



Letter of Recommendation for:

- Assistant Prof. Dr. Hoshyar Dizayee
- Assistant Prof. Dr. Ahmed Mohammed Khalel
- Assistant Prof. Dr. Naseem Yousif Hanna
- Assistant Lecturer Zana Abdulrahman Hakeem

I am writing to express my endorsement for **Professors Hoshyar, Ahmed, Naseem** and **Lecturer Zana** in recognition of their unwavering commitment and exceptional performance during the training course conducted in Erbil for the Peshmerga forces in February 2024.

This course, "**Leadership and Strategic Management for Peshmerga Officers**", was jointly organized by The University of Salahaddin, The Reform Department of Peshmerga, The Financial/Accounting Department of Peshmerga and The Ministry of Defense of The Netherlands (MILAD, and 1CMICo/IDEA).

Throughout the duration of the course, Professors Hoshyar, Ahmed, Naseem and Lecturer Zana exhibited exemplary dedication and professionalism. Their tireless efforts significantly contributed to the success of the training program, leaving an indelible mark on the effectiveness of the Peshmerga forces in Erbil.

Professor Hoshyar and Lecturer Zana demonstrated an outstanding ability to impart their extensive knowledge and expertise, ensuring that the training sessions were not only informative but also tailored to meet the specific needs of the Peshmerga forces. Being the translators, their role was of the uttermost importance. Their meticulous approach and strategic insights greatly enhanced the overall training experience.

Professor Naseem's commitment to excellence was evident in every aspect of the course. His organizational skills, coupled with a keen attention to detail, played a pivotal role in the seamless execution of training activities. His style fostered a positive and collaborative learning environment.

Professor Ahmed, as a senior leader, provided invaluable guidance and mentorship to his team. His strategic vision significantly contributed to the overall success, fostering a cohesive and efficient team dynamic.

In conclusion, I highly recommend the Professors and Lecturer for any future assignments or responsibilities. Their exemplary performance in Erbil reflects their commitment to excellence and their ability to excel in challenging environments. I have no doubt that their continued dedication will bring great credit to your organization.

Please do not hesitate to contact me if you require any further information.

Sincerely,

Major Drs Kjell van der Giessen MSc, BSc, BEc