Leadership is the most important facet of management. The concept has evolved over a period of time from a stage of primitive theme into a present day robust concept. Concept of leadership is ever evolving and provided scope of research, all through. In present day business world, organisations are exposed to a far more complex and dynamic environment. They are required to interact with a host of competing factors, both internally as well as externally. This situation demands more than ordinary leadership for ensuring organisational to success.

Strategic Leadership is the leader's ability to anticipate, envision, maintain flexibility, and empower others to create strategic change. Strategic Leadership is multifunctional. It helps organizations cope with change that seems to be increasing exponentially, in today's globalized environment. Leaders who think strategically are able to picture a range of possibilities several stages ahead of the present time. All managers throughout the organisation should be strategic leaders to effectively formulate and implement business-unit and corporate-level strategies. Different models have been developed to represent various dimensions of Strategic Leadership. Available literature shows a gap of research on the effects of these dimensions on organisational success, especially in Oil & Gas Industry in general, and in United Arab Emirates in particular.

The present study seeks to measure the relationships of two of the dimensions of Strategic Leadership on Organisational Success. These dimensions are: developing the human capital, and developing and sustaining an effective organisational culture. Team Effectiveness was assessed the first dimension, where as Organisational Learning was measures to assessed the second. Further, the effect of three demographic variables: Age, Job Grade, and Educational Qualification was also explored on the issue under study.
The thesis is divided into six chapters. A brief overview of the chapters is given below:

CHAPTER 1 provides a conceptual framework of the study. This include concepts on leadership, including definitions, styles, and models. The chapter also presents a discussion on Strategic Leadership, different models and its dimensions.

CHAPTER 2 contains a brief account of Abu Dhabi's Oil Industry, and Abu Dhabi Marine Operating Company (ADMA-OPCO). Various aspects of Human Capital, Health, Safety and Environment (HSE), and Production and Operation in the organization are also detailed in this chapter.

CHAPTER 3 presents a critical review of literature and studies already available on the subject of research. The themes covered in the chapter include leadership, strategic leadership, team effectiveness, organisational learning, and finally organisational success.

CHAPTER 4 details out an idea on the research methodology adopted for the study. Details include, need and objectives of the study, research hypotheses, variables, conceptual construct of the study, population and samples, profile of the respondents, pilot study, data collection, instruments used for data collection, statistical tools employed, and limitations of the study.

CHAPTER 5 presents results and a discussion on those results. The chapter presents data analysis and interpretation on the effects of Team Building and Organisational Learning on Organisational Success. The chapter also provides an analysis on the effects of the three demographic variables; Age, Job Grade and Educational Qualifications on Team Effectiveness and Organisational Learning.

CHAPTER 6 presents a summary of the findings of the study. The chapter also provides managerial implications of the results obtained and limitations of the study. It carries out a brief discussion on future directions of research in this area.