

**IPM
(K)**

Institute of Personnel Management, Kenya
Counselling Certificate

This is to certify that:

Elsa Adhiambo Ouma

Attended and Successfully Completed:

A Certificate in Counselling Course

January 2007 – November 2007

Areas Covered:

1. ***Theories of Counselling***
2. ***Counselling Process – Exploration, Understanding & Action***
3. ***Counselling Skills and Techniques***
4. ***Counselling On Special Issues***
5. ***Employment Separation***
6. ***Communication Skills***
7. ***Interviewing Skills***



Executive Director

Granted: November, 2007

Cert No. 002066/07F

This certificate was issued without any erasures or alterations whatsoever