

# CERTIFICATE

OF VIRTUAL PRESENTATION

This Certificate Is Proudly Presented To

*Prof. Dr. Delio T. Castaneda*

Who participated in the 3<sup>rd</sup> International Conference on Research in Human Resource Management and Learning and presented the paper

**“Psychometric properties of the Multifactorial Leadership Questionnaire”**

17 - 19 February 2023

Barcelona - Spain



A handwritten signature in black ink, which appears to read 'Farzam Chakherlouy', is positioned above the printed name.

**Farzam Chakherlouy**

Chairman of Organizing Committee