



CERTIFICATE OF ATTENDANCE

This document certifies that

Rafael Hernandez Ruiz

successfully participated in the following Management 3.0 Workshop:

Great Team Decisions!

Event Date: 10 - 13 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 201072582