

CERTIFICATE OF ATTENDANCE

THIS IS TO CERTIFY THAT

Maryna Koptil

has successfully completed

MANAGEMENT SKILLS DEVELOPMENT PROGRAM

(58 hours of theory and practice)

The course includes 6 modules:

- **Workshop:** The Role of a Leader: Growth Crises and Development Crises
- **Module 1:** Team Audit
- **Module 2:** Constructive Confrontation
- **Module 3:** Task Setting and Control, Delegation
- **Module 4:** Tools for Individual Work with People: Feedback, Motivation, 1:1 Meetings
- **Module 5:** Goal Setting and Decision Making
- **Module 6:** Working with Changes and in Conditions of Uncertainty


ALEXANDER ORLOV


VYACHESLAV PANKRATOV

September 2024 — January 2025

