



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

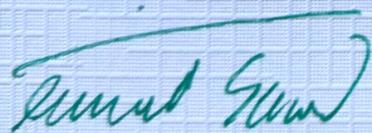


Sabri Qahraman

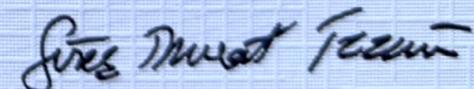
for successful participation in

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.

STANLEY CURRIER
SENIOR TECHNICAL ADVISOR- IREX

Dr. KHATTAB AHMED MUSTAFA
DIRECTOR GENERAL OF EDUCATION

PLANNING AND FOLLOW UP
MINISTRY OF HIGH EDUCATION & SCIENTIFIC RESEARCH



BCF
BARZANI CHARITY FOUNDATION



دەزگای خىرخوازىي بارزانى
٢٠١٩ - ٢٠٢٠

سۈپاس و پىزائىن

بۇ بەرپىز / سەبرى قارەمان سەبرى

دەزگای خىرخوازىي بارزانى ئەوپەرى سۈپاس و پىزائىنى خۆى ئاراستەي بەرپىزتان دەكەت بەرامبەر ھەول و ماندو بۇونتان لە سەرخستنى پرۆژەي (پىشبرکىي توپىزىنەوەي ناوازە) كە بە ھەماھەنگى لەگەل زانكۆي لوېنانى فەرەنسى ئەنجامدرا ھىواخوازىن ھەر دەم سەركەوتتوو بن بۇ پىشخستنى زانست و خزمەتكىدىنى نەتهوەكەمان. بەشدارىكىدىن بەشدارىكىدىن جىڭاي شانا زىيەيە، سۈپاسى ئىمەيە، ھىوادارىن لە ۋىيانى تايىبەتى و پىشەيتان ھەميشە سەركەوتتوو بن.

ھەر شاد و بەختەوەر بن.

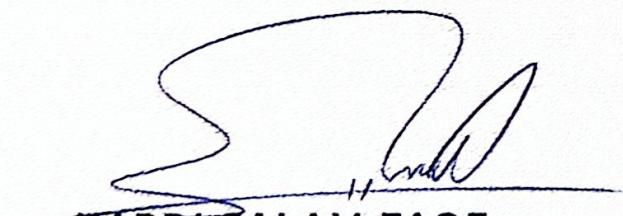
CERTIFICATE

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 27-30th of June



HITEX Organizer
Farhang N. Bradosty

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 17th, 2022 facilitated by English Department.

A blue ink signature of a person's name, likely Yadgar Ismail Said.

Head of English Department

Yadgar Ismail Said

A blue ink signature of a person's name, likely Mohammed Nadhim Dhayab.

Course Trainer

Mohammed Nadhim Dhayab



Certificate of Achievement

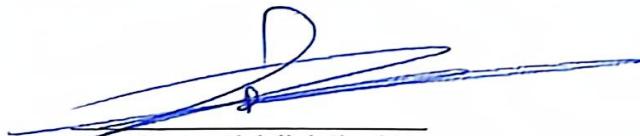
This is to certify that

Sabri Qahraman Sabri

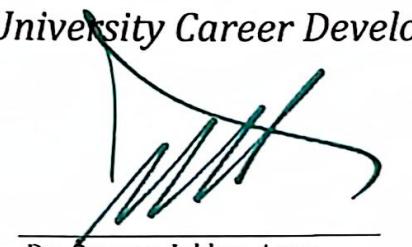
was a successful Presenter in

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*



Certificate of Appreciation
is proudly presented to:

Sabri Qahraman Sabri

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

Awarded on 18th-19th May, 2022

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



سوپاس و پیزمان

به ریز: صبری قهرمان صبری

به ناوی سه روکایه تی به شی ئینگلیزی له به رامبەر رۆل و کارابوونی بەردەوامت له بەش و نوئنەرایەتی کردنی بەش
له سەر ئاستی فاکەلتی ئاداب و زانکۆ، بە پیویستی دەزانین سوپاس و پیزمانی بەشتان پىشکەش بکەين.

ھيودارىن لە گيانى هاوكاري، كاري پيشەپى و زانستى بەردەوام و سەركەوتتوو بن.

سەرۆكى بەشى ئینگلیزى

يادگار اسماعيل سعيد





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 21st 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 21st 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



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 بەردەۋامىتىان بۇ دەخوازىن
فيدراسيونى شاخه‌وانى كوردىستان
گروپى شاخه‌وانى هاویدیان

سەرپەرشتىيارى گروپى شاخه‌وانى هاویدىان
خالص علی حەمد



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



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 #: 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



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 #: 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

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

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



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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



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-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.

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

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:
a82f0ab9d89ff34e5c400eb147fcb0860e3c7eed370fcd2f30fb7759f2248aef





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



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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



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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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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



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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



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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



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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



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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.

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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): 1.40

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



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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



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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



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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



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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.

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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): 1.40

Certificate ID:

f44cf4d079d1a3a7a3f6b6092596f952ed77868f0054308ac3c4a8fe4ef35c2a

