

Palladium Kaplan-Norton Balanced Scorecard Certified™

Graduate

Manuel Reta-Fernandez

Be it known that Manuel Reta-Fernandez is a Palladium Kaplan-Norton Balanced Scorecard Certified Graduate, having passed the certification exam and complied with all requirements, and has studied the following body of knowledge and methodologies:

- The Palladium Execution Premium Process™ (XPP) – the six-stage management platform based on the Kaplan-Norton strategy management system
- The Balanced Scorecard and Strategy Map – the economic model of value creation
- The Strategy-Focused Organization (SFO) Principles – the five values that translate the economic model into organized action



Dr. Robert S. Kaplan, Chairman of Professional Practice
Palladium Group, Inc.



Dr. David P. Norton, Founder & Director
Palladium Group, Inc.



Robert L. Howie, Jr., Managing Director
Palladium Group, Inc.



Karen A. DiMartino, Director of Training and Certification
Palladium Group, Inc.

This Certificate, Number **10-270**
is granted on **September 20, 2010**



Palladium
Executing Strategy

IN ASSOCIATION WITH:
HARVARD
BUSINESS
PUBLISHING