

Certificate No. ECIC-0174474



Erickson Coaching International is a leading institute for quality professional coach training programs. Operating since 1980, Erickson Coaching International is committed to the advancement of coaching through top level training. Erickson Coaching International recognizes and supports guidelines for training set by the International Coach Federation and features ICF ACTP and CCE accredited programs.

Erickson Coaching International hereby certifies that

**DAVID JAVORNICKY**

has attended and completed High Performance Team Coaching, a 21 hour Solution-Focused Coach Training comprised of 10 Core Competency and 4 Resource Development hours, for a total of 14 ICF Continuing Coach Education Units. High Performance Team Coaching is an ICF Accredited Continuing Coach Education program (CCE).

Erickson Coaching International confirms that the holder of this certificate is granted a

**Certificate of Completion  
High Performance Team Coaching**

In witness thereof, the following has affixed their signature hereto  
of Erickson Coaching International

12 December, 2020

