



CERTIFICATE OF ATTENDANCE

This document certifies that

Maria Toro

successfully participated in a Management 3.0

AGILE CHANGE LEADERSHIP WORKSHOP

Event Date: 22 - 29 November 2023

Location: online

Facilitated by:

Carlos Scolni

Carlos Scolni
Management 3.0 - Facilitator
Licensed since 14 August 2020

Francisco Contreras

Francisco Contreras
Management 3.0 - Facilitator
Licensed since 2 October 2020

Jurgen Appelo
Jurgen Appelo
Founder

This certificate may be required as proof of participation. Certificate number 2311170149