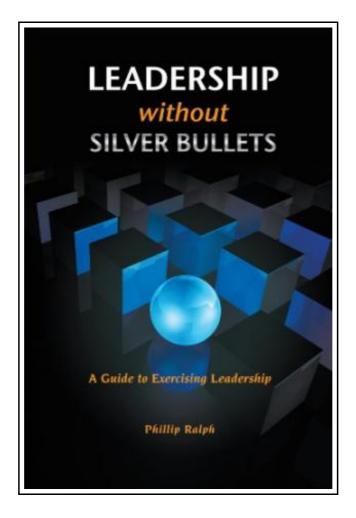
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LEADERSHIP WITHOUT SILVER BULLETS: A GUIDE TO EXERCISING LEADERSHIP



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