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You do not need to be accredited to be a CEO. Similarly, I feel that there is no need for accreditation in HR, which is a bureaucratic process. Formal qualifications in HR such as special fields of studies are readily available in universities and institutions of learning and provide credible benchmarks. Above all, to be an effective HR professional and a 'business partner' in any organisation depends on one's ability to deliver, leadership qualities and business acumen, all of which case not creditable.