



INTERNATIONAL BUSINESS SCHOOL

МЕЖДУНАРОДНАЯ БИЗНЕС-ШКОЛА  
коучинга и менторинга

№ IBSCM-2020001038

Date 14 July 2021

# CERTIFICATE OF COMPLETION

International Business School of Coaching and Mentoring is the certified provider of a quality professional coach training programs in accordance with the standards of International Coach Federation. International Business School of Coaching and Mentoring hereby certifies that

## Mukhametkaliyeva Zhanar

Has successfully completed and meet all requirements by passing the

**"Mentoring in organizations. Coaching skills as an effective way to interact"**

*Developed by Elena Selezneva, MCC ICF*

**24 hours of International Coach Federation approved Continuing Coach Education (CCE)**

Director of training  
Elena Selezneva,  
MCC ICF



Continuing Coaching Education  
International Coach Federation