

# MENTORA INSTITUTE

*hereby certifies that*


## Kertvin Tugado

*has been granted the Certificate of Completion for the program*

### Fueling Expertise for Managers

February 2021



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**Hitendra Wadhwa**  
Professor of Practice, Columbia Business School  
Founder & President, Mentora



## People and Business Management 2-1

### Certificate of attendance

Siemens  
Core  
Learning  
Program



Learning Campus

## 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



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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:

- 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
- Identify and describe the effects of digitalization on your own business
- 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

# Leading without Authority-virtual

## Certificate of attendance

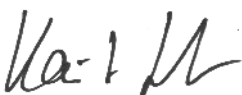
Learning Campus Germany

### 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



Dr. Kai Liebert  
Head Global Learning Campus





# Certificate

## **Product and Solution Security (PSS01) - General Introduction**

**Kertvin Tugado  
(GID:Z0040EDS)**

successfully completed the above mentioned course on  
22-AUG-2020 (duration: 00:18 hours).

The participant has got an overview and basic understanding related  
to "Production and Solution Security (PSS): General Introduction".

**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  
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**SIEMENS**



# Certificate

## **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.

Siemens AG  
Munich, Germany  
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**SIEMENS**



# **Certificate**

## **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

**SIEMENS**



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

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Conrady  
Marin

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Riva Marco

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Suc Doriane

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Guillaume

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Date: 2021.05.06 16:43:34 +02'00'

ASHOKKUMAR

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o=Siemens,  
email=kumar.ashok@siemens.com  
Date: 2021.05.17 08:44:45 +02'00'

Rochedreux Charles

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Date: 2021.05.11 08:52:47 +02'00'

Mention  
Stephane

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email=stephane.mention@siemens.com  
Date: 2021.05.17 08:39:18 +02'00'

### **Manager Training Courses**

Catherine GASPARI

Gaspari  
Catherine

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o=Siemens,  
email=cathy.gaspari@siemens.com  
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# Certificate

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