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CERTIFICATE
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Presented by:
Harvard Business Impact in
collaboration with
International Business
Machines (IBM)

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Christian Mcfadden

*has completed the program and understands the principles,
approaches, and best practices presented in*

Feedback Essentials

A handwritten signature in black ink, appearing to read "Vinay Hebbar", with a horizontal line underneath.

Vinay Hebbar
Executive Vice President, Enterprise
Harvard Business Impact