



ANIMA INCLUSIVE LEADERSHIP CERTIFICATE

This is to hereby certify that

Joanna Zhao

has fulfilled all course requirements for personal and leadership development including:

Authentic Management: Leading Diverse, High Performance Teams

Deep Diversity[®]: Creating Inclusive Organizations

Brave Conversations: Transforming Workplace Conflict

Authentic Facilitation: Guiding Groups with Presence and Ease

On this date: February 25, 2024

Signed: 
Co-Founder, Anima Leadership