



HEREBY CERTIFIES THAT:

**João Marcos De Oliveira Varela**

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 'MR', with a stylized flourish.

Martín Rodríguez  
Director de IE Publishing

