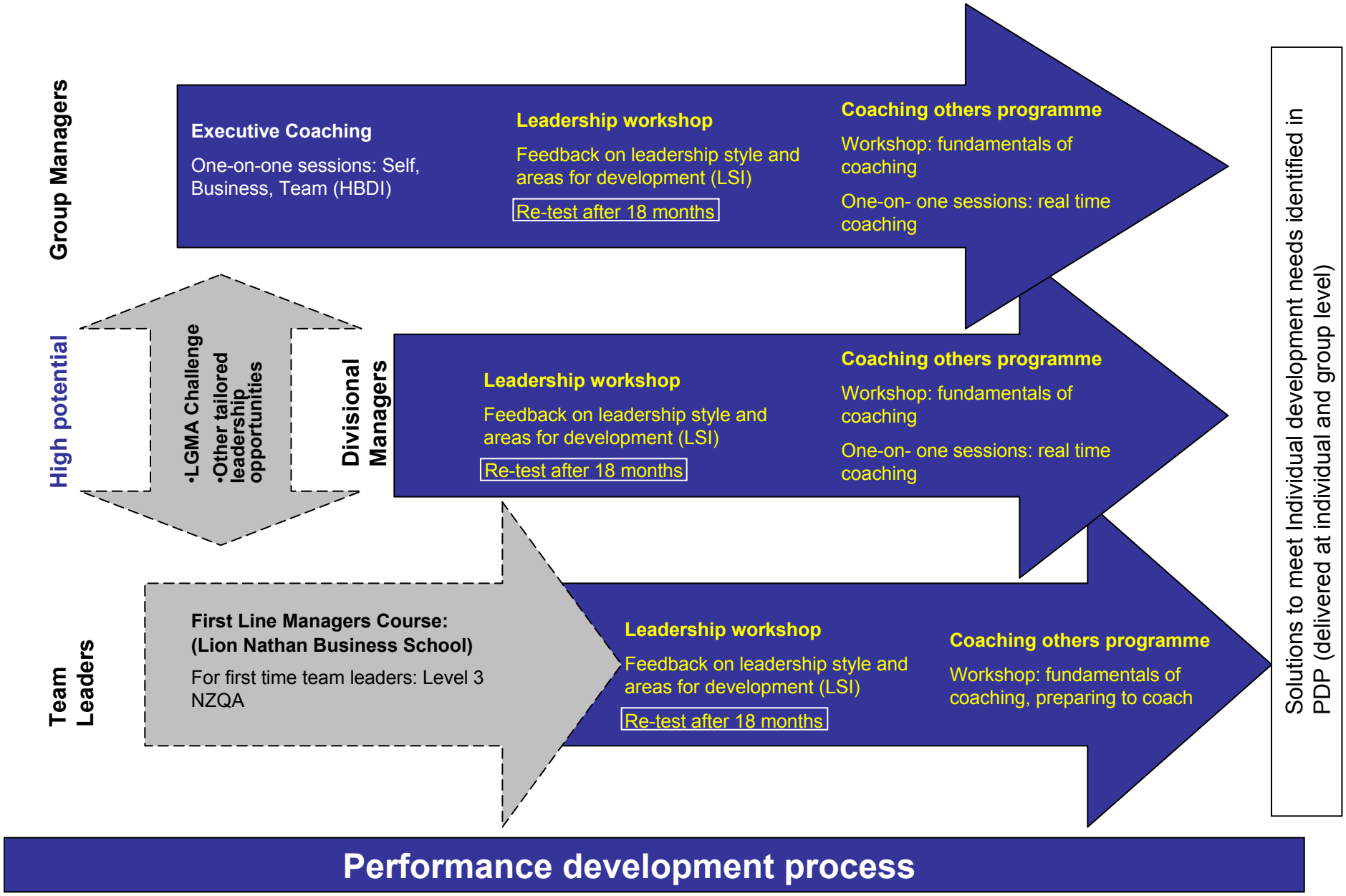Leadership development framework