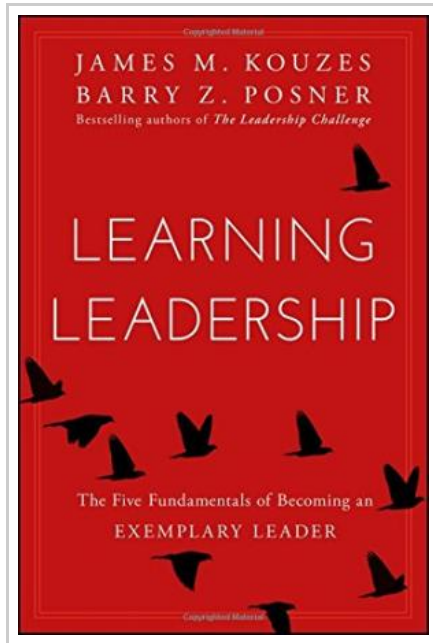




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By James M Kouzes, Barry Z Posner Ph.D.

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