



الأكاديمية السلطانية للإدارة
ROYAL ACADEMY OF MANAGEMENT

National Leadership
Programme for the Omani
Middle Management in the
Private Sector

◆ Etimad ◆





Commendation of the role of the private sector and business owners in supporting the efforts aimed at building an empowered private sector capable of driving a competitive economy that is integrated with the global economy, through a focus on the knowledge economy and the transfer of modern technologies



His Majesty Sultan Haitham bin Tarik Al Said —
may God protect and preserve him



Programme Overview

The National Program for Empowering Omani Mid-Level Management in the Private Sector (Etimad) stems from the attention of His Majesty Sultan Haitham bin Tarik - may God protect and preserve him - towards the development of human capital and the preparation of promising national leaders in both the public and private sectors. This initiative aligns with future needs and is designed to address the rapid changes the world is witnessing, in alignment with Oman Vision 2040.

The program targets 100 mid-level leaders from the private sector, offering a comprehensive six-month learning journey that includes specialized learning modules, a leadership camp, online learning, and professional coaching sessions. Participants are partially seconded throughout the program to ensure maximum engagement and impact. Designed in alignment with the latest leadership development methodologies, the program integrates specialized coaching, simulation-based practical workshops, “Meet the Leader” sessions, and collaborative learning projects. It enhances participants’ capabilities in self-leadership and leading others, institutional leadership, financial and entrepreneurial mindset, business simulation, and the future of business — from innovation to impact — combined with field-based experiential learning. The program prepares leaders to drive sustainable institutional impact and achieve measurable strategic results.

Programme Vision

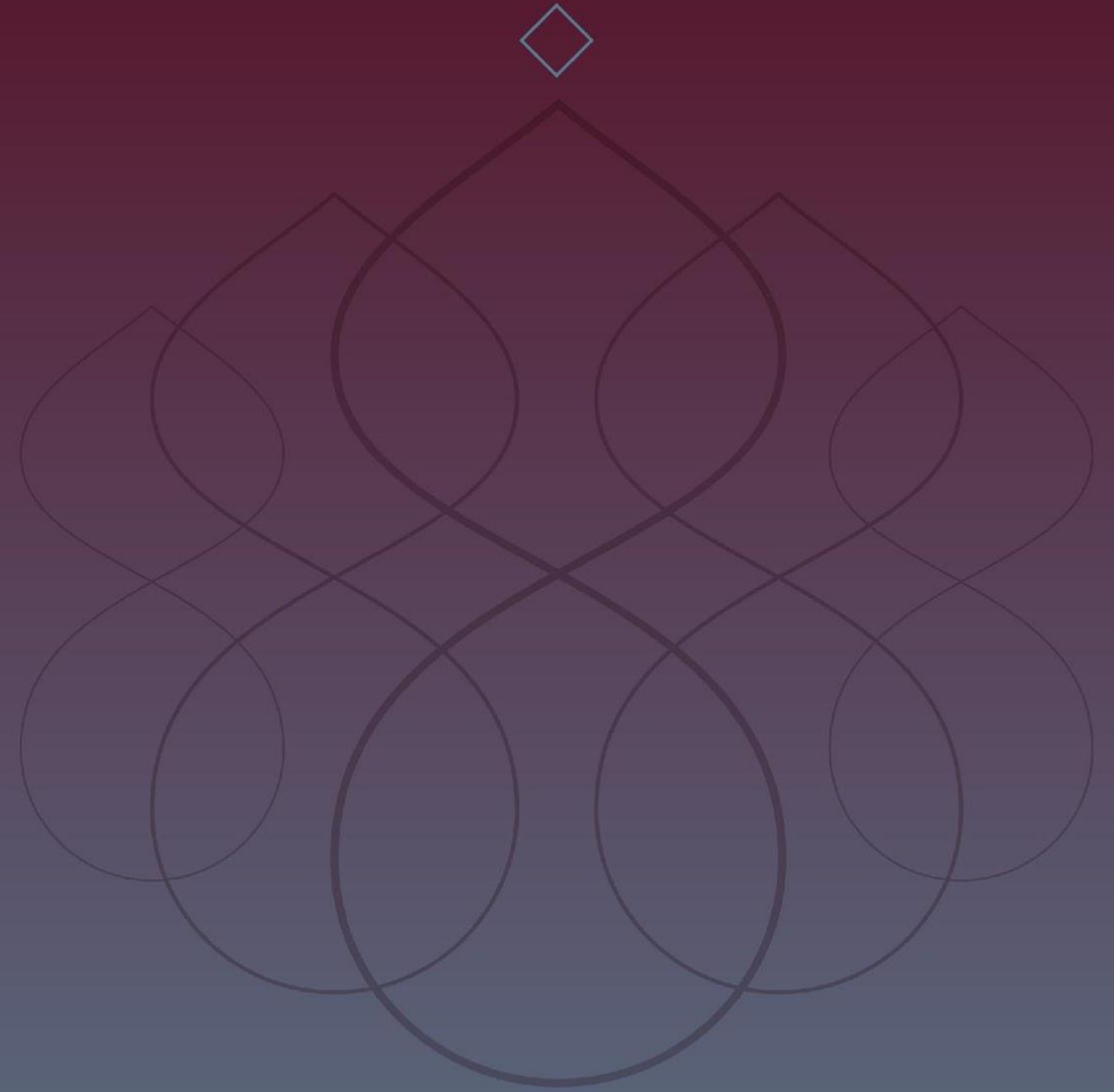


To cultivate a new generation of empowered Omani leaders in the private sector, equipped to drive sustainable growth and navigate future challenges in alignment with Oman Vision2040

Strategic Programme Objectives



- Empowering Omanis to assume senior leadership positions
- Enhancing mid-leaders ability to achieve performance excellence and accomplish organizational goals efficiently and effectively contributing to the local economy and advancing Oman vision 2040
- Developing leadership and supervisory skills to increase productivity in the private sector



Target Audience



- Middle Management in the Private Sector, Including Managers, Department Heads, and Equivalent Positions.

Language



- English

Participants



- 100 Participants

Duration



- 6 Months

Programme Application Requirements

- Applicants must be Omani nationals and work in either in the private sector/state owned enterprises or be an entrepreneur
- Applicants must submit non-objection letter from their employer
- Applicants must hold at least a bachelor's degree or equivalent
- Applicants must have a minimum of ten years of work experience, including at least five (5) years in a leadership position
- Applicants must have mid-level leadership experience, such as managing a department or a team.
- Applicants must be Proficient in English at an advanced level (speaking and writing)
- Applicants must be registered with the Ministry of Labor
- Applicants, if an entrepreneur, must be registered with the Small and Medium Enterprises Development Authority (Riyada)
- Applicants must not be older than 45 years
- Those who were previously nominated for the program but did not join the previous cohorts are eligible to apply

Learning Methods



In-person
learning
,modules
Simulations,
Workshops



Online
Learning
Sessions



Practical
learning
project
sessions



Meet the
leaders
sessions



Mentorship
and
coaching
sessions

Learning Journey

4 modules with different subjects such as:

Leadership self &
Others

Strategic foresight
and architecting
future organization

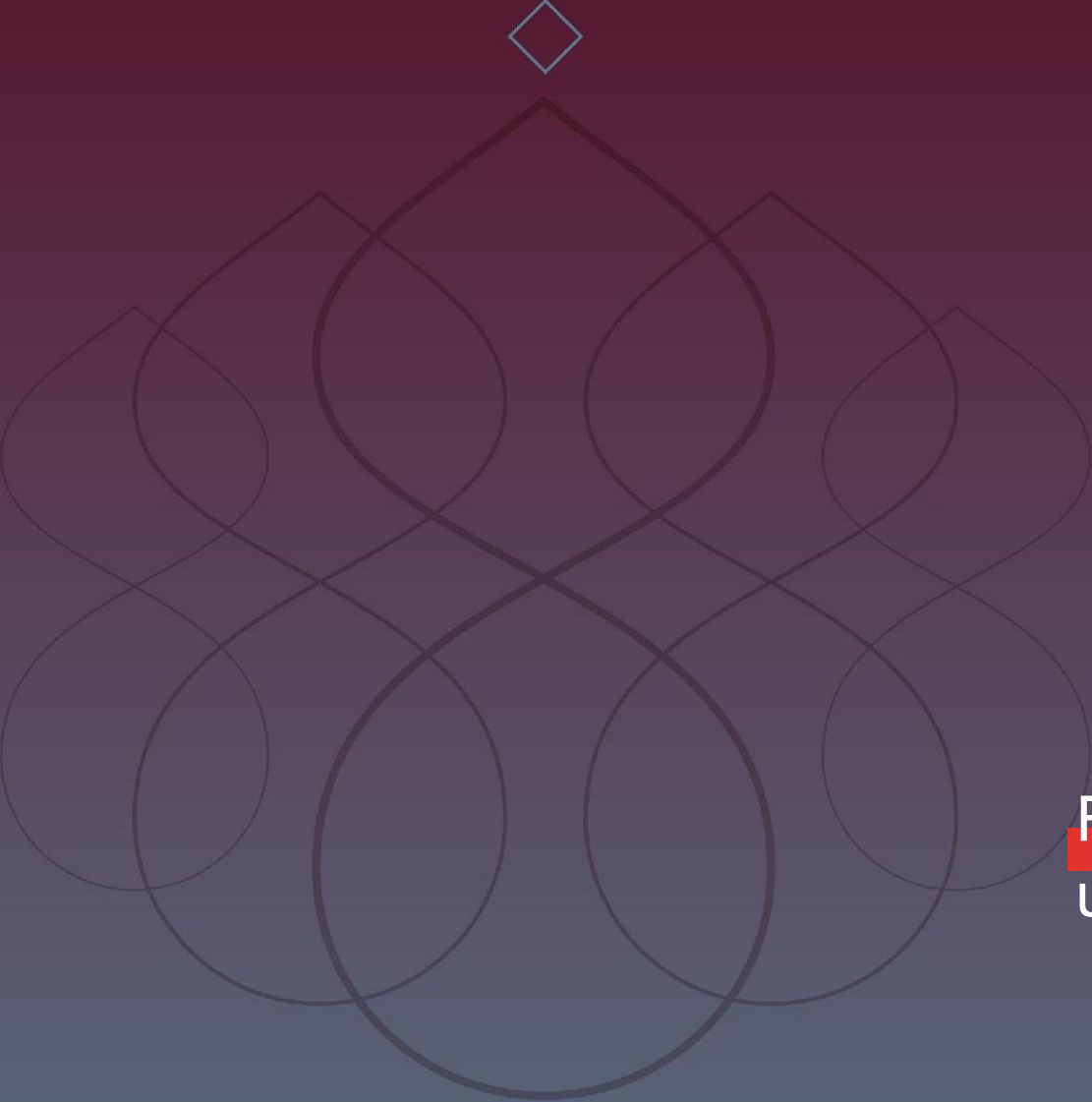
Financial &
entrepreneur
mindset

The future of
leading business
(from innovation
to impact)

Online Learning (Leadership Mindset)

Organizational Impact Through Action Learning Projects

Personal Executive Coaching (4 Sessions)



For more information, you can contact
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