



CERTIFICATE OF ATTENDANCE

This document certifies that

Dawid Wacławski

successfully participated in the following Management 3.0 Workshop:

(online) Management 3.0

Event Date: 13 - 15 December 2021

Location: online

Facilitated by:

A handwritten signature in blue ink, appearing to read "D. Skowronski".

Daniel Skowronski
Management 3.0 - Facilitator
Licensed since 1 March 2013

A handwritten signature in blue ink, appearing to read "J. Appelo".
Jurgen Appelo
Founder

This certificate may be required as proof of participation. Certificate number 2112114155