

# CERTIFICATE OF ATTENDANCE

THIS IS TO CERTIFY THAT

**Nikita Petrushin**

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**

