

The OpenAgile Institute presents

James M. Heidema

with the

Level 7 Certificate:

OpenAgile
Catalyst

This certificate acknowledges:

- in-depth knowledge of helping organizations in using OpenAgile
- experience in helping an organization adopt Truthfulness, Consultative Decision-Making and Systematic Learning

Date of Completion: February 1, 2011

Certificate#: OALevel7 100 006

<http://www.openagile.com/user/42>



David D. Parker
Executive Director of the
OpenAgile Institute