

CERTIFICATE OF ATTENDANCE

This document certifies that

Manuel Alejandro Guerra

successfully participated in the following Management 3.0 Workshop:

Agile Change Management

Event Date: 2 October 2021

Location: online



Facilitated by:

Handwritten signature of Norberto Paredes Hernández.

Norberto Paredes Hernández

Management 3.0 - Facilitator

Licensed since 30 October 2018

Handwritten signature of Jurgen Appelo.

Jurgen Appelo

Founder

This certificate may be required as proof of participation. Certificate number 2110104633