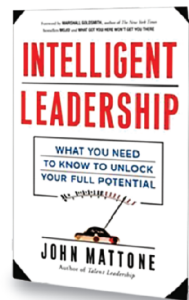


Certification of Initial Mastery
JOHN MATTONE'S
INTELLIGENT LEADERSHIP
EXECUTIVE COACHING CERTIFICATION



IVO NOVOTNY

*Has successfully completed the requirements for Initial Mastery
in John Mattone's Intelligent Leadership Executive Coaching*



CORE COMPETENCY CREDITS: 21.75 ■ RESOURCE DEVELOPMENT CREDITS: .50 ■ CONTINUING COACHING EDUCATION UNITS (CCE's): 22.25

John S. Mattone

JOHN MATTONE, FOUNDER & CEO

THE "INITIAL MASTERY" CERTIFICATION

Mattone Leadership Enneagram Inventory (MLEI)



IVO NOVOTNY

Has successfully completed the requirements for interpreting and debriefing John Mattone's Leadership Enneagram Inventory (MLEI)

**JOHN
MATTON
UNIVERSITY**

John S. Mattonne

JOHN MATTONNE, FOUNDER & CEO