



This award recognizes

Dawn Boyland

**for participating in Telvista's
Leadership Development Program
and attaining skill certification in**

**There Is No WHY in Feedback
(Intentions vs. Results)**

**Certification in Manager Tools strategies requires
study, sharing, and applying these processes at work.**

THANK YOU for building and implementing these skills.

A handwritten signature in black ink, appearing to read "Ken Kolst".

Leadership Dvlpt. Specialist