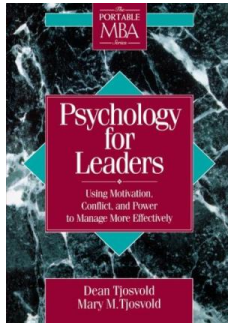


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- Authored by Dean Tjosvold, Mary M. Tjosvold
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