

Ready to be an Excellent Company in Oman?

Checklist

Practical people & culture criteria
aligned with the national initiative

معايير عملية للموارد البشرية والثقافة
المؤسسية، متوافقة مع المبادرة الوطنية

Oman's Excellent Companies initiative sets a bold national benchmark – recognising organisations that go beyond compliance to truly excel in people, culture, and performance.

This checklist is designed as a **practical starting point** for leaders who want to measure their readiness and identify opportunities for growth. It brings together the people and culture dimensions that matter most: Omanization, digital transformation, global standards, ESG, and talent growth.

By working through these criteria, you'll see not only how your company aligns with the national agenda, but also where you can take action to strengthen your people systems and build lasting competitive advantage.

Omanization & Workforce Readiness

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- ☐ Clear Omanization strategy beyond quotas (leadership pathways, talent pipelines)
- ☐ Development programs tailored for Omani employees (mentorship, succession planning)
- ☐ Internal KPI tracking Omanization progress with measurable outcomes

Export Capability & Global Standards

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- ☐ Teams equipped with global best practices (compliance, quality, efficiency)
- ☐ Cross-cultural training for international expansion
- ☐ Leadership ready to engage in global trade missions / partnerships

Digital Transformation

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- ☐ Employees trained on digital tools and platforms critical to operations
- ☐ Culture of continuous learning around innovation and technology
- ☐ Internal champions driving adoption of digital initiatives

ESG & Culture of Responsibility

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- ☐ ESG values embedded in daily people practices (inclusion, safety, sustainability)
- ☐ Managers held accountable for ESG-linked KPIs
- ☐ Employee engagement in community and sustainability initiatives

Employment Contribution & Talent Growth

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- ☐ Structured onboarding and career progression frameworks
- ☐ Performance culture tied to business outcomes
- ☐ Investment in leadership development across all levels

Excellence starts with excellent people systems.

Scoring Snapshot

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Total Score	Scoring Snapshot
12–15 boxes checked	On track to Excellence 
8–11 boxes checked	Strong foundation, room to grow 
0–7 boxes checked	Significant opportunity to align with national bar 



**Ready to
strengthen
your people
strategy?
Let's talk.**

Book your Excellence Diagnostic
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