

Emmett & Miriam

**McCoy**

College of Business Administration



# *Certificate of Completion*

*This document verifies the attendance and participation of*

*Ms. Micah Hawkins*

*In the 2011 Professional Development Conference  
40 hours*

Bolstering Communication Skills  
Leadership: When to Manage; When to Lead  
Building the "Higher" Performing Work Team  
Powerful and Persuasive Written Communication  
Managing the Human Dynamics of Change  
The Do's and Don'ts of Talent Management  
We've Got to Stop Meeting Like This!  
Stress, Sanity & Survival  
Personality Types, Diversity, and Productivity  
Character-Driven Success

A handwritten signature in cursive script, reading "James D. Bell".

**James D. Bell**  
Conference Director  
Texas State University

A handwritten signature in cursive script, reading "Gene Terry".

**Gene Terry**  
Executive Director  
Texas Association of Counties