

CERTIFICATE OF ATTENDANCE

THIS IS TO CERTIFY THAT

Artyom Zankevich

has successfully completed

MANAGEMENT SKILLS DEVELOPMENT PROGRAM

(9,5 hours of theory and practice)

**The program includes workshop
and 2 modules:**

- **The role of the manager:
crises of growth and crises of development**
- **Motivation and feedback**
- **Constructive confrontation as a tool
for difficult communications with employees**


ALEXANDER ORLOV


VYACHESLAV PANKRATOV

September 2024 — October 2024

