### MENTORA INSTITUTE

hereby certifies that

# Kertvin Tugado

has been granted the Certificate of Completion for the program

# Fueling Expertise for Managers

February 2021



Hitendrahladhua

Hitendra Wadhwa

Professor of Practice, Columbia Business School Founder & President, Mentora





#### **Kertvin Tugado**

Attended the above-mentioned Siemens Core Learning Program during the period from May 17, 2021 until Jul 6, 2021 (duration: 42 hours). The course included the following focus areas:

- Improve business in the Creating Value business simulation
- Examine your leadership roles and build trust with others
- Review your Strengthscope report and consider how to leverage strengths in your leadership role
- Develop aspects of Emotional intelligence, know stress triggers and become more resilient
- Know how to balance strengths and link these to your own growth as a leader and your leadership manifesto
- Focus on constructive communication by practicing your active listening and giving & receiving feedback
- Improve team performance with a consideration of team fundamentals and high performance teamwork
- Become a role model who fosters meaningfulness and has a positive mindset
- Practice continuous dialogue in development meetings and performance appraisals
- Organize yourself and your team through prioritization and delegation

Douida Proud

Daniela Proust Chief Learning Officer

#### **GLOBAL LEARNING WORLD**

# Certificate of attendance

#### Leading the Digital Business Transformation

#### Kertvin Tugado

attended the above-mentioned training during the period from Feb 15, 2022 until Feb 17, 2022 (duration: 27 hours). The course included the following focus areas:

- o Understanding the driving forces of digitalization
- Changes in the VUCA world: How digitalization further increases volatility, uncertainty, complexity and ambiguity and what new demands are placed on management as a result
- o Identify and describe the effects of digitalization on your own business
- o Agile management focused on customers design thinking
- Methods of developing profitable business models in the era of digitalization business modelling (BizMo)
- Fine-tuning, iteration and implementation of the business model applying scrum methods
- Agile management methods based on networking and a peer-to-peer mentality instead of hierarchies; overcoming the "silo mentality" and working across hierarchical lines
- Reflecting on and adapting your leadership style: lead yourself, lead others, lead a business
- Developing a road map for the digital transformation

Munich, Feb 17, 2022

Daniela Proust Head of

Global People Enablement and Growth

duida Prouvit





### Leading without Authority-virtual

Certificate of attendance

**Learning Campus Germany** 

#### **Kertvin Tugado**

attended the above-mentioned training during the period from Feb 25, 2020 until Mar 31, 2020 (duration: 22 hours). The course included the following focus areas:

The training included the following topics:

- Clarifying and shaping one's own role
- Developing a leadership personality through self-reflection and by raising your awareness of behavioral patterns
- · Reflecting on one's own leadership behavior and its impact on others
- Forming interactions in an appropriate and target-oriented way
- Motivating yourself and other people
- Weighing up and implementing various motivation options
- Convincing others of the importance of an issue
- Knowing different ways of exerting influence and putting them into practice
- Communicating constructively in difficult situations
- Developing target-oriented methods together in order to effectively deal with challenging leadership situations
- Forming successful relationships with stakeholders, colleagues, other departments, internal and external suppliers, etc

Dr. Kai Liebert Head Global Learning Campus





### Leading and Collaborating Virtually

Certificate of attendance

**Learning Campus Germany** 

#### **Kertvin Tugado**

attended the above-mentioned training during the period from Aug 17, 2020 until Aug 19, 2020 (duration: 6 hours). The course included the following focus areas:

- Improve your virtual facilitation skills
- Heartbeat of teams
- Managing diverse communication styles
- Online (leadership) presence
- Shared leadership
- Leading in network or matrix structures
- Best practice with tools@Siemens
- Which media for which purpose?
- Dealing with time zone differences





Product and Solution Security (PSS12): Holistic Security Concept - Security that connects

Kertvin Tugado (GID:Z0040EDS)

successfully completed the above mentioned course on 25-AUG-2020 (duration: 00:40 hours).

The participant has got an overview and basic understanding related to "Product and Solution Security (PSS): Holistic Security Concept - Security that connects".

#### Disclaimer:

Deep and sophisticated knowledge about product & solution security threats, weaknesses or attacker techniques has not been part of this training.

Siemens AG Munich, Germany This is an automatically generated document and valid without signature.



# **Product and Solution Security (PSS13): General Update**

Kertvin Tugado (GID:Z0040EDS)

successfully completed the above mentioned course on 03-AUG-2022 (duration: 00:45 hours).

The participant has got an overview and basic understanding related to "Product and Solution Security (PSS13): General Update".

Disclaimer: Deep and sophisticated knowledge about product & solution security threats, weaknesses or attacker techniques has not been part of this training.

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# **Life Science - Validation and GMP - Competency**

#### **Kertvin Tugado**

successfully completed the course from 09-SEP-2021, with a duration of 01:00 hours.

This course addressed the following topics:

- What is GMP and why does it affect me?
- GMP Who and when to apply?
- Siemens Validation Concept
- FAT SAT Qualification Validation relationship
- GMP rules in EU and US and where to find them
- Difference between GAMP 4 & 5 and how to apply it
- Update on Annex 15 of the EU GMP

This certificate is valid until 30-SEP-2022

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Smart Infrastructure





No. FS TR- RA/MAN220913

Add value. Inspire trust.

# Functional Safety for Process Industry - SIS Details of IEC 61511

Mr. Kertvin Tugado Siemens plc

has taken part in the training event and passed successfully the exam for Functional Safety Engineer - FSeng

on 13. - 15. September 2022, Manchester

Organizer: TÜV SÜD Rail GmbH

Wolfgang Henke - Training Manager

15.09.2022

TÜV SÜD Rail GmbH Generic Safety Systems Barthstr. 16 D-80339 München

Tel. +49 89/5791-1473 www.tuev-sued.de/rail This is to certify that

### Mr. Kertvin Tugado

has attended the

### SIEMENS OPCENTER EXECUTION PHARMA 6.2 **TRAINING**

from 12/04/2021 to 30/04/2021 remotly from Toulouse

**Product Modules (10 days) Technical Modules (5 days)** 

#### **The Course Trainers**

Angélique LANNEAU

Marin CONRADY

Marco RIVA

**Doriane SUC** 

Guillaume PRUNIER

Ashokkumar JOTHIRAJ

Charles ROCHEDREUX

Stéphane MENTION

Lanneau Angelique Digitally signed by Lanneau Angelique Date: 2021.05.05 11:31:50 +02'00'

Conrady Marin

Riva Marco

Suc Doriane Date: 2021.05.06 10:31:38

Prunier Guillaume

**ASHOKKUMAR Rochedreux Charles** 

> Mention Stephane

**Manager Training Courses** Catherine GASPARI

Gaspari Catherine



It is hereby certified that

### Kertvin G. Tugado

has successfully participated in the course

### **PCS7 System Training**

from September 17 to 21,2012

The central themes of the course were:

- Process Control using PCS7
- System and Hardware Configuration (including Design Tips)
- · Analyzing a Process Automation project structure
- Programming using Continuous Function Charts (CFC)
- Programming using Sequential Function Charts (SFC)
- Operator Control & Monitoring (OS)
- Bulk Engineering
- Multi-Project Engineering

Daniel Joshua G. Lucero PCS7 Trainor Arvin M/de Jesus
AVP, Industrial Automation