



# CERTIFICATE OF ATTENDANCE

This document certifies that

**Alina Runova**

successfully participated in a Management 3.0

## FOUNDATION WORKSHOP

Event Date: 5 - 7 December 2022

Location: online

Facilitated by:

A purple ink signature of Anton Zotin.

**Anton Zotin**

*Management 3.0 - Facilitator*

*Licensed since 24 October 2018*

A black ink signature of Jurgen Appelo.

**Jurgen Appelo**  
*Founder*

This certificate may be required as proof of participation. Certificate number 2212145282