

Warsaw, 18.01.2022

Reference letter

To whom it may concern,

I hereby confirm that the trainer **Daniel Skowroński** from the consulting and training company **Valkir Academy Sp. z o.o.** performed **“ICP-CAT Lean Change Management”** for **PWPW S.A.** in Warsaw on:

- 16-17.12.2021 for a group of 7 people,
- 22-23.12.2021 for a group of 7 people.

The training were conducted professionally, taking into account the needs of individual groups. The trainer showed substantial knowledge and hands-on experience, sharing examples of transformation challenges he faced as a consultant supporting various organizations.

The participants appreciated the trainer’s coaching and facilitation skills, communication level and adapting the content to the realities of our organization.

Each module of training was supported by intensive exercises in subgroups, thanks to which the participants learned many techniques supporting change management and understood how they can apply them in practice.

I definitely recommend **Valkir Academy Sp. z o.o.** as a proven and reliable training partner.

Anna Wodzinowska - Torbus
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