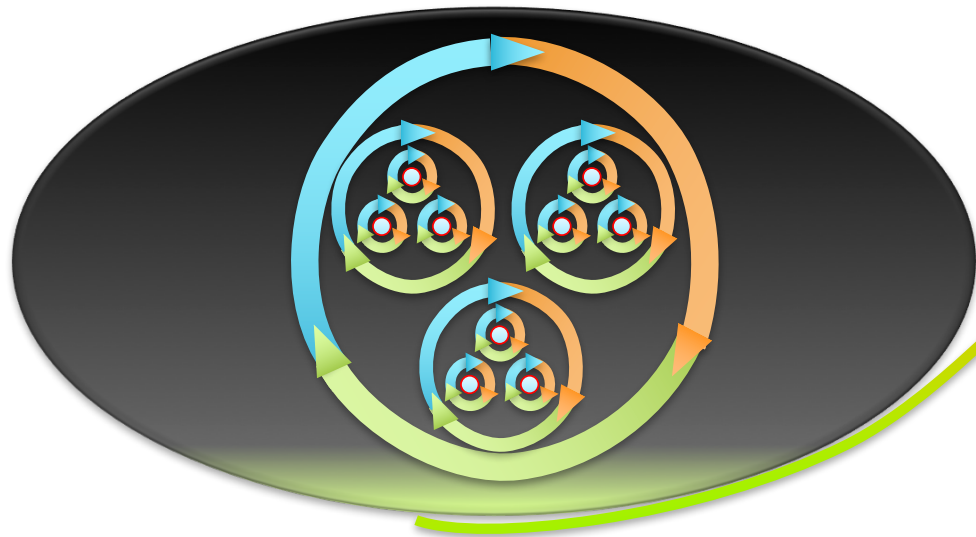


XSCALE Alliance certifies that on 4 August 2017

**Christopher W. Young**

completed all requirements necessary  
to become a

Coach and Trainer  
of  
Exponential Business Agility



XSCALE Alliance is a global ecosystem promoting the principles of Agile Organization. Exponential Business Agility is a practice pattern language that empowers self-directing portfolios of self-managing streams of self-organizing teams. XBA de-scales power hierarchies and breaks through market bottlenecks in order to accelerate the flow of learning and embrace, generate and leverage disruptive change.

authorized by Peter Merel, CTO, XSCALE Alliance

*Peter Merel.*