



# Certificate of Completion

**orach paul francis**

has successfully completed the HP LIFE online course

## **Effective Leadership**

By completing this course, the above-named student has learned about effective leadership and its importance, how to successfully leverage different leadership strategies, and why ethics plays a role in effective leadership.

Presented 5/15/2025

A handwritten signature in black ink, appearing to read "SB", positioned above a horizontal line.

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Stephanie Bormann  
Deputy Director, HP Foundation