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CERTIFICATE OF COMPETENCE

Number: 013/IMM/V/2023

This is to certify that

Dr. Hedi Ardiyanto Hermawan, M.Or.

is competent in a:

Leading with Character & Competence

Jakarta, June 3th, 2023
Director Indomindmap: Mind Map & Mindset Center Indonesia

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Prof. Ir. Drs. Djohan Yoga, M.Sc., MOT., Ph.D.