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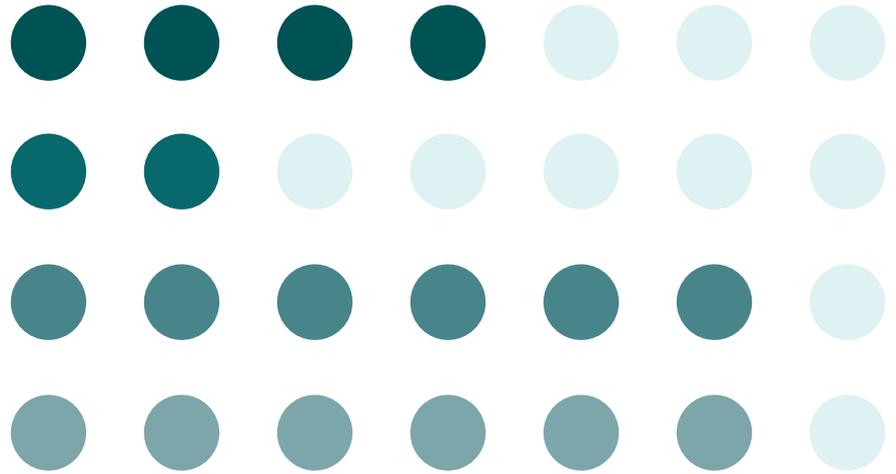
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Amy C. Edmondson,  
Harvard Business School,  
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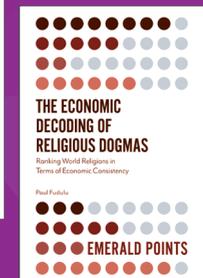
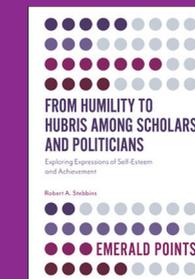
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