



## 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
- Apply intercultural differences
- Shape team culture

November 27, 2023

## Marco Bellandi

successfully completed from Juli 14, 2023 to November 27, 2023 at Canadian Solar the following impact360 training:

Certificate no. e5b01564847b

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-learning with weekly impulses of 10 minutes were used for 6 months via the impact360 app. Completed analyses: BIG5 Personality assessment.

A handwritten signature in black ink, appearing to read 'B. Glemser', is written over a thin horizontal line.

Benjamin Glemser,  
Managing Director impact360

Verify this certificate using the following link: <https://impact360.com/certificates/e5b01564847b/>