

This is to certify that

***«First\_Name» «Last\_Name»***

Has satisfactorily completed an ICMA University

# Shaping the Culture of Your Organization

December 7, 2017





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

 Marc A. Ott Felicia C. Logan

 ICMA Executive Director ICMA Leadership Development