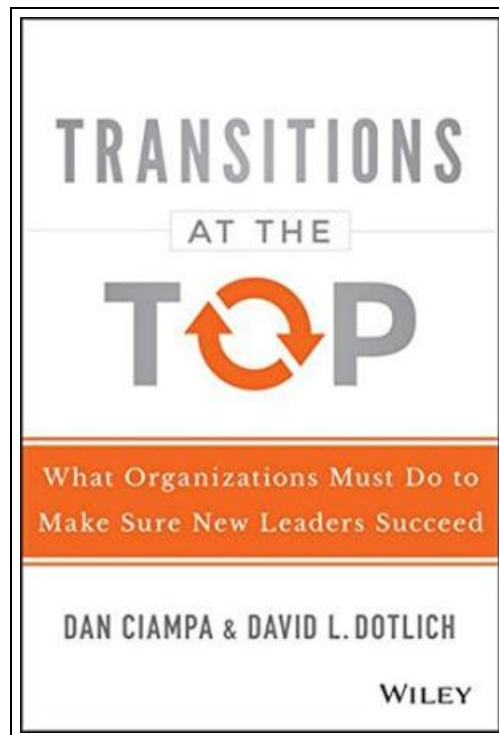


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TRANSITIONS AT THE TOP: WHAT ORGANIZATIONS MUST DO TO MAKE SURE NEW LEADERS SUCCEED

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