

Confirmation of Course Completion | Massimo Bottini

To whom it may concern,

This letter serves to confirm that **Massimo Bottini** successfully completed the Northwestern University Northwestern University Strategic Change Management online short course, presented in collaboration with online education company, GetSmarter.

Massimo Bottini completed the **January 2022 - May 2022** presentation of the course and obtained a final grade of **94%**. Please see the table below that outlines the modules covered.

Module	Grade
Module 1: Formulating a strategy for change	92%
Module 2: Organizing for change	85%
Module 3: Metrics and motivating for change	100%
Module 4: Organizing for execution and innovation	86%
Module 5: Building and leading learning-ready organizations	90%
Module 6: Becoming and remaining Agile	100%
Module 7: Managing resistance to change	100%
Module 8: Making change sustainable	100%
Final Grade	94%

Yours in lifelong learning,
The GetSmarter Credential Management Team