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Date of Issue: 13/01/2026

Congratulations

JOY KULAPPURA

Pena4

on being recognised as a **Great Manager to Work With™** for the period of January 2026 to December 2026. You have demonstrated the ability to 'Connect, Develop, and Inspire' your team to achieve the desired business results.

GREAT MANAGER INSTITUTE
Our pathways. Your potential.

Prasenjit Bhattacharya
Co-Founder & CEO
Great Manager Institute®

*This certificate is valid for 1 year from the date of issue.