



# CERTIFICATE OF ATTENDANCE

This document certifies that

**Nelson José Cedeño Prieto**

successfully participated in the following Management 3.0 Workshop:

**Change Management Game**

Event Date: 21 August 2021

Location: online

Facilitated by:

A handwritten signature in black ink, appearing to read "N. Paredes".

**Norberto Paredes Hernández**

*Management 3.0 - Facilitator*

*Licensed since 30 October 2018*

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

**Jurgen Appelo**  
*Founder*

This certificate may be required as proof of participation. Certificate number 2108100698