

OKRINSTITUTE

This acknowledged that

VERONIKA BUGAYCHUK

has successfully completed all the requirements to be recognised as a

CERTIFIED OKR PRACTITIONER

Issue Date: 9 3 ? 2023

Certification ID: 138E4EFA6-139045EED-3212A43



RECOGNIZED COURSE
LEADER AS COACH



Association
for Coaching

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

Dirk Schmellenkamp
CEO, OKR Institute

