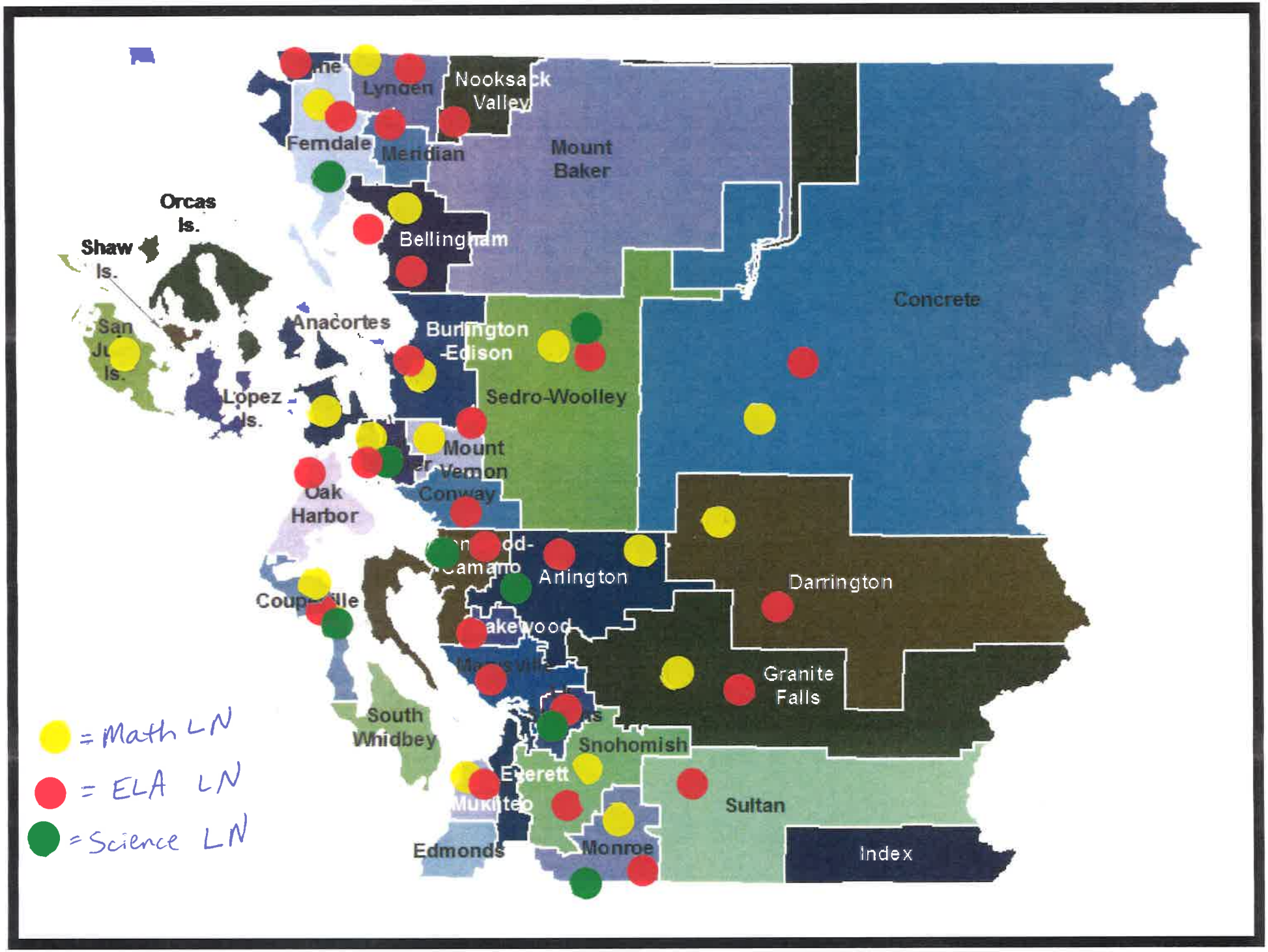Leadership Networks