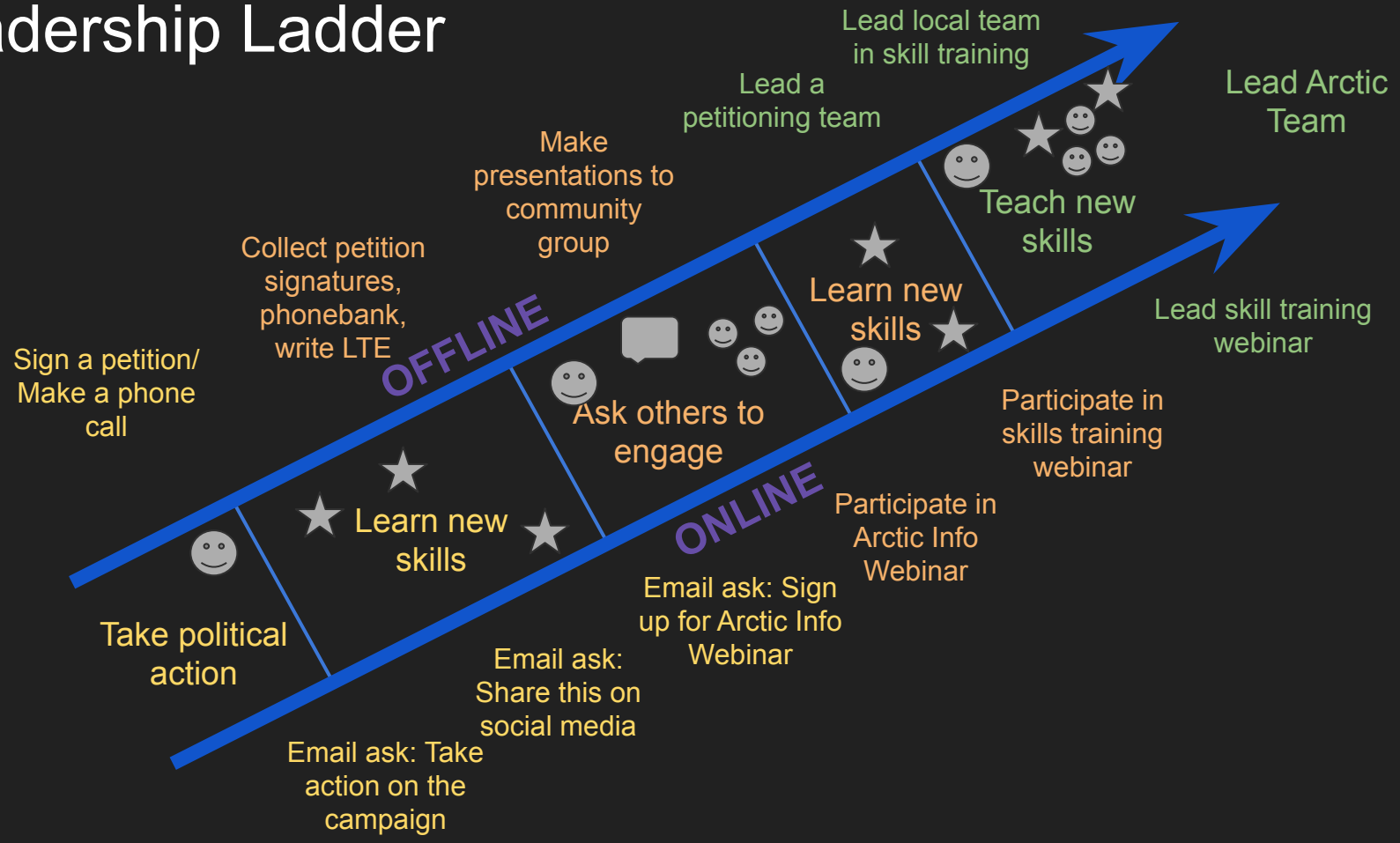Leadership Ladder