

# Leadership Academy

This certificate is awarded for successfully completing Systematic Leadership Academy. Over the course of five months, Stefan has actively engaged in learning and applying key leadership principles to enhance leadership capabilities in practice.

The Leadership Academy covered:

1. **Knowing yourself as a leader** – Becoming aware of own strengths and weaknesses fostering better leadership competencies.
2. **Team Leadership** – Developing skills in Situational Leadership, building and leading high-performing teams, fostering collaboration, and managing difficult conversations effectively.
3. **Cultural Awareness** – Enhancing the ability to lead inclusively by understanding diverse cultural perspectives, navigating cross-cultural communication, and strengthening team performance.
4. **Make Time for Leadership** – Understanding the fundamental principles of effective leadership, including how to balance, plan, and prioritise work to create space for strategic leadership.
5. **Leadership in Systematic** – Leading according to Next Leadership by fostering trust, competence and clarity.
6. **Change Management** – Gain insights into leading organisations through change processes and creating a culture of innovation and adaptability.

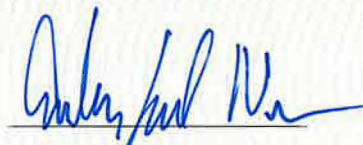
This certificate is presented to

**STEFAN WIEDNER**

Awarded on April 16, 2026



Heidi Pedersen  
Group Senior Vice President



Anders Goul Nielsen  
Group Senior Vice President

**SYSTEMATIC**