

Warsaw, 10.02.2022

Reference letter

To whom it may concern,

I confirm that the trainer **Daniel Skowroński** from **Valkir Academy Sp. z o.o.** (a training and consulting company) performed private and open training "**Management 3.0 Foundation**" on the following dates:

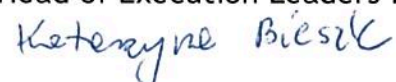
- 07-08 October, 2021 in Gdynia for a group of 12 people,
- 9-10 December 2021 and 24-25 January 2022 in Warsaw for a group of 7 people from **Nordea Bank**, our organization.

Training were conducted professionally, taking into account the needs of individual groups. The trainer demonstrated extensive knowledge and hands-on practice, sharing with the participants his experience as a consultant supporting the implementation of the Management 3.0 concept in other organizations.

The participants appreciated facilitating skills, efficient time management, the ease of transferring knowledge as well as the openness and focus of the trainer. Each module of classes was supported by intensive exercises in subgroups, followed by a discussion of the challenges and doubts of the participants.

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

Yours sincerely,
Katarzyna Bieszk
Head of Execution Leaders in APT



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