



Acquired skills

- Exemplify proactive behavior
- Apply situational leadership
- Prioritize, structure work and manage own time wisely
- Communicate effectively as manager
- Understand and manage team dynamics
- Give and receive feedback
- Delegate effectively
- Set goals and provide orientation
- Manage team conflicts
- Lead change initiatives
- Build trust and show appreciation
- Apply intercultural differences
- Shape team culture

23/10/2024

Andrea Pratico

successfully completed from 08/03/2024 to 23/10/2024 at Canadian Solar the following impact360 training:

New Manager Training

Certificate no. 47485c55b4f0

The New Manager Training is a comprehensive training program that supports new managers in developing and strengthening their managerial and leadership skills. A total of 3 full-day workshops and 5 half-day online workshops were held. In order to internalize the training content even better, micro-learnings with weekly impulses of 10 minutes were used for 6 months via the impact360 app. Completed analyses: impact360 Insights Analytics, impact360 DISC Analysis, impact360 Trust Analysis.

A handwritten signature in black ink, appearing to read "B. Glemser".

Benjamin Glemser,
Managing Director impact360

Verify this certificate using the following link: <https://impakt360.com/certificates/47485c55b4f0/>