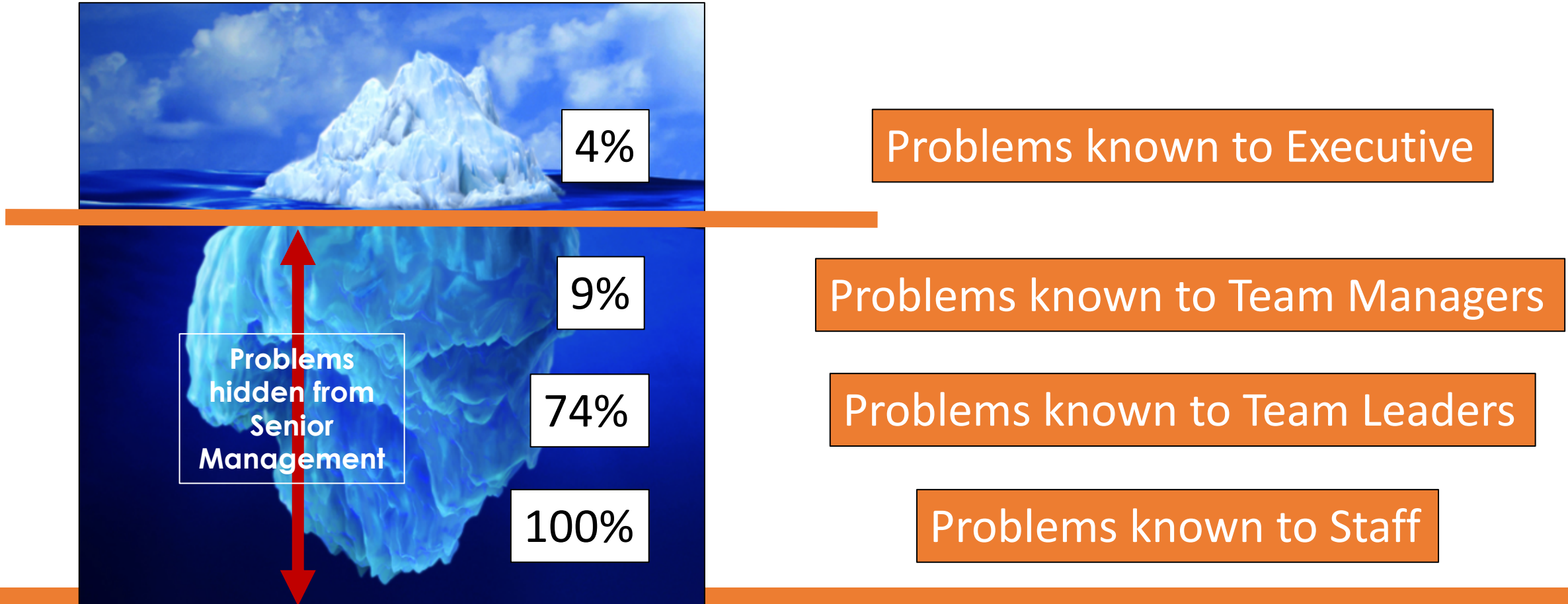


The Iceberg of Ignorance



Leadership, Management, and People Operations