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Creating a Culture for Change

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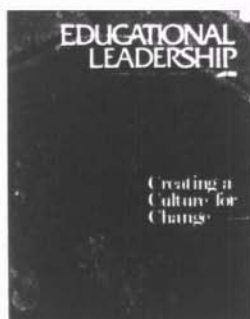
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