
CERTIFICATE OF COMPLETION

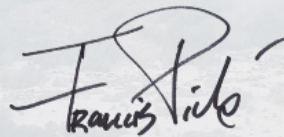
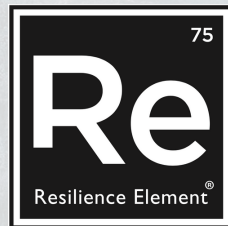
THIS CERTIFIES THAT

MICHAEL MACDONALD

has successfully completed the

THINKING INTO RESULTS 

Given on this 29th day of September 2023



FRANCIS PICHÉ

FOUNDER & CEO
RESILIENCE ELEMENT
CERTIFIED PGI CONSULTANT

THINKING
INTO
RESULTS
PROGRAM for LEADERS