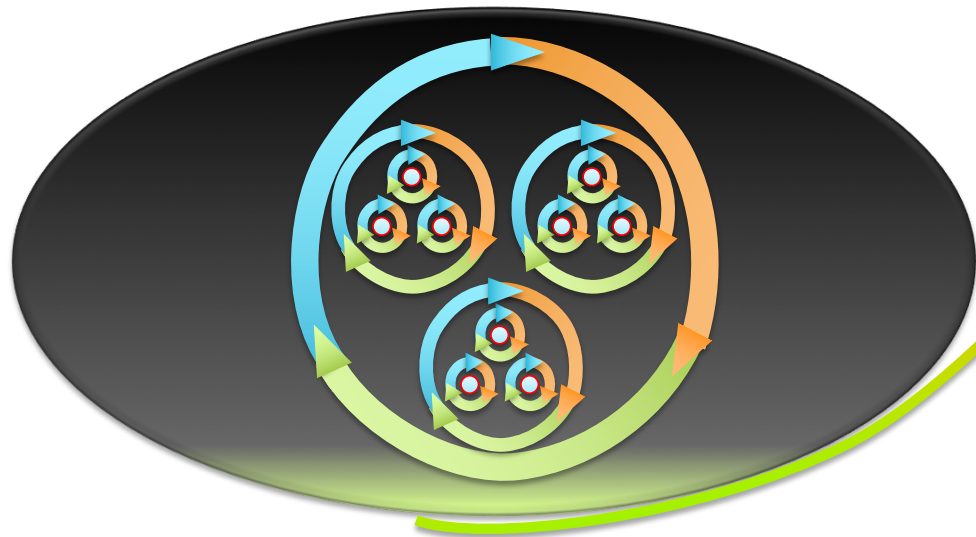


XSCALE Alliance certifies that on 7 December 2017

**Frank Packenham**



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.*