

Certificate of Completion

Congratulations on completing *Lead It Forward*, the comprehensive leadership development program for the Shareholders of Polsinelli.

By participating in this accelerator, you've mastered the skills of:

- Building **psychological safety** within your group
- Effectively **delegating work** to more junior attorneys
- Leading **critical conversations** on performance improvement and interpersonal conflict
- Providing **continuous and actionable feedback** to invest in the development of associates



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