

CERTIFICATE OF COMPLETION

ACADEMY TO INNOVATE HR

AIHR | ACADEMY TO
INNOVATE HR

Zach Balian

Has successfully completed

Design Thinking and Employee Experience

Eligible for recertification credits with:



+ 6
others

E. van Vulpen

Erik van Vulpen

Dean of the Academy to Innovate HR

Date issued: September 14, 2026

ID: AIHR-vj3b7q5cjl