



# CERTIFICATE OF ATTENDANCE

This document certifies that

**Maricela Gonzalez Rincon**

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 2110109715