



# CERTIFICATE OF ATTENDANCE

This document certifies that

**Noele Tairine Marialva Guerino**

successfully participated in the following Management 3.0 Workshop:

## OKR 3.0 Workshop

**Event Date:** 20 May 2023

**Location:** São Paulo, Brazil (online)

Facilitated by:

*Alexandre Luis Vignado*

**Alexandre Luis Vignado**  
*Management 3.0 - Facilitator*  
*Licensed since 24 January 2023*

  
**Jurgen Appelo**  
*Founder*

This certificate may be required as proof of participation. Certificate number 2305158013