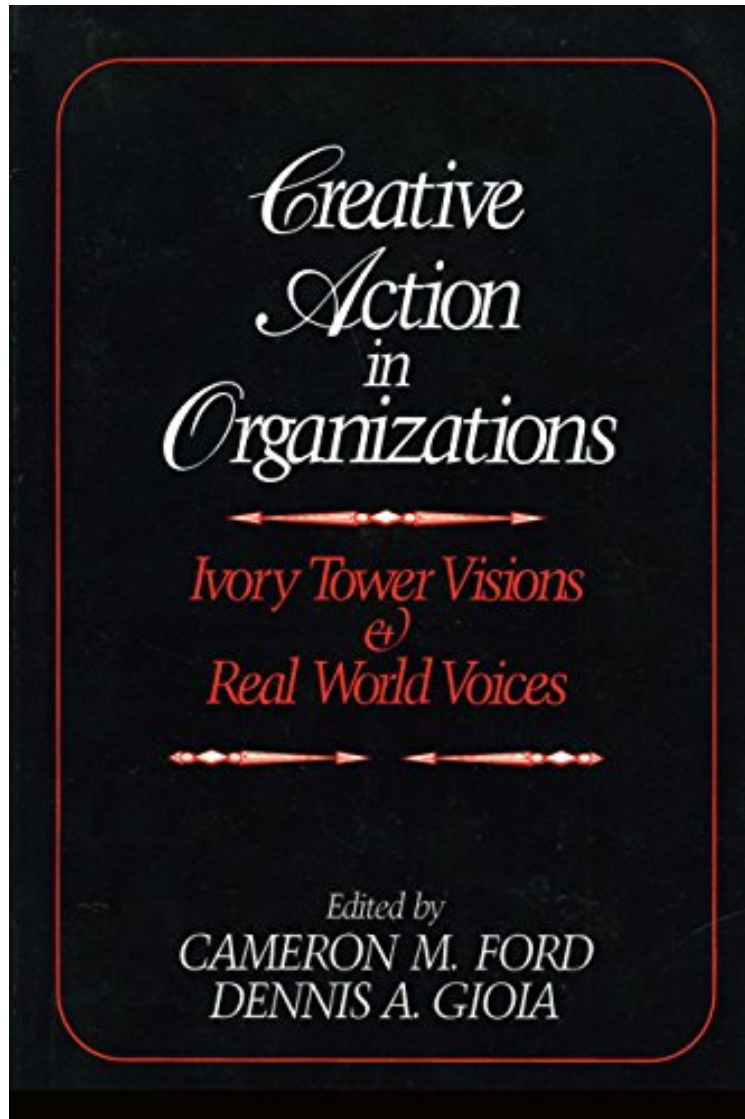


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## Creative Action in Organizations: Ivory Tower Visions and Real World Voices

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