



We Care



Our People



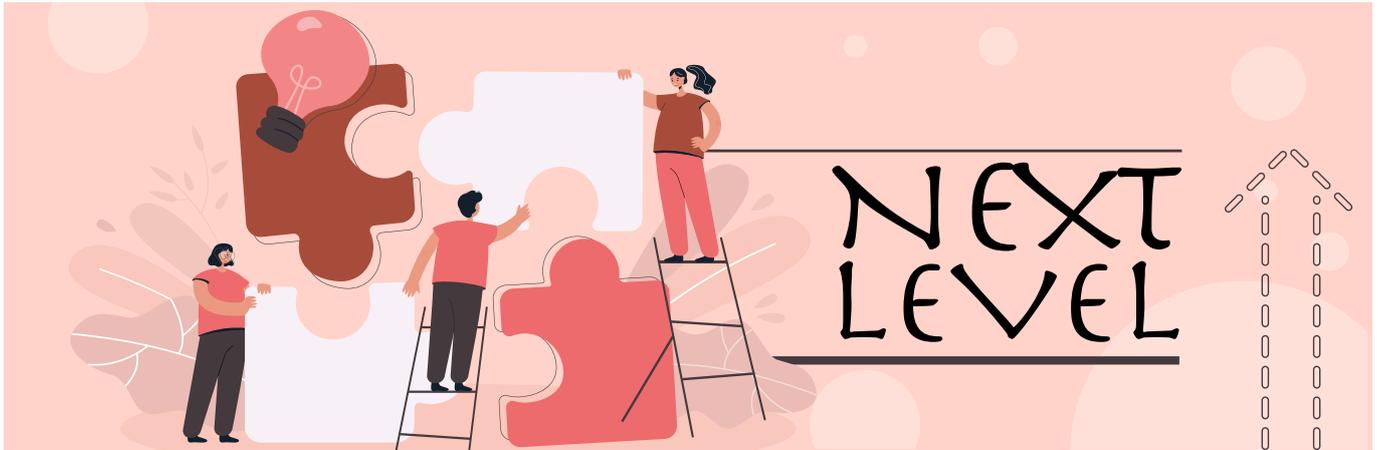
Team Work



Commitments



Self Improvements



## How Personal Growth Elevates - Takes Things to the Next Level at Work

Elevating oneself for personal growth is a process that involves pushing past one's current boundaries and limitations to achieve new levels of personal development and self-improvement. It is a journey of self-discovery and growth that can take many forms, including learning new skills, taking on new challenges, and setting and achieving personal goals.

Elevating oneself through personal growth and development can have a positive impact on Mohamed Abdulrahman Al-Bahar Group as a whole. When individuals in Al-Bahar Group are actively working on improving themselves and their skills, they become more valuable assets to the company and can contribute to the group's overall growth and success.

*"There is nothing permanent except change" - Heraclitus*

To bring elevation in your life, one needs to bring change, the world is changing in front of our eyes. With access to global information, the pace at which we learn about the news is like never before. The amount of information we receive, can make it difficult to notice that every day new trends, technologies, ideas, or discoveries pour in through our doors and windows. What we need to do then is adapt to these changes and use them to transform, to grow and elevate oneself.

*"Everyone thinks of changing the world, but no one thinks of changing himself" - Leo Tolstoy*

The best person who can guarantee success of such undertaking is... yourself. Who knows yourself better - your strengths and weaknesses, your aspirations, and desires? You know what motivates you, your preferred methods of learning,

and the sacrifices you are willing to make to achieve elevation and learn new skills. Your mindset will control the development process from beginning till the end. Therefore, contrary to some opinions, the responsibility for individual change and development rests on us as individuals, not on people around us. The initiative to start that journey to growth and elevation, the determination to continue your growth, must be always sourced from inside of you.

How do we drive personal elevation? It is not as easy as it sounds. Every person is unique. Therefore, everyone needs to define their own path of development. But what does it mean? Personal elevation is

**// Personal elevation is looking inward and focusing on ways to better yourself. //**



looking inward and focusing on ways to better yourself. This transformation increases your self-awareness, your self-esteem, increases your skills, and fulfills your aspirations.

*"I can't change the direction of the wind, but I can adjust my sails to always reach my destination" - Jimmy Dean*

Elevation at work has multi-dimensional character. At ground zero there are basic things, which require ZERO talent for example - Being on time, a strong work ethic, positive body language, energy, attitude, passion, being coachable, being prepared and respect for others all play a role in growing yourself and elevating yourself. By working on personal growth, we can develop new skills, leading to diversification of the company's offerings and enable the company to take on new projects, clients, and opportunities. Additionally, elevating oneself can lead to better employee engagement and morale, resulting in a more positive and motivated workforce.

At first, getting the right understanding of the role an employee plays in organization is essential stepstone in defining successful development path. The path will be different for a person who wants to become an expert in their field from someone who aspires to be a manager. Each role requires different combination of skills to be mastered to successfully meet necessary performance criteria.

Secondly, there will be different expectations for a member of sales function than a supply chain team, where function specific skills will be a key differentiator. Lastly, there is an aspect of "talent" or "potential" for growth. Most skills can be acquired, but the result of learning process is typically a function of both - time and effort put into it. Internal motivation and discipline throughout the learning will be fundamental success factors and often will compensate for initial differences. For this reason, development plans can be only designed and owned by an individual.

BKGH is a group of people sharing the same values, mission, and vision. Our success and strength come from the extent of how well we collaborate daily with each other, with customers and suppliers, authorities, and other institutions, to deliver our purpose and strategy. BKGH values highly the skills, which contribute to our success. Their examples include critical thinking and problem solving, teamwork and collaboration, oral and written communications skills, leadership.

"Elevation in skillset is an ongoing process"

Elevation in a person's skillset requires a mindset that encourages learning. It needs to be focused on adding value to what we do and ensure that on the job learning, peer and social learning and formal training are

strategized, facilitated, given time, and consistently encouraged.

**// Changes in our external environment will constantly create opportunities for personal elevation. //**

Changes in our external environment will constantly create opportunities for personal elevation. As we take them and develop ourselves, our perception and understanding of the world changes. This in turn may lead us to internal changes, new decisions or new aspirations and thus create a path of continuous growth and elevation.

In summary, at BKGH we are constantly evolving, when we elevate ourselves at work, we tend to be more open to change and become better problem solvers. Hence let me encourage all of you to grow and elevate your skills, knowledge, gain confidence, and advance in roles, together let us build and grow Al-Bahar Group !



**Dariusz Sobieraj**  
Group Chief Financial Officer,  
- BKGH