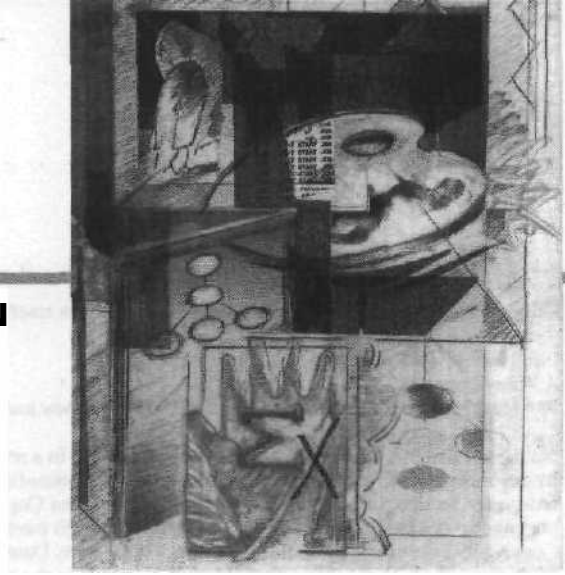




FOURTH EDITION



# Refraining Organizations

Artistry, Choice, and Leadership

Lee G. Bolman • Terrence E. Deal

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