



Certificate of Participation

Borovikova Natasha

has successfully participated DeepLead™ -course
for the coaches (First Period) in Petersburg on
21.-23. March 2005.

The key elements of this course were:

- the overall goals of leadership coaching
- the framework of leadership behaviour
- the concept of operational environment
- the principles of systematic personal feedback and
- the methods of learning for leadership.

The most relevant tasks during the course were the analysis of
working environment and personal development plan.

The DeepLead™ -personal leadership profile has been made and
analysed during this course.

This person is able to improve his/her personal leadership behaviour,
can coach other people concerning the principles of deep leadership
and is ready to have personal development discussions with trainees.

President

Doctor of Education Vesa Nissinen

CEO

Main Coach Jarno Anttalainen