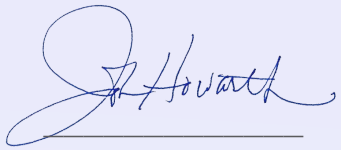
CERTIFICATE OF COMPLETION

Leading@Twist (L@T)

★ PROUDLY AWARDED TO ★

Dipanjan Maitra

Leading@Twist (L@T) is a highly interactive leadership development program based on cutting-edge leadership tools for communication mastery. This impactful program is comprised of 33 hours of classroom learning, group discussions, and leadership coaching sessions. Congratulations on successfully deepening your EQ, improving team performance, and enhancing organizational resilience one powerful conversation at a time.



John Howarth, Director
HR Business Partner

Twist Bioscience



Sarah Happel, CEO

Spectrum Leadership Solutions

Jan 13, 2026
DATE

SPECTRUM LEADERSHIP SOLUTIONS