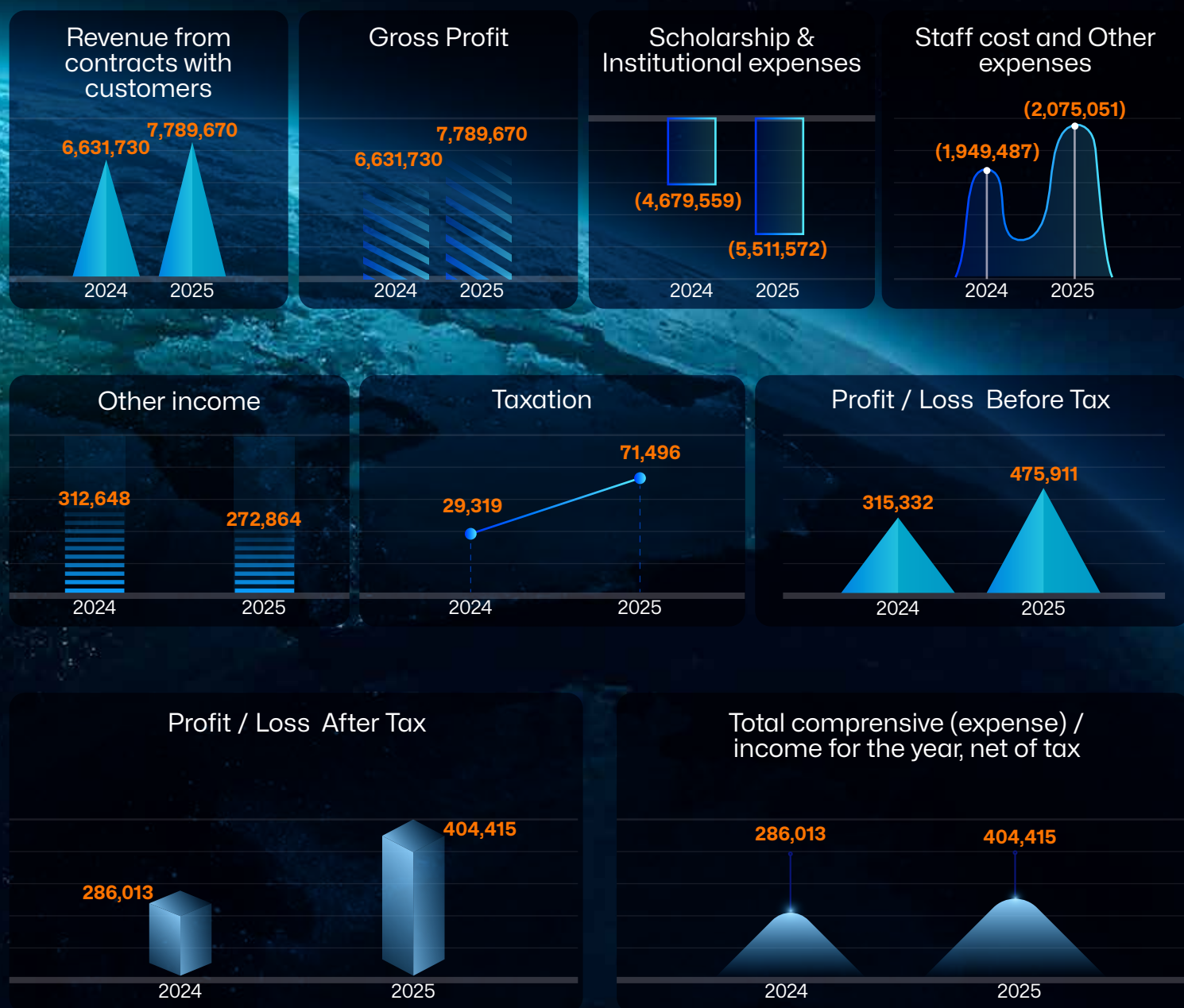
Sponsoring “HR Factory” subscription fees for **15** SMEs, in collaboration the Small and Medium Enterprises Development Authority (Riyada)
Through this initiative, we aim to empower Omani entrepreneurs and help them adopt innovative digital HR solutions to enhance their growth and sustainability.

The background of the slide is a dark blue overlay on a photograph of a person's hands typing on a laptop keyboard. Overlaid on the image are several white line graphs and bar charts. A network of white dots connected by lines is visible in the upper right and lower right areas. In the bottom left, there is a green and blue geometric shape. The text 'Financial Report' is centered in the lower half of the image.

Financial Report

Statement Of Comprehensive Income

Year ended 31 December 2025





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