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Darja Smite, Nils Brede Moe, Georgiana Levinta, and Marcin Floryan, "Spotify Guilds: How to Succeed With Knowledge Sharing in Large-Scale Agile Organizations," *IEEE Software*, vol. 36, no. 2, 2019, pp. 51-57, 2019; https://doi.ieeecomputersociety.org/10.1109/MS.2018.2886178

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