

This is to certify that

***«First\_Name» «Last\_Name»***

Has satisfactorily completed an ICMA University

# Moving Your Organization Toward Higher Performance

February 6, 2019





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

Marc A. Ott Felicia C. Logan

ICMA Executive Director ICMA Leadership Development