



June 28, 2019

CERTIFICATION

This is to attest that Virginia Haag has successfully completed all requirements for certification as an Immunity to Change™ coach.

Her training was overseen by the co-Directors, Founders, and Faculty of Minds at Work, the firm that developed the Immunity to Change™ concept and coaching platform. Through fifty hours of faculty contact including face-to-face seminars, phone conferences, a supervised coaching cycle, and an assessed portfolio documenting her end-to-end work with a second “trial coachee”— Virginia demonstrated her (1) conceptual and operational grasp of a novel coaching process; (2) ability to facilitate significant learning for her coachee; and (3) strict observance of the highest professional standards, assuring the safety and privacy of her coachee throughout.

Virginia has our unqualified permission to represent herself as a Certified Immunity to Change™,* and we congratulate her on completing the program.

A handwritten signature in black ink that reads "Deborah Helsing".

Deborah Helsing

A handwritten signature in black ink that reads "Maria DeCarvalho".

Maria DeCarvalho

A handwritten signature in black ink that reads "Robert Kegan".

Robert Kegan, Ph.D

A handwritten signature in black ink that reads "Lisa Lahey".

Lisa Lahey, Ed.D

** Any questions regarding the program or the certification may be directed to the office: office@mindsatwork.com*