



HEREBY CERTIFIES THAT:

**Nurgiza Shamshibekova**

HAS COMPLETED THE ONLINE LEARNING JOURNEY:

**Leadership in times of volatility and uncertainty**

Course duration: 5 hours

Madrid, 2023-03-15

A stylized signature in blue ink, appearing to read 'MR', with a horizontal line extending from the end.

Martín Rodríguez  
Director of IE Publishing

