

CERTIFICATE OF COMPLETION

This certifies that

James Paul

has successfully completed the

ESSENTIAL CONVERSATIONS FOR DEVELOPING OTHERS PROGRAM

This certificate documents that I have attended an International Coach Federation approved Continuing Education (CCE) course, and have received 31 hours of CCE as follows:

- 5.5 hours ICF Core Competencies
- 14 Hours Practice Development
- 2.5 hours Personal Development
- 9 hours Coaching Skills

This day, the 29th of October, 2010.



Jennifer Corbin, MCC

Jennifer Corbin, President