

18 June 2025

Dear Sir/Madam,

## ENDORSEMENT OF AVENTIS GRADUATE SCHOOL

On behalf of the Institute for Human Resource Professionals (IHRP), I am pleased to endorse the accreditation of the following course(s)/programme(s):

### Programme\*:

No	Programme Title
1	- Intentionally left empty -

### Course Titles in Programme / Singular Course#:

No	Course Title
1	Effective Performance Management and Appraisal

### Skills Badges\*:

No	Course Title	Skills Badge	Skills Badge Level
1	Effective Performance Management and Appraisal	Performance Management	Basic

*\*If the Programme title or Skills Badges is left blank, the course endorsement is awarded only for the individual courses or without skills badge.*

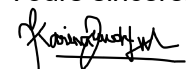
*\* If the Course Titles in Programme / Singular Course is left blank, accreditation is only given to the course.*

The above-mentioned programme(s) / course(s) are designed to equip HR professionals with the necessary knowledge and skills in alignment with the Body of Competencies (BoC), reinforcing key HR capabilities that are essential for the profession. As part of this accreditation, individuals who complete each course will be awarded an IHRP skills badge, recognising their proficiency in specific HR domains. This stackable approach enables HR professionals to progressively build their expertise.

With the completion of the above-mentioned programme(s) / course(s), HR professionals will be better equipped to implement good HR practices, strengthen HR skillsets, and contribute meaningfully to business success. IHRP fully supports this initiative, as it represents a significant step toward uplifting HR standards and enhancing the strategic role of HR professionals in driving workforce transformation. We look forward to seeing its positive impact on both individuals and enterprises.

The IHRP course accreditation is valid for a period of two years, from **18 June 2025** to **17 June 2027**.

Yours sincerely,



**Karina Kuok**

Director, Assessment & Insights

Institute for Human Resource Professionals (IHRP)