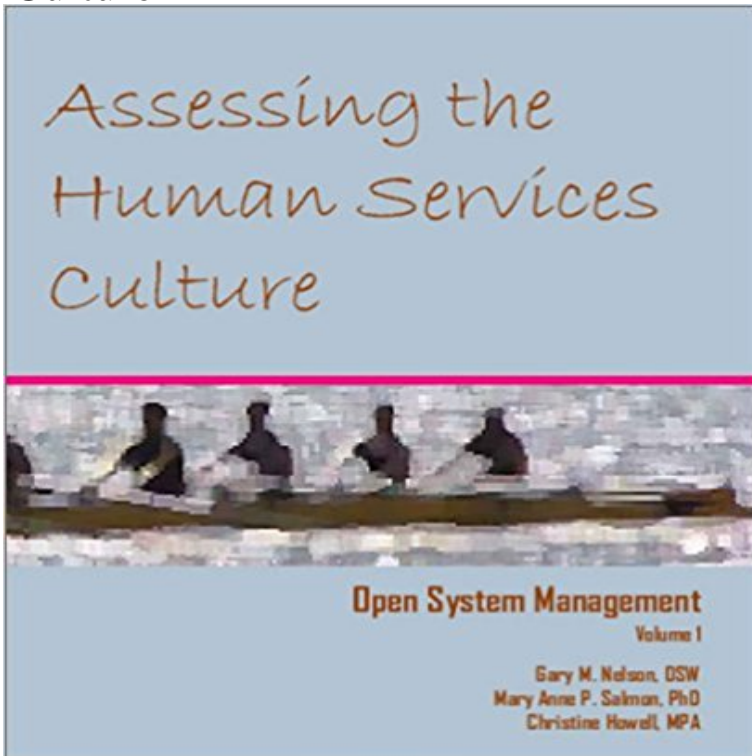


Open System Management Volume 1: Assessing the Human Services Culture



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