



**BCF**  
BARZANI CHARITY FOUNDATION

دهگای خیرخوازی بارزانی

Barzani Charity Foundation

مؤسسة بارزانی الخيرية



**BCF**  
BARZANI CHARITY FOUNDATION

## Certificate of Participation

This is to certify that

**Sabri Qahraman Sabri**

Has completed the Seventh Human Development Camping of Barzani Charity Foundation from April 17 to April 22, 2024, in Erbil, Avdalan by getting theoretical and practical lessons about Coexistence, Management, Human Rights, Organizational and Humanitarian Works in the framework of Barzani Charity Foundation's capacity building program.



Mousa Ahmed

BCF President



Dedawan Idrees Othman

Camp Manager



NMUNA



# CERTIFICATE OF ACHIEVEMENT

This certificate is presented to

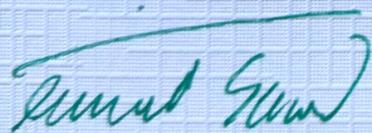


Sabri Qahraman

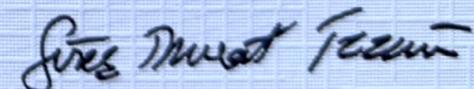
for successful participation in

## IRAQ'S FIRST MODEL UNITED NATIONS CONFERENCE

The conference is organized as part Stegnethening Global Citizenship and Leadership of Kurdistan-Iraq Youth project, funded by the US Department of State and IREX and organized by Soran University and University of Central Florida



Dr. Rizgar Saeed Hussein  
Vice President for Student Affairs  
Soran University



Güneş Murat Tezcür  
Director, Jalal Talabani Chair  
University of Central Florida



# CERTIFICATE OF COMPLETION

THIS CERTIFICATE RECOGNIZES THAT

**Sabri Qahraman Sabri Nabee  
Soran University**

HAS SUCCESSFULLY COMPLETED AN INTERNSHIP AT

**Barzani charity foundation/ Soran Branch for computer, English,  
psychology and Sociology departments**

U.S.-Iraq Higher Education Partnerships Program

2022

The internship program was supported by the U.S. Embassy, Baghdad under the U.S. Iraq Higher Education Program and in partnership with the Ministry of Higher Education and Scientific Research and industry partners.

A handwritten signature in black ink that appears to read "Stanley Currier".

---

**STANLEY CURRIER**  
SENIOR TECHNICAL ADVISOR- IREX

A handwritten signature in black ink that appears to read "Dr. KHATTAB AHMED MUSTAFA".

**Dr. KHATTAB AHMED MUSTAFA**  
DIRECTOR GENERAL OF EDUCATION  
PLANNING AND FOLLOW UP  
MINISTRY OF HIGH EDUCATION & SCIENTIFIC RESEARCH



# Understanding Organizations and the Role of HR

Course completed by Sabri Qahraman  
Sep 20, 2023 at 11:44AM UTC

Top skills covered

Human Resources (HR)

Head of Content Strategy, Learning



The HR Certification Institute has pre-approved this activity for recertification credits towards the aPHRTM, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Pre-Approved Provider Program.

Program: HR Certification Institute® (HRCI®)  
Provider ID: #604152  
Activity #: 652414  
Recertification Credits: 1.00  
Certificate ID:  
9a100fc311d8da3c21a21f0e2f70230499c1bcf5d4b0072ef6a365f008cac5d6





# The Secrets to Success at Work

Course completed by Sabri Qahraman

Sep 14, 2023 at 11:56AM UTC • 35 minutes

Top skills covered

Interpersonal Skills

A handwritten signature in black ink that reads "Dan Boden".

Head of Content Strategy, Learning

Certificate ID: ac9cc0e51fa4694efb49484e7c049f565313f952a0b9c281e7501ebbbc53616d





# Understanding Organizations and the Role of HR

Course completed by Sabri Qahraman  
Sep 20, 2023 at 11:44AM UTC

Top skills covered

Human Resources (HR)

Head of Content Strategy, Learning



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Program: Society for Human Resource Management (SHRM®)  
Registry ID: #RP4455  
Activity #: 24-P6ZZ4  
Professional Development Credits (PDCs): 1.00  
Certificate ID:  
dd411145ca79eec90b9e74199a6e1bf38fcbb02205f684c57896cee77cb1adb4





# Project Management Skills for Leaders

Course completed by Sabri Qahraman  
Oct 05, 2023 at 04:07PM UTC

Top skills covered

Project Management

Project Leadership

Head of Content Strategy, Learning



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Program: PMI® Registered Education Provider  
Provider ID: #4101  
Activity #: 4101G1EVIY  
PDUs/ContactHours: 0.50  
Certificate ID:  
282bdd6dae16837bf8532f787982ddd004bdb54d2e0338904a7bbb8f6b52930f





# Strategic Human Resources

Course completed by Sabri Qahraman  
Sep 13, 2023 at 05:44PM UTC

Top skills covered

Human Resources (HR)

HR Strategy

Head of Content Strategy, Learning



The HR Certification Institute has pre-approved this activity for recertification credits towards the aPHRTM, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Pre-Approved Provider Program.

Program: HR Certification Institute® (HRCI®)  
Provider ID: #604152  
Activity #: 652834  
Recertification Credits: 1.00  
Certificate ID:  
e2f8e6672506b17a116fe23d8e950f925bdf574c739935856773e6a4e5f46dfe





# Strategic Human Resources

Course completed by Sabri Qahraman  
Sep 13, 2023 at 05:44PM UTC

Top skills covered

Human Resources (HR)

HR Strategy

Head of Content Strategy, Learning



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Program: Society for Human Resource Management (SHRM®)  
Registry ID: #RP4455  
Activity #: 24-UP79M  
Professional Development Credits (PDCs): 1.00  
Certificate ID:  
9358e51789530f0652ebcfac263c8253f41865ca7b4704db80067e478921c181





# Leading with Vision

Course completed by Sabri Qahraman  
Sep 16, 2023 at 12:02PM UTC

Top skills covered

Leadership

Head of Content Strategy, Learning



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Program: PMI® Registered Education Provider  
Provider ID: #4101  
Activity #: 4101VW6L68  
PDUs/ContactHours: 1.25  
Certificate ID:  
0fac2df40173acd3aae471f8fa629737be5b403a4e0ee8bd307baab0e7a6dd03





# Human Resources: Understanding HR Systems Features and Benefits

Course completed by Sabri Qahraman

Oct 05, 2023 at 10:55PM UTC

Top skills covered

Benefits Administration

Human Resources Information Systems (HRIS)

Head of Content Strategy, Learning



The HR Certification Institute has pre-approved this activity for recertification credits towards the aPHRTM, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Pre-Approved Provider Program.

Program: HR Certification Institute® (HRCI®)

Provider ID: #604152

Activity #: 652558

Recertification Credits: 1.00

Certificate ID:

e693c2f6875a4c6f7964b75d43d532b2453e77f5ba972aca2b076a80f644fd92





# Tech Career Skills: Moving from Developer to Engineering Manager

Course completed by Sabri Qahraman

Sep 20, 2023 at 12:06PM UTC • 52 minutes

Top skills covered

Career Management

Managing Technical Personnel

Tech Career Skills

Head of Content Strategy, Learning

Certificate ID: 1040b8b19bbe7c41e97b9081041ae28a08b42bc0620149c9eea2df442ab25c81





# Human Resources: Understanding HR Systems Features and Benefits

Course completed by Sabri Qahraman

Oct 05, 2023 at 10:55PM UTC

Top skills covered

Benefits Administration

Human Resources Information Systems (HRIS)

Head of Content Strategy, Learning



LinkedIn Learning is recognized by SHRM to offer SHRM-CP® and SHRM-SCP® professional development credits (PDCs).  
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Program: Society for Human Resource Management (SHRM®)  
Registry ID: #RP4455  
Activity #: 24-JXTAH  
Professional Development Credits (PDCs): 1.00  
Certificate ID:  
0ec6b23c67e3c299d5a688afa17aea38579360fad22e6a19c7aac656eced0c16





# Introduction to Employee Relations

Course completed by Sabri Qahraman  
Oct 06, 2023 at 08:04AM UTC

Top skills covered

Employee Relations

Head of Content Strategy, Learning



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Program: Society for Human Resource Management (SHRM®)  
Registry ID: #RP4455  
Activity #: 24-E7SRD  
Professional Development Credits (PDCs): 1.00  
Certificate ID:  
bla38c5990366f178827d111fb3b6195bd78f6e54406a0e75cbe74ce40c583e





# Introduction to Employee Relations

Course completed by Sabri Qahraman  
Oct 06, 2023 at 08:04AM UTC

Top skills covered

Employee Relations

Head of Content Strategy, Learning



The HR Certification Institute has pre-approved this activity for recertification credits towards the aPHRTM, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Pre-Approved Provider Program.

Program: HR Certification Institute® (HRCI®)  
Provider ID: #604152  
Activity #: 652413  
Recertification Credits: 1.00  
Certificate ID:  
68a5443853c4b5bf93a2ad9ae7dd7e7e558f4f2d2907bdb3db973475c048916





# Human Resources: Strategic Workforce Planning

Course completed by Sabri Qahraman  
Sep 29, 2023 at 04:40PM UTC

Top skills covered

Workforce Planning

Head of Content Strategy, Learning



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Program: Society for Human Resource Management (SHRM®)  
Registry ID: #RP4455  
Activity #: 24-GN54J  
Professional Development Credits (PDCs): 1.00  
Certificate ID:  
afff8327506612e783b55d10736356203af92cf138f0a5a6d31eaf0c5d28df76





# Human Resources: Running Company Onboarding

Course completed by Sabri Qahraman

Oct 05, 2023 at 11:23PM UTC

Top skills covered

Human Resources (HR)

Onboarding

Head of Content Strategy, Learning



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Program: Society for Human Resource Management (SHRM®)  
Registry ID: #RP4455  
Activity #: 24-GAMYS  
Professional Development Credits (PDCs): 1.00  
Certificate ID:  
33ee931507890c48da4c48e945478d43b69295a70441ed222ca126594a934609





# Human Resources: Managing Employee Problems

Course completed by Sabri Qahraman  
Sep 14, 2023 at 11:31AM UTC

Top skills covered

Conflict Management

Head of Content Strategy, Learning



The HR Certification Institute has pre-approved this activity for recertification credits towards the aPHRTM, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Pre-Approved Provider Program.

Program: HR Certification Institute® (HRCI®)  
Provider ID: #604152  
Activity #: 652568  
Recertification Credits: 1.50  
Certificate ID:  
8a4486740e0af79d08adb7bb0bd24b8c5369710c3138332c370ef64bfa43f58b





# Human Resources: Managing Employee Problems

Course completed by Sabri Qahraman

Sep 14, 2023 at 11:31AM UTC

Top skills covered

Conflict Management

Head of Content Strategy, Learning



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Program: Society for Human Resource Management (SHRM®)  
Registry ID: #RP4455  
Activity #: 24-HYCNP  
Professional Development Credits (PDCs): 1.50  
Certificate ID:  
742d8655f3bbe4ad08e6ed47f89ce01f534c5dafl51be6c9b4bac092a5c51e15





# Human Resources: Strategic Workforce Planning

Course completed by Sabri Qahraman  
Sep 29, 2023 at 04:40PM UTC

Top skills covered

Workforce Planning

Head of Content Strategy, Learning



The HR Certification Institute has pre-approved this activity for recertification credits towards the aPHRTM, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Pre-Approved Provider Program.

Program: HR Certification Institute® (HRCI®)  
Provider ID: #604152  
Activity #: 652789  
Recertification Credits: 1.00  
Certificate ID:  
0138ecd4b04ab45c1e0585126080afc954380e9b24a8c85ebc092b9f10641caf





# Human Resources: Running Company Onboarding

Course completed by Sabri Qahraman

Oct 05, 2023 at 11:23PM UTC

Top skills covered

Human Resources (HR)

Onboarding

Head of Content Strategy, Learning



The HR Certification Institute has pre-approved this activity for recertification credits towards the aPHRTM, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Pre-Approved Provider Program.

Program: HR Certification Institute® (HRCI®)  
Provider ID: #604152  
Activity #: 652727  
Recertification Credits: 1.00  
Certificate ID:  
d32a1d6416b30alc631d67deb9c861c54bf4698042b2fb36a0b7bee6ba7bdfc0





# Human Resources: Leadership and Strategic Impact

Course completed by Sabri Qahraman  
Sep 14, 2023 at 11:21AM UTC

Top skills covered

Strategic Human Resources Leadership

Head of Content Strategy, Learning



The HR Certification Institute has pre-approved this activity for recertification credits towards the aPHRTM, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Pre-Approved Provider Program.

Program: HR Certification Institute® (HRCI®)  
Provider ID: #604152  
Activity #: 652823  
Recertification Credits: 2.00  
Certificate ID:  
926150ebc0568f391f79264142738b253fb1b70ba52732bd7703eab47173970a





# Human Resources: Leadership and Strategic Impact

Course completed by Sabri Qahraman  
Sep 14, 2023 at 11:21AM UTC

Top skills covered

Strategic Human Resources Leadership

Head of Content Strategy, Learning



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Program: Society for Human Resource Management (SHRM®)  
Registry ID: #RP4455  
Activity #: 24-S5QMV  
Professional Development Credits (PDCs): 2.00  
Certificate ID:  
8b7448f5cc49448065377ac5d556ac8f5140ec70dcabdf6830d4c5c766f67477





# Human Resources: Creating an Employee Handbook

Course completed by Sabri Qahraman  
Sep 13, 2023 at 05:17PM UTC

Top skills covered

Employee Handbooks

Head of Content Strategy, Learning



Instructional Delivery Method: QAS Self Study

In accordance with the standards of the National Registry of CPE Sponsors, CPE credits have been granted based on a 50-minute hour.

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Field of Study: Personnel/Human Resources

Program: National Association of State Boards of Accountancy (NASBA)

Registry ID: #140940

Continuing Professional Education Credit (CPE): 1.00

Certificate ID:

87942115fdb0a4b60bc24d48510349aed52c3e6672231f749641689de9668f4f





# Human Resources: Building a Performance Management System

Course completed by Sabri Qahraman

Sep 29, 2023 at 04:07PM UTC

Top skills covered

Performance Management

Head of Content Strategy, Learning



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Program: Society for Human Resource Management (SHRM®)  
Registry ID: #RP4455  
Activity #: 24-92G3P  
Professional Development Credits (PDCs): 1.00  
Certificate ID:  
887870244925ca0ec053dfe73ed7e3309738f351ad55f6c4e4c7ea405368a279





# Human Resources: Building a Performance Management System

Course completed by Sabri Qahraman

Sep 29, 2023 at 04:07PM UTC

Top skills covered

Performance Management

Head of Content Strategy, Learning



The HR Certification Institute has pre-approved this activity for recertification credits towards the aPHRTM, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Pre-Approved Provider Program.

Program: HR Certification Institute® (HRCI®)  
Provider ID: #604152  
Activity #: 652773  
Recertification Credits: 1.25  
Certificate ID:  
a82f0ab9d89ff34e5c400eb147fcb0860e3c7eed370fcfd2f30fb7759f2248aef





# Human Resources: Creating an Employee Handbook

Course completed by Sabri Qahraman  
Sep 13, 2023 at 05:17PM UTC

Top skills covered

Employee Handbooks

Head of Content Strategy, Learning



The HR Certification Institute has pre-approved this activity for recertification credits towards the aPHRTM, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Pre-Approved Provider Program.

Program: HR Certification Institute® (HRCI®)  
Provider ID: #604152  
Activity #: 652725  
Recertification Credits: 1.00  
Certificate ID:  
d16ccfac5fac6dd0fb280bb324060201ed38d0fce4911cce0b5bbad051fc60





# Human Resources: Creating an Employee Handbook

Course completed by Sabri Qahraman  
Sep 13, 2023 at 05:17PM UTC

Top skills covered

Employee Handbooks

Head of Content Strategy, Learning



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Program: Society for Human Resource Management (SHRM®)  
Registry ID: #RP4455  
Activity #: 24-TFZ69  
Professional Development Credits (PDCs): 1.00  
Certificate ID:  
f1c3a7135c14604fe8b4d0d19090421c5ab6538c20567b738165d92a08ddef65





# Human Resources: Payroll

Course completed by Sabri Qahraman  
Oct 05, 2023 at 03:21PM UTC

Top skills covered

Payroll Administration

Head of Content Strategy, Learning



The HR Certification Institute has pre-approved this activity for recertification credits towards the aPHRTM, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Pre-Approved Provider Program.

Program: HR Certification Institute® (HRCI®)  
Provider ID: #604152  
Activity #: 652079  
Recertification Credits: 0.50  
Certificate ID:  
5f53324526a142a24610793a17cb28045013aa103b7c1736310d24e371b0fb0f





# Human Resources: Payroll

Course completed by Sabri Qahraman  
Oct 05, 2023 at 03:21PM UTC

Top skills covered

Payroll Administration

Head of Content Strategy, Learning



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Program: Society for Human Resource Management (SHRM®)  
Registry ID: #RP4455  
Activity #: 24-726S6  
Professional Development Credits (PDCs): 0.50  
Certificate ID:  
8305ed2f7828310353ff6a974f56f278be3bb4a5cb76ff2d4ecc16c3eca28d52





# HR Communication in Today's Fluid Workplace

Course completed by Sabri Qahraman  
Sep 20, 2023 at 11:15AM UTC

Top skills covered

Human Resources (HR)

Organizational Communication

Head of Content Strategy, Learning



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Program: Society for Human Resource Management (SHRM®)  
Registry ID: #RP4455  
Activity #: 24-HPYSM  
Professional Development Credits (PDCs): 0.75  
Certificate ID:  
5e1c50f894013390104dd8baaca474e23030ff66d4b40885ffda88583161b3a3





# HR Guidelines Everyone Should Know

Course completed by Sabri Qahraman  
Oct 05, 2023 at 03:45PM UTC

Top skills covered

HR Transformation

Head of Content Strategy, Learning



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Program: Society for Human Resource Management (SHRM®)  
Registry ID: #RP4455  
Activity #: 24-QGXWN  
Professional Development Credits (PDCs): 1.25  
Certificate ID:  
8d95c24c998a63fff75a7337b4bd8edd4c1fcb6c1d0a759fe6dd400380abc6a5





# HR: Providing Flexible Work Options

Course completed by Sabri Qahraman  
Sep 20, 2023 at 12:27PM UTC

Top skills covered

Employee Benefits Design

Head of Content Strategy, Learning



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Program: Society for Human Resource Management (SHRM®)  
Registry ID: #RP4455  
Activity #: 24-KGA37  
Professional Development Credits (PDCs): 0.50  
Certificate ID:  
268c86cf1c531f41859995c4abf85d98a164d45dcbbcd7d137702aede959e992





# HR Communication in Today's Fluid Workplace

Course completed by Sabri Qahraman  
Sep 20, 2023 at 11:15AM UTC

Top skills covered

Human Resources (HR)

Organizational Communication

Head of Content Strategy, Learning



The HR Certification Institute has pre-approved this activity for recertification credits towards the aPHRTM, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Pre-Approved Provider Program.

Program: HR Certification Institute® (HRCI®)  
Provider ID: #604152  
Activity #: 652293  
Recertification Credits: 1.00  
Certificate ID:  
f7dd6b8dd21db3d90020c0a3227f87d2a686fc7f8702fdd0baa74c826eec6606





# HR Guidelines Everyone Should Know

Course completed by Sabri Qahraman  
Oct 05, 2023 at 03:45PM UTC

Top skills covered

HR Transformation

Head of Content Strategy, Learning



The HR Certification Institute has pre-approved this activity for recertification credits towards the aPHRTM, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Pre-Approved Provider Program.

Program: HR Certification Institute® (HRCI®)  
Provider ID: #604152  
Activity #: 652355  
Recertification Credits: 1.25  
Certificate ID:  
990ddc0107d33e69ba58694c669f6ab638d8860e5c0cec13c9228d5aceaa0650





# Hiring, Managing, and Separating from Employees

Course completed by Sabri Qahraman

Sep 21, 2023 at 12:32PM UTC

Top skills covered

People Management

Head of Content Strategy, Learning



The HR Certification Institute has pre-approved this activity for recertification credits towards the aPHRTM, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Pre-Approved Provider Program.

Program: HR Certification Institute® (HRCI®)  
Provider ID: #604152  
Activity #: 652784  
Recertification Credits: 1.50  
Certificate ID:  
f75f85ae5d9c0d496c90403691b905b4e1afbf268cc6542082816f84b1f01368





# Hiring, Managing, and Separating from Employees

Course completed by Sabri Qahraman

Sep 21, 2023 at 12:32PM UTC

Top skills covered

People Management

Head of Content Strategy, Learning



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Program: Society for Human Resource Management (SHRM®)  
Registry ID: #RP4455  
Activity #: 24-F5T93  
Professional Development Credits (PDCs): 1.50  
Certificate ID:  
55d66f0d21fa06ee47a393b65e0de7f489c7529245f89b5e11cf93133a349f90





# HR Communication in Today's Fluid Workplace

Course completed by Sabri Qahraman  
Sep 20, 2023 at 11:15AM UTC

Top skills covered

Human Resources (HR)

Organizational Communication

Head of Content Strategy, Learning



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Program: PMI® Registered Education Provider  
Provider ID: #4101  
Activity #: 41017AAEM0  
PDUs/ContactHours: 0.50  
Certificate ID:  
a9d799c9d90a0ca9aff75886c6fec891aa6801ef02f35bf6ecf0eab6d51c7aab





# HR: Providing Flexible Work Options

Course completed by Sabri Qahraman  
Sep 20, 2023 at 12:27PM UTC

Top skills covered

Employee Benefits Design

Head of Content Strategy, Learning



The HR Certification Institute has pre-approved this activity for recertification credits towards the aPHRTM, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Pre-Approved Provider Program.

Program: HR Certification Institute® (HRCI®)  
Provider ID: #604152  
Activity #: 652383  
Recertification Credits: 0.50  
Certificate ID:  
fd2b735926e4b54a30d95a7bbe95075dfe711068bfe70b3476dca589ddd50be3





# Facilitation Skills for Managers and Leaders

Course completed by Sabri Qahraman  
Sep 14, 2023 at 11:56AM UTC

Top skills covered

Team Facilitation

Head of Content Strategy, Learning



The PMI Registered Education Provider logo is a registered mark of the Project Management Institute, Inc.

Program: PMI® Registered Education Provider  
Provider ID: #4101  
Activity #: 41013IIIVIX  
PDUs/ContactHours: 0.50  
Certificate ID:  
1bd988f2b82a60bbb52aac298ac18d071a0d514eb30c9ead475e60e0e168f034





# Employee Engagement

Course completed by Sabri Qahraman

Oct 11, 2023 at 09:10AM UTC

Top skills covered

Employee Engagement

Head of Content Strategy, Learning



The HR Certification Institute has pre-approved this activity for recertification credits towards the aPHRTM, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Pre-Approved Provider Program.

Program: HR Certification Institute® (HRCI®)

Provider ID: #604152

Activity #: 652614

Recertification Credits: 1.50

Certificate ID:

17f88ddb4b372fe78a8c894d537a3f5b842e0785cc20ba5fe9b0a72671061255





# Hiring, Managing, and Separating from Employees

Course completed by Sabri Qahraman

Sep 21, 2023 at 12:32PM UTC

Top skills covered

People Management

Head of Content Strategy, Learning



The PMI Registered Education Provider logo is a registered mark of the Project Management Institute, Inc.

Program: PMI® Registered Education Provider  
Provider ID: #4101  
Activity #: 4101961NUO  
PDUs/ContactHours: 1.50  
Certificate ID:  
a196a357f2e275f5aad610a26c54c14f3b690df8279219ca5629b9770d76cac6





# Creating a Positive and Healthy Work Environment

Course completed by Sabri Qahraman  
Sep 14, 2023 at 01:21PM UTC

Top skills covered

Positive Work Environment

Head of Content Strategy, Learning



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SHRM-CP® and SHRM-SCP® are trademarks of the Society of Human Resource Management (SHRM)

Program: Society for Human Resource Management (SHRM®)  
Registry ID: #RP4455  
Activity #: 24-NMQUE  
Professional Development Credits (PDCs): 1.00  
Certificate ID:  
173bd24ca2f6e8a05ed102c03e9d04776d3b92e657afcc11c06fea183e2921a





# Hiring, Managing, and Separating from Employees

Course completed by Sabri Qahraman

Sep 21, 2023 at 12:32PM UTC • 1 hour 40 minutes

Top skills covered

**People Management**

Head of Content Strategy, Learning



The PMI Registered Education Provider logo is a registered mark of the Project Management Institute, Inc.

Program: PMI® Registered Education Provider  
Provider ID: #4101  
Activity #: 4101961NUO  
PDUs/ContactHours: 1.50  
Certificate ID:  
a196a357f2e275f5aad610a26c54c14f3b690df8279219ca5629b9770d76cac6





# Excel: You Can Do This

Course completed by Sabri Qahraman

Sep 14, 2023 at 12:51PM UTC • 34 minutes

Top skills covered

Microsoft Excel

A handwritten signature in black ink that reads "Dan Boden".

Head of Content Strategy, Learning

Certificate ID: 060340b593ae2ca06a9403614e69cf206491c4abc848b6478a854be066d889c2





# Employee Engagement

Course completed by Sabri Qahraman  
Oct 11, 2023 at 09:10AM UTC

Top skills covered

Employee Engagement

Head of Content Strategy, Learning



LinkedIn Learning is recognized by SHRM to offer SHRM-CP® and SHRM-SCP® professional development credits (PDCs).  
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Program: Society for Human Resource Management (SHRM®)  
Registry ID: #RP4455  
Activity #: 24-JMG6D  
Professional Development Credits (PDCs): 1.25  
Certificate ID:  
8e438ffa8398236d3ffd9a3c23ce6be7352b4db8671d9979de42c441a0ce71c9





# Employee Engagement

Course completed by Sabri Qahraman

Oct 11, 2023 at 09:10AM UTC

Top skills covered

Employee Engagement

Head of Content Strategy, Learning



The PMI Registered Education Provider logo is a registered mark of the Project Management Institute, Inc.

Program: PMI® Registered Education Provider  
Provider ID: #4101  
Activity #: 4101RRSC6Z  
PDUs/ContactHours: 1.25  
Certificate ID:  
d21606dcfedcd2104d92608f150743243d49222840ecc15232d66eb3a05a39d3d





# Driving Workplace Happiness

Course completed by Sabri Qahraman

Sep 14, 2023 at 01:15PM UTC

Top skills covered

Organizational Culture

Head of Content Strategy, Learning



The HR Certification Institute has pre-approved this activity for recertification credits towards the aPHRTM, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Pre-Approved Provider Program.

Program: HR Certification Institute® (HRCI®)

Provider ID: #604152

Activity #: 652734

Recertification Credits: 1.25

Certificate ID:

162c96cccd9b536315cbb098b2fc6bf280ff0cad386fa2450d2319d3eb2d8ae





# Coaching and Developing Employees

Course completed by Sabri Qahraman

Oct 11, 2023 at 10:02AM UTC

Top skills covered

People Development

Employee Coaching

Head of Content Strategy, Learning



The PMI Registered Education Provider logo is a registered mark of the Project Management Institute, Inc.

Program: PMI® Registered Education Provider  
Provider ID: #4101  
Activity #: 4101A9UE44  
PDUs/ContactHours: 1.00  
Certificate ID:  
0684210118f25e89fd49e7650f4e26ee7a1ccc83d1831ad9f393db9bf99fa785





# Communication Skills for Modern Management

Course completed by Sabri Qahraman  
Sep 16, 2023 at 11:26AM UTC

Top skills covered

Communication

Team Management

Head of Content Strategy, Learning



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Program: PMI® Registered Education Provider  
Provider ID: #4101  
Activity #: 410140F5B  
PDUs/ContactHours: 1.00  
Certificate ID:  
bb837ea6d4e42b0503522b10a1dba2727aee83218330850ebabcc8fb4957153e





# Driving Employee Engagement as a People Manager

Course completed by Sabri Qahraman

Sep 14, 2023 at 12:29PM UTC • 49 minutes

Top skills covered

Employee Engagement

People Management

A handwritten signature in black ink that reads "Dan Boden".

Head of Content Strategy, Learning

Certificate ID: bfb4a2f5057f82fedba8adb7bee80ba500246232105c9cd9521952f2c2d3409d





# Diversity, Inclusion, and Belonging

Course completed by Sabri Qahraman

Oct 05, 2023 at 11:45PM UTC

Top skills covered

Diversity & Inclusion

Head of Content Strategy, Learning



The HR Certification Institute has pre-approved this activity for recertification credits towards the aPHRTM, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Pre-Approved Provider Program.

Program: HR Certification Institute® (HRCI®)

Provider ID: #604152

Activity #: 652431

Recertification Credits: 1.00

Certificate ID:

dd081262b0975526ade385d1cd901e413ddf958f55ccdd837f582618d3995455





# Diversity, Inclusion, and Belonging

Course completed by Sabri Qahraman

Oct 05, 2023 at 11:55PM UTC

Top skills covered

Diversity & Inclusion

Head of Content Strategy, Learning



Instructional Delivery Method: QAS Self Study

In accordance with the standards of the National Registry of CPE Sponsors, CPE credits have been granted based on a 50-minute hour.

LinkedIn is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its web site: [www.nasbaregistry.org](http://www.nasbaregistry.org)

Field of Study: Personnel/Human Resources

Program: National Association of State Boards of Accountancy (NASBA)

Registry ID: #140940

Continuing Professional Education Credit (CPE): 1.40

Certificate ID:

f44cf4d079d1a3a7a3f6b6092596f952ed77868f0054308ac3c4a8fe4ef35c2a





# Driving Workplace Happiness

Course completed by Sabri Qahraman

Sep 14, 2023 at 01:15PM UTC

Top skills covered

Organizational Culture

Head of Content Strategy, Learning



LinkedIn Learning is recognized by SHRM to offer SHRM-CP® and SHRM-SCP® professional development credits (PDCs).  
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Program: Society for Human Resource Management (SHRM®)  
Registry ID: #RP4455  
Activity #: 24-ZWZ6G  
Professional Development Credits (PDCs): 1.25  
Certificate ID:  
1aced37ed3b7664cc83cd1d61675dd5c2ae3bcb86a5c0148c181f339663a815c





# Diversity, Inclusion, and Belonging

Course completed by Sabri Qahraman

Oct 05, 2023 at 11:45PM UTC

Top skills covered

Diversity & Inclusion

Head of Content Strategy, Learning



The PMI Registered Education Provider logo is a registered mark of the Project Management Institute, Inc.

Program: PMI® Registered Education Provider  
Provider ID: #4101  
Activity #: 4101MS8WX9  
PDUs/ContactHours: 0.75  
Certificate ID:  
98931b10f1ab2c74928579b86b66990a4497b359df363f273ae924d261726c1a





# Creating a Positive and Healthy Work Environment

Course completed by Sabri Qahraman  
Sep 14, 2023 at 01:21PM UTC

Top skills covered

Positive Work Environment

Head of Content Strategy, Learning



The PMI Registered Education Provider logo is a registered mark of the Project Management Institute, Inc.

Program: PMI® Registered Education Provider  
Provider ID: #4101  
Activity #: 4101D6SWD4  
PDUs/ContactHours: 1.00  
Certificate ID:  
5518071737f37411321e18ba53a540f9a153737a00516d5cfe562aae53143f52





# Administrative Human Resources

Course completed by Sabri Qahraman  
Sep 14, 2023 at 10:39AM UTC

Top skills covered

Human Resources (HR)

Head of Content Strategy, Learning



The HR Certification Institute has pre-approved this activity for recertification credits towards the aPHRTM, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Pre-Approved Provider Program.

Program: HR Certification Institute® (HRCI®)  
Provider ID: #604152  
Activity #: 652595  
Recertification Credits: 1.50  
Certificate ID:  
cc3e361fdbbeddc80c8a6cefb167605eeb082795fe2643b347a2b8141893b6ad





# Diversity, Inclusion, and Belonging

Course completed by Sabri Qahraman

Oct 05, 2023 at 11:45PM UTC

Top skills covered

Diversity & Inclusion

Head of Content Strategy, Learning



LinkedIn Learning is recognized by SHRM to offer SHRM-CP® and SHRM-SCP® professional development credits (PDCs).  
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Program: Society for Human Resource Management (SHRM®)  
Registry ID: #RP4455  
Activity #: 24-XYAKG  
Professional Development Credits (PDCs): 1.00  
Certificate ID:  
790435afc18b02a7fe2ceacbfbcc2aad97d4cf15acea3e8c30844ab6c168d489





# Creating a Positive and Healthy Work Environment

Course completed by Sabri Qahraman  
Sep 14, 2023 at 01:21PM UTC

Top skills covered

Positive Work Environment

Head of Content Strategy, Learning



The HR Certification Institute has pre-approved this activity for recertification credits towards the aPHRTM, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ certifications. The content of the activity submitted has met the criteria of the Pre-Approved Provider Program.

Program: HR Certification Institute® (HRCI®)

Provider ID: #604152

Activity #: 652781

Recertification Credits: 1.00

Certificate ID:

22900c9ae83387606767e48f1407e6210e2ae7d0e2e47c1561b06fc6ba14722d





# Administrative Human Resources

Course completed by Sabri Qahraman  
Sep 14, 2023 at 10:39AM UTC

Top skills covered

Human Resources (HR)

Head of Content Strategy, Learning



LinkedIn Learning is recognized by SHRM to offer SHRM-CP® and SHRM-SCP® professional development credits (PDCs).  
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Program: Society for Human Resource Management (SHRM®)  
Registry ID: #RP4455  
Activity #: 24-SSG9G  
Professional Development Credits (PDCs): 1.25  
Certificate ID:  
56ad00bb2f042eef10aadbb952b952c8590e4f193cd7b054c4b1cbb1a6333ac4





# Diversity, Inclusion, and Belonging

Course completed by Sabri Qahraman

Oct 05, 2023 at 11:55PM UTC

Top skills covered

Diversity & Inclusion

Head of Content Strategy, Learning



Instructional Delivery Method: QAS Self Study

In accordance with the standards of the National Registry of CPE Sponsors, CPE credits have been granted based on a 50-minute hour.

LinkedIn is registered with the National Association of State Boards of Accountancy (NASBA) as a sponsor of continuing professional education on the National Registry of CPE Sponsors. State boards of accountancy have final authority on the acceptance of individual courses for CPE credit. Complaints regarding registered sponsors may be submitted to the National Registry of CPE Sponsors through its web site: [www.nasbaregistry.org](http://www.nasbaregistry.org)

Field of Study: Personnel/Human Resources

Program: National Association of State Boards of Accountancy (NASBA)

Registry ID: #140940

Continuing Professional Education Credit (CPE): 1.40

Certificate ID:

f44cf4d079d1a3a7a3f6b6092596f952ed77868f0054308ac3c4a8fe4ef35c2a



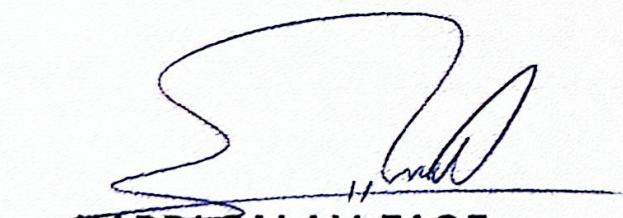
# CERTIFICATE

OF PARTICIPATION

This certificate is awarded to

## SABRI QAHRAMAN SABRI

Granted With Heartfelt Gratitude For Your Effort As a Protocol Team  
in Bringing Success to Us



HARDI SALAM FAQE

ORGANIZER



08.09.2022

DATE



**HITEX. 2022**



Your Gateway  
To Digitalization

# CERTIFICATE OF APPRECIATION

**This Award is Presented to**

**Sabri Qahraman Sabri**

Granted With Sincere Gratitude For The Role You Played In Bringing Success to

**HITEX 2022 on 27-30<sup>th</sup> of June**



HITEX Organizer  
**Farhang N. Bradosty**



## سوپاس و پیزمان

به ریز: صبری قهرمان صبری

به ناوی سه روکایه‌تی بهشی ئینگلیزی له بهرام بهر رۆل و کارابوونی بهرد هوا مت له بهش و نوئنە رايەتی كردنی بهش  
له سه رئاستی فاكه‌لتی ئاداب و زانکۆ، به پیویستی ده زانین سوپاس و پیزمانینى بهشتان پېشکەش بکەين.

ھيودارىن له گيانى هاوكاري، كاري پيشەپى و زانستى بهرد هوا م و سه ركە و تۇو بن.

سەرۆكى بهشى ئینگلیزى

يادگار اسماعيل سعيد





## سوپاس و دەست خۆشى

بەناوی گروپى شاخه‌وانى هاویدیان سوپاس و دەست خۆشى خۇمان ئاراستى  
رېزدار) صىرىق قاره‌مان صىرىق ( دەكەين لە بەرامبەر ئەو ماندوبوون ھەماھەنگىيە

ئەنجامى داوه بەرامبەر كارو پىشخىستنى چالاكييەكانى گروپەكەمان

ھيواي سەركەوتىن و بەردەۋامىتىن بۇ دەخوازىن  
فيدراسيونى شاخه‌وانى كوردىستان  
گروپى شاخه‌وانى هاویدیان

سەرپەرشتىيارى گروپى شاخه‌وانى هاویدىان  
خالص علی حەمد



**BCF**  
BARZANI CHARITY FOUNDATION



دەزگای خىرخوازىي بارزانى  
٢٠١٣ - ٢٠١٤

## سۈپاس و پىزائىن

بۇ بەرپىز / سەبرى قارەمان سەبرى

دەزگای خىرخوازىي بارزانى ئەوپەرى سۈپاس و پىزائىنى خۆى ئاراستەي بەرپىزتان دەكەت بەرامبەر ھەول و ماندو بۇونتانا لە سەرخستنى پرۆژەي (پىشىرىكىي توپىزىنەوەي ناوازە) كە بە ھەماھەنگى لەگەل زانكۆي لوېنانى فەرەنسى ئەنجامدرا ھىواخوازىن ھەر دەم سەركەوتتوو بن بۇ پىشىختىنى زانست و خزمەتكەرنى نەتهوەكەمان. بەشدارىكەن تان جىڭاي شانازى و سۈپاسى ئىمەيم، ھىوادارىن لە ۋىيانى تايىبەتى و پىشەيتان ھەميشە سەركەوتتوو بن.

ھەر شاد و بەختەوەر بن.



**Certificate of Appreciation**  
is proudly presented to:

**Sabri Qahraman Sabri**

**For valuable contribution as a Volunteer at the “8<sup>th</sup> Student Conference of  
Sorani University” held by Soran University.**

**Awarded on 18<sup>th</sup>-19<sup>th</sup> May, 2022**

Assist. Prof. Dr. Sherwan Sharif Qurtas  
President of University

Ministry of Higher Education  
Soran University - Faculty of Arts  
English Language Department



# *Certificate of Participation*

Hereby certifies that

Sabri Qahraman Sabri

successfully participated in a three hour training course: 'Persuasive Strategies in Job Interview' on Sunday April 17<sup>th</sup>, 2022 facilitated by English Department.



Head of English Department

Yadgar Ismail Said



Course Trainer

Mohammed Nadhim Dhayab



## *Certificate of Achievement*

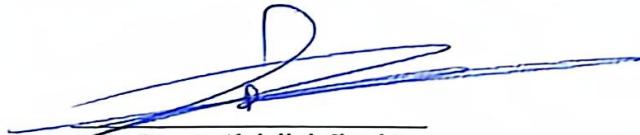
*This is to certify that*

**Sabri Qahraman Sabri**

was a successful Presenter in

***Entrepreneurship Workshop***

*A three-day workshop held on November 10 to December 8, 2021 by Soran University Career Development Center.*



*Mr. Danar Abdullah Ibrahim  
Director, Career Development Center (CDC)*



*Dr. Serwan Jabbar Amen  
Vice President for Scientific Affairs*



## CONNECT PROGRAM CERTIFICATE

May 06, 2022

We hereby certify that

# Sabri Qahraman

has successfully completed Soliya's Connect Program, thereby developing key knowledge, relationships and 21<sup>st</sup> century skills including communication, teamwork and problem solving, demonstrating competence to engage effectively and constructively in global contexts and across lines of difference.

A handwritten signature in blue ink that appears to read "Nahid Ahmed".

Nahid Ahmed, Director



## CONNECT PROGRAM CERTIFICATE

Dec 03, 2021

We hereby certify that

# Sabri Qahraman

has successfully completed Soliya's Connect Program, thereby developing key knowledge, relationships and 21<sup>st</sup> century skills including communication, teamwork and problem solving, demonstrating competence to engage effectively and constructively in global contexts and across lines of difference.

A blue ink signature that reads "Nahid Ahmed".

Nahid Ahmed, Director



## Certificate of Completion

---

### INTRODUCTION TO ONLINE DIALOGUE FACILITATION

We hereby certify that on Friday, February 18, 2022

Sabri Qahraman

successfully completed the course **Introduction to Online Dialogue Facilitation**  
focused on team engagement designed to strengthen multi-partial leadership  
skills and attitudes



A handwritten signature in black ink, appearing to read "Waidehi Gokhale".

Waidehi Gokhale  
Chief Executive Officer