



UNIVERSIDAD AUSTRAL



Iberoamerican Academy of Management

This certificate is to

***Lígia Heinzmann***

who has defended the paper

***DIMENSÕES DE CULTURA ORGANIZACIONAL: ANÁLISE POR MEIO DE TÉCNICA  
MULTIVARIADA DE DADOS***

at the

***6<sup>th</sup> International Conference “The Time of Iberoamerica”***

Buenos Aires, Argentina.  
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A handwritten signature in black ink, appearing to read 'Sergio'.

Sergio Giovanetti Lazzarini  
Conference Co-Chair

A handwritten signature in black ink, appearing to read 'Luiz Mesquita'.

Luiz Mesquita  
Conference Co-Chair

A handwritten signature in black ink, appearing to read 'Roberto Vassolo'.

Roberto Vassolo  
Conference Co-Chair