

PRISM

Transforming Worker Safety
and Well-being in Oman's
Oil & Gas Sector

Summary

Project PRISM provided **real-time, data-driven insights** into worker **safety, mental and physical health, and overall well-being** - capturing feedback from thousands of employees in demanding environments. This initiative led to **measurable improvements** in workplace safety, enhanced worker welfare, stronger leadership accountability, reduced industrial action, and long-term cultural change across the contractor network.

Goal	Enhance worker safety, well-being, and engagement
Delivery	Surveys, data analytics, reports with tailored recommendations, coaching, and leadership engagement
Participants	30,000 frontline workers
Languages	Delivered in six languages, with voiceovers for illiterate workers



[Click here to watch a short film about PRISM](#)

Scope

Petroleum Development Oman (PDO), a leader in the Gulf's oil and gas sector, sought to align contractor employees with its safety-critical values and expectations.

To achieve this, PDO required a structured, data-driven approach to:

- **Assess workplace safety**, worker well-being, and engagement across its contractor network.
- **Gather feedback from 30,000 workers** in multiple languages across diverse, remote, and high-risk locations.
- **Present insights in an accessible format** with clear, actionable recommendations.

CASE STUDY



Solution

PRISM was developed as a comprehensive solution combining in-depth data gathering, innovative technology, expert analysis, and dedicated coaching.

This structured approach ensured meaningful insights, practical recommendations, and lasting improvements in worker safety and well-being.

The project was delivered in four key phases:

Phase 1: **Solution Design & Engagement**

Following an initial information gathering pilot, we worked closely with PDO and contractor leaders to build a solution that gathered the right data effectively and efficiently.

Phase 2: **Data Gathering**

Our teams conducted on-site surveys consisting of 61 research statements to workers in groups of 200. Responses were gathered using handheld clicker devices, ensuring inclusivity, accuracy and anonymity. Results were calculated and delivered in real-time.

Phase 3: **Report Compilation**

The CEO/MD and Head of HR for each of the contractor companies received a customised report including quantitative benchmark analysis on key worker metrics, detailed root cause analysis, explanation of the identified gaps and customised recommendations for improvement. An overall report was provided for PDO with industry benchmarking standards.

Phase 4: **Debrief & Coaching**

We facilitated coaching sessions with all participating companies, providing practical tools and strategies to enhance worker safety, reduce risks, and improve well-being. An annual forum allowed for ongoing dialogue & best-practice sharing.

Success

CASE STUDY

PRISM set a new industry benchmark for worker safety and well-being in Oman's Oil & Gas sector:

- **Safer working environments** – data-driven insights enabled Contractors to improve workplace safety and reduce incidents
- **Improved physical and mental health** – Companies implemented targeted worker welfare initiatives, leading to better conditions and support structures
- **Industry-wide engagement** – 200 companies committed to long-term action plans to track and improve worker well-being
- **Reduced industrial action** – The initiative played a crucial role in ending major strike action, with 92% of strike leaders successfully reintegrated into their organizations
- **Stronger leadership accountability** – CEOs and HR leaders actively drove a cultural change in welfare and safety

Feedback



An industry first and a great opportunity to learn and make a difference. Key to driving improvements in the socio-work-ethical environment in our contractor community, PRISM successfully assessed gaps, opportunities and best practice in support of change management and a high-performance environment.

- Raoul Restucci, Managing Director, Petroleum Development Oman (PDO)

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