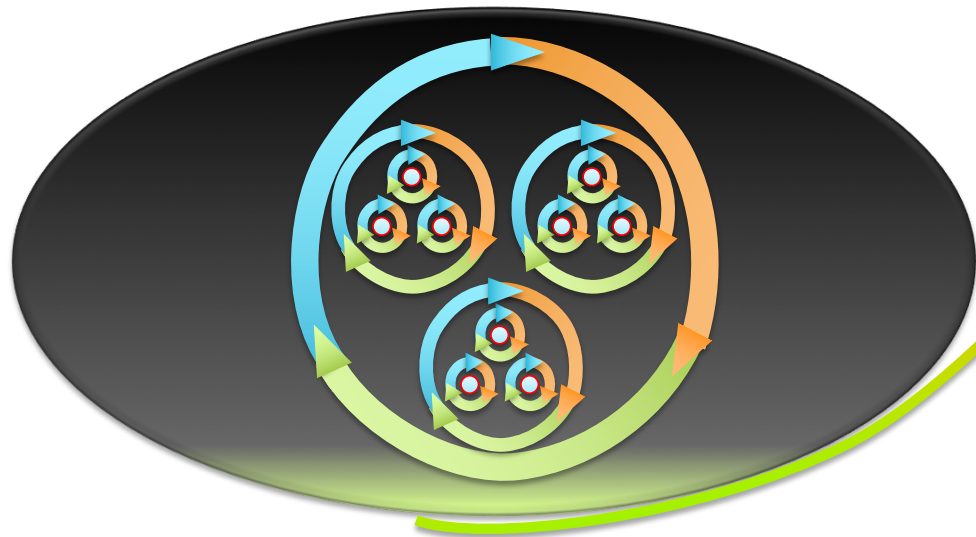


XSCALE Alliance certifies that on 24 November 2017

Pascal Willi



completed all requirements necessary
to become a

Practitioner
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.