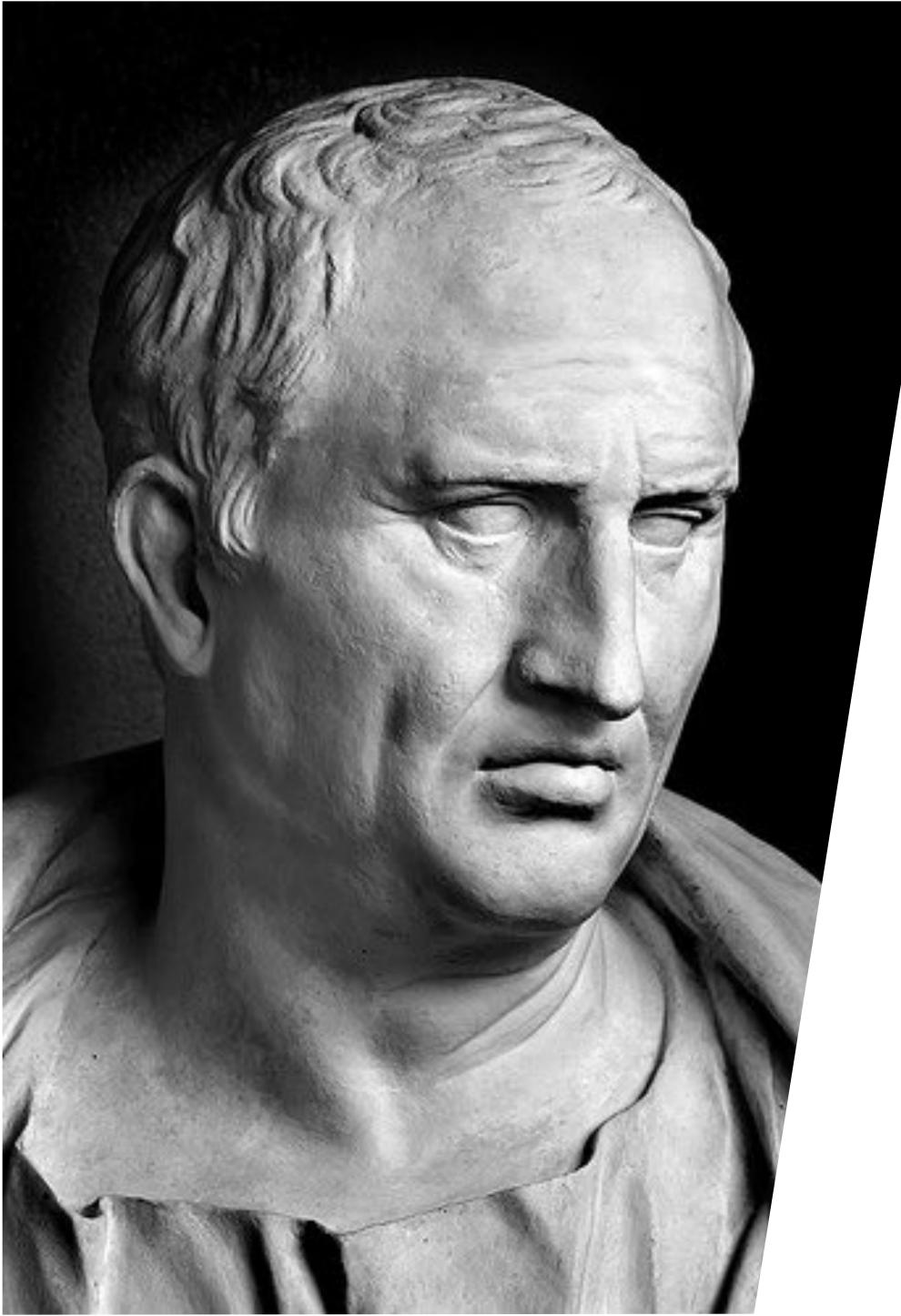
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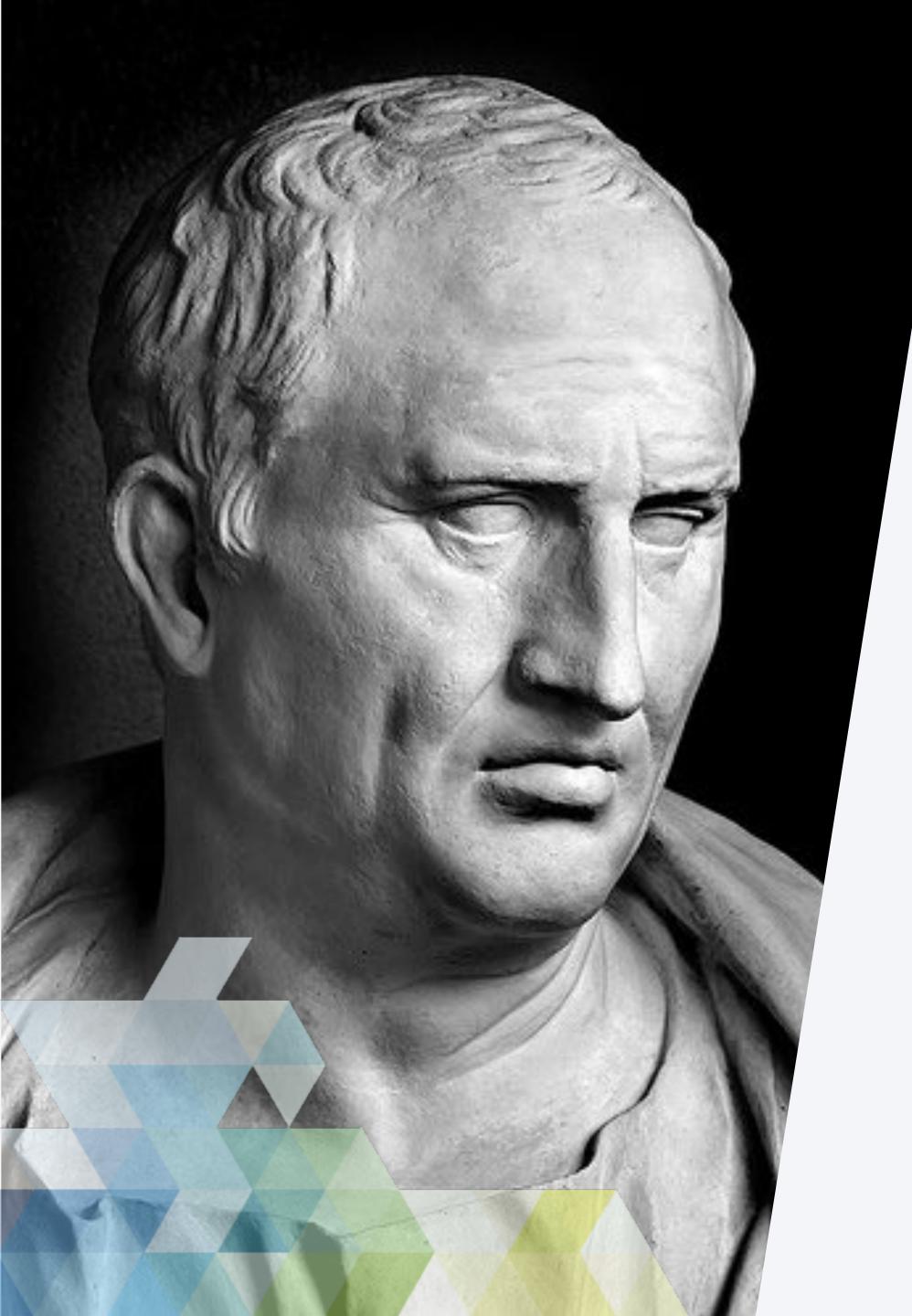




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M.T. Cicero

Software community must be a learning organization



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