



**Harvard Business
School Online**

HBS Online
Soldiers Field
Boston MA 02163

This eDiploma has been digitally Signed and Certified on behalf of
Harvard Business School Online.

Steven Yao

Institution: Harvard Business School Online
Degree: Management Essentials
Graduation Date: September 30, 2020
Other Detail:



Sue Crowley, Senior Director, Program Services

This eDiploma was digitally Signed and Certified on Oct 29, 2020.

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**Harvard Business
School Online**

Steven Yao

has successfully completed the
Harvard Business School Online Certificate Program

MANAGEMENT ESSENTIALS

This certificate program provides strategies for shaping
and influencing managerial processes, with a particular focus
on decision-making, implementation, learning, and change.

BOSTON, MASSACHUSETTS, SEPTEMBER 30, 2020

JOSEPH B. FULLER
Professor of Management Practice
Harvard Business School



CERTIFICATE OF COMPLETION