



Certifies that

Maria Carolina Paz Cumbicos

Successfully completed the requirements for the

Continuing Education Certificate in Leadership

MIAMI, FL

March 2026 to April 2026 - Hours: 45

Issued on: August 11, 2026



A handwritten signature in black ink, appearing to read 'Daniel Burgos', positioned above the printed name of the President.

Daniel Burgos
President

Continuing Education Certificate in Leadership

Number of hours: 45

Unit 1: Towards Conscious Leadership.

Concept of Emotional Intelligence.
Intrapersonal Skills.
Interpersonal Skills and Assertiveness.
Communication Skills.

Unit 2. Quality in Relationships as a Management Tool.

Diagram of the Affective Relationship.
Analysis of Relationships in the Work Environment.
Levels of Communication.
How to Help Others to Help Themselves through Emotions.

Unit 3. Leadership.

Definition of Leadership.
Critical Mass needed for an Effective Leadership.
The DNA of the Leader.
Sensory Channels.

Unit 4. Motivational Leadership.

McGregor's Theory X and Theory Y.
Maslow's Pyramid.
The Theory of Frederick Herzberg.
Lawler Model of Motivation.
Other Theories.