

CERTIFICATE OF ATTENDANCE

THIS IS TO CERTIFY THAT

Bazhok Dzianis

has successfully completed

TEAM PROGRAM

- **"Initial Team Audit"**
(4 hours of theory and 4 hours of practice)
- **"Constructive communications within a team. Making managerial decisions"**
(4 hours of theory and 4 hours of practice)
- **"Interviewing, hiring, onboarding, firing"**
(4 hours of theory and 4 hours of practice)
- **"Task setting, task control, delegation"**
(4 hours of theory and 4 hours of practice)
- **"Individual tools of communicating with people: motivation, one-on-one meetings"**
(4 hours of theory and 4 hours of practice)
- **"Difficult Negotiations. Tools of preparation for negotiations and negotiating techniques."**
(4 hours of theory and 8 hours of practice)


ALEXANDER ORLOV
VYACHESLAV PANKRATOV

April 2023 - October 2023

