



CERTIFICATE OF ATTENDANCE

This document certifies that

Ricardo Granados

successfully participated in the following Management 3.0 Workshop:

M3.0 Mejora la comunicación

Event Date: 11 July 2020

Location: online

Facilitated by:

A handwritten signature in black ink, appearing to read "Guillermo Lechuga".

Guillermo Lechuga
Management 3.0 - Facilitator
Licensed since 6 August 2019

A handwritten signature in black ink, appearing to read "Dario Bello Forero".

Dario Bello Forero
Management 3.0 - Facilitator
Licensed since 4 February 2020

A handwritten signature in black ink, appearing to read "Jurgen Appelo".

Jurgen Appelo
Founder

This certificate may be required as proof of participation. Certificate number 200759821