

**SCHOLARLY RESEARCH JOURNAL'S**

# CERTIFICATE

of Contribution Awarded to

**Anand Shankar, Nishtha Jain & Dr. Navin Kumar**  
Has successfully contributed and published a paper

**UNDERSTANDING THE DIFFICULTIES OF LEADING  
CHANGE THROUGH EXPERIENTIAL EXERCISE**

In an  
International Peer Reviewed & Referred  
**Scholarly Research Journal For  
Interdisciplinary Studies**

E- ISSN 2278 - 8808 & P-ISSN 2319-4766, SJIF 2016: 6.177  
UGC APPROVED SR. NO. 45269  
MAY-JUNE, 2017 Volume 4, Issue 31, Released On 04/07/2017

Certificate No. SRJIS 41/41/2017  
[www.srjis.com](http://www.srjis.com)



  
Dr. Yashpal D. Netragaonkar  
Editor-In-Chief for SR Journals