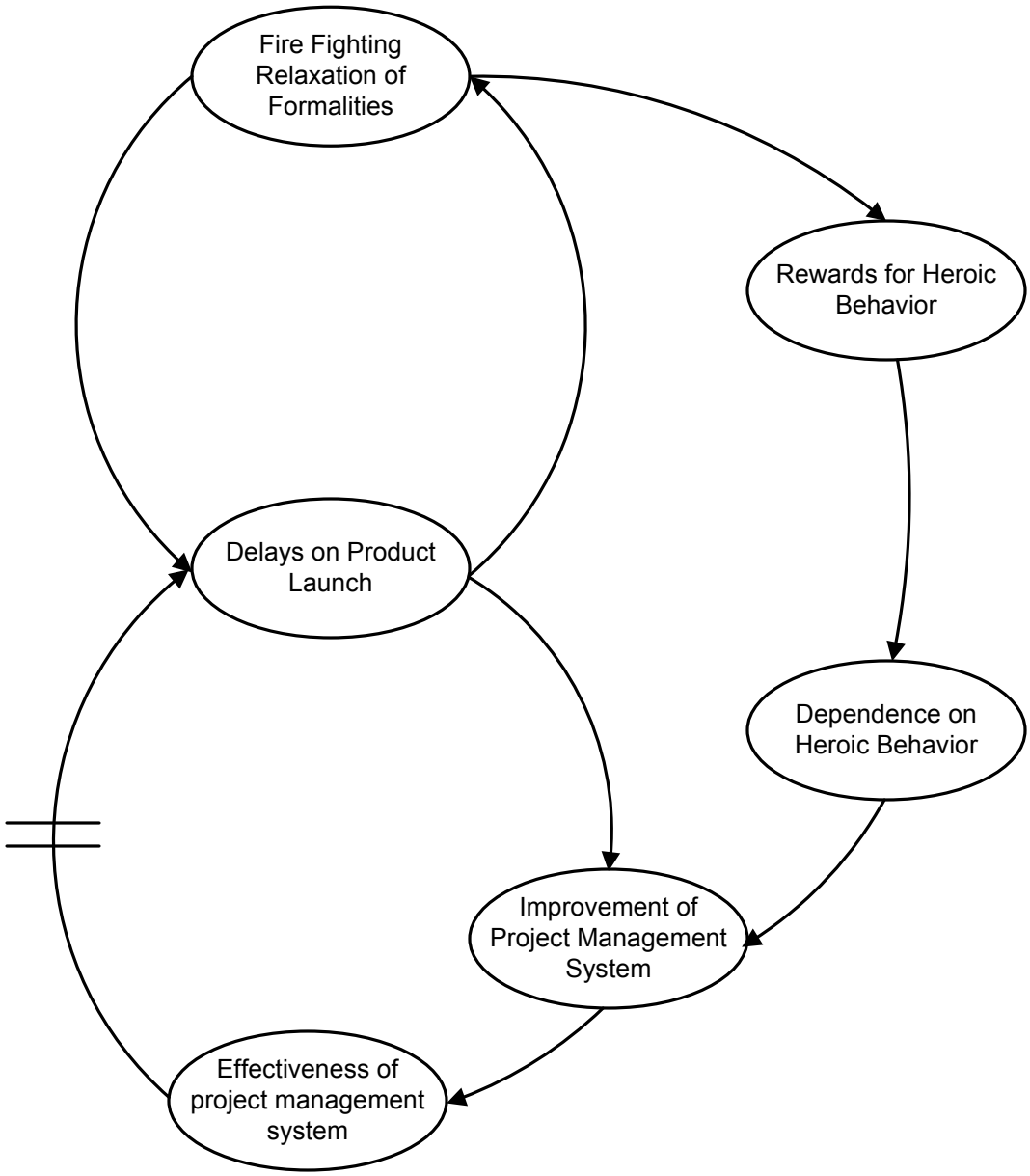


. Senge, Fifth Discipline Fieldbook, P. 138