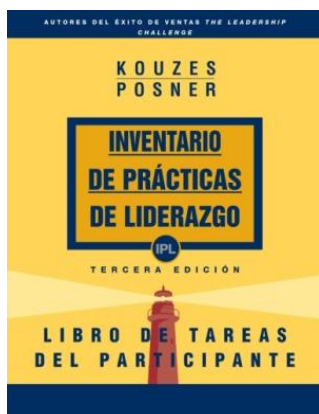


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- Authored by James M. Kouzes, Barry Z. Posner
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