



This is to certify that

***«First\_Name» «Last\_Name»***

Has satisfactorily completed the ICMA University workshop

# The Time is Now

October 3, 2021





\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Marc A. Ott Brian Bullock, Director

 ICMA Executive Director Worldwide Learning & Professional Development