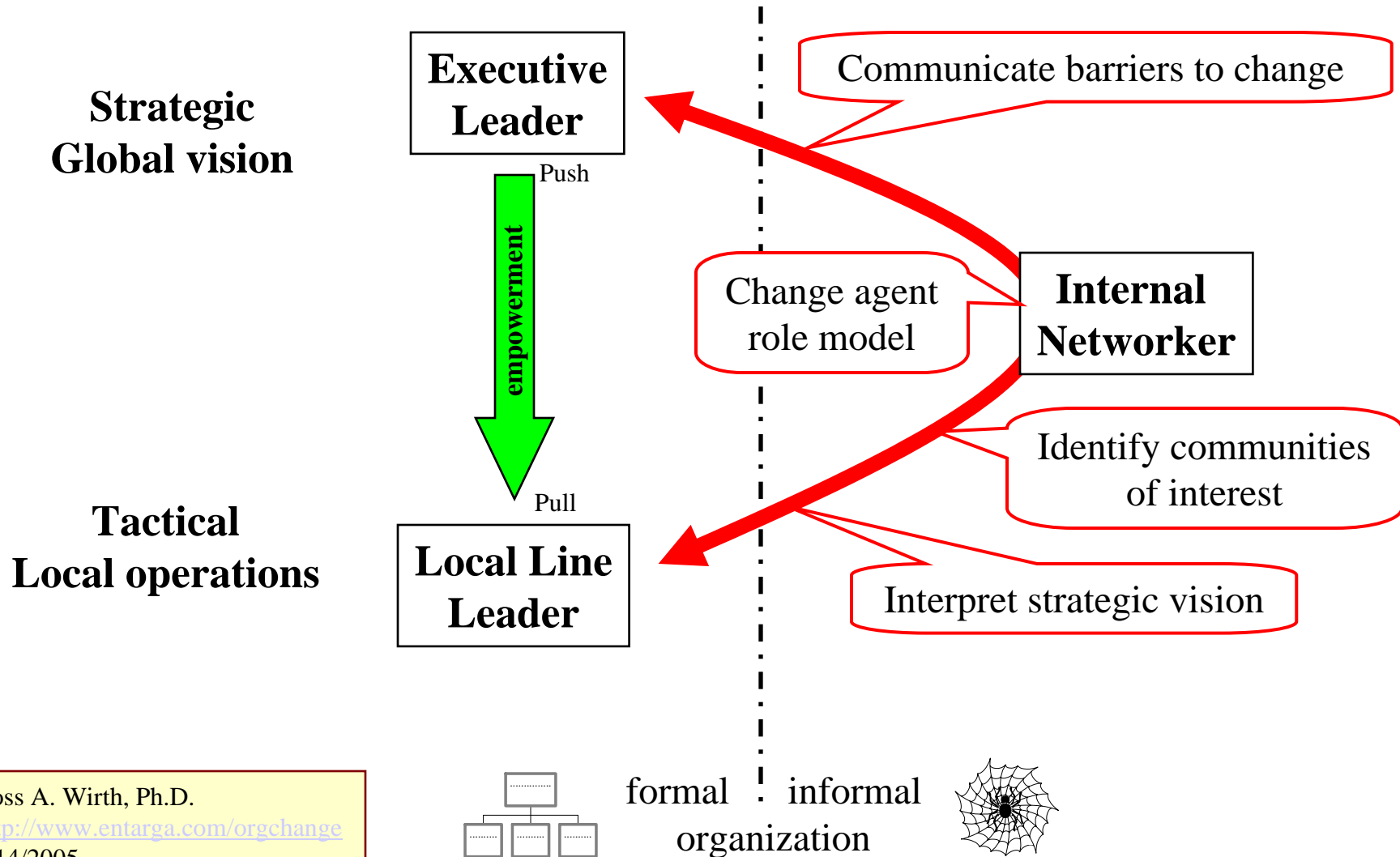


Leadership roles for internal networkers: Change agent within the informal organization



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