



# CERTIFICATE OF ATTENDANCE

This document certifies that

## Rafael Hernandez Ruiz

successfully participated in the following Management 3.0 Workshop:

## ENERGIZING PEOPLE

Event Date: 3 - 10 October 2020

Location: online

Facilitated by:

**Guillermo Lechuga**  
Management 3.0 - Facilitator  
Licensed since 6 August 2019

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

**Jurgen Appelo**  
Founder

This certificate may be required as proof of participation. Certificate number 201072581