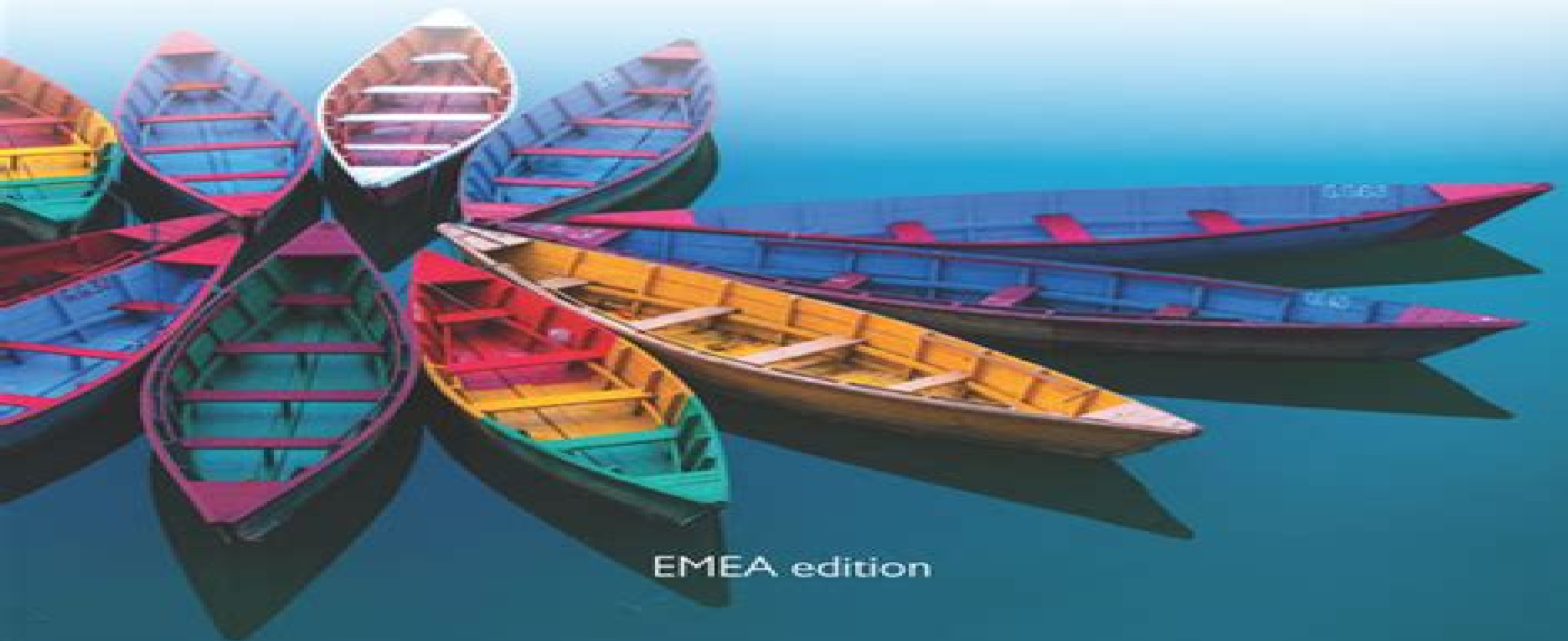


# ORGANIZATION DEVELOPMENT AND CHANGE

Thomas G. Cummings, Christopher G. Worley  
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