



HEREBY CERTIFIES THAT:

João Novais

HAS COMPLETED THE ONLINE LEARNING JOURNEY:

Leadership in times of volatility and uncertainty

Course duration: 6 hours

As part of the Santander Skills | Digital Training for Business Management - IE University Scholarships Program

Madrid, September 2021



A handwritten signature in blue ink, appearing to read 'MRT'.

Martín Rodríguez
Director de IE Publishing

