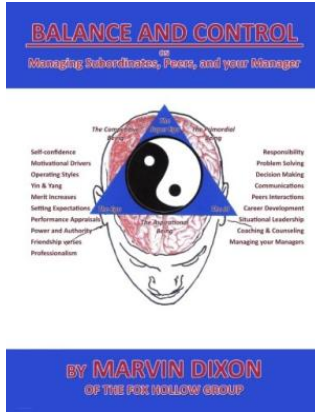


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BALANCE AND CONTROL: ON MANAGING SUBORDINATES, PEERS, AND YOUR MANAGER



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