



ADIZES GRADUATE SCHOOL
FOR THE STUDY OF COLLABORATIVE LEADERSHIP AND CONSTRUCTIVE CHANGE

Certificate of Attendance

This certificate is awarded to

MAKSIMS VIHNEVICS

for completion of the Basic Adizes Theory and Practice course

“Leadership and Managing Change”

delivered in cooperation with RISEBA University

on 20th of April, 2018

A handwritten signature in blue ink, appearing to read 'Kumzrotas', written over a horizontal line.

*Dr. Virginijus Kumžrotas,
Dean of Adizes Graduate School (USA)*

A handwritten signature in blue ink, appearing to read 'Sennikova', written over a horizontal line.

*Dr. Irina Sennikova,
Professor of the Course (Latvia)*

