



CERTIFICATE OF ATTENDANCE

This document certifies that

Manuel Alejandro Guerra

successfully participated in the following Management 3.0 Workshop:

Change Management 3.0

Event Date: 1 October 2021

Location: online

Facilitated by:

Norberto Paredes Hernández

Management 3.0 - Facilitator

Licensed since 30 October 2018

Jurgen Appelo

Founder

This certificate may be required as proof of participation. Certificate number 2110104665