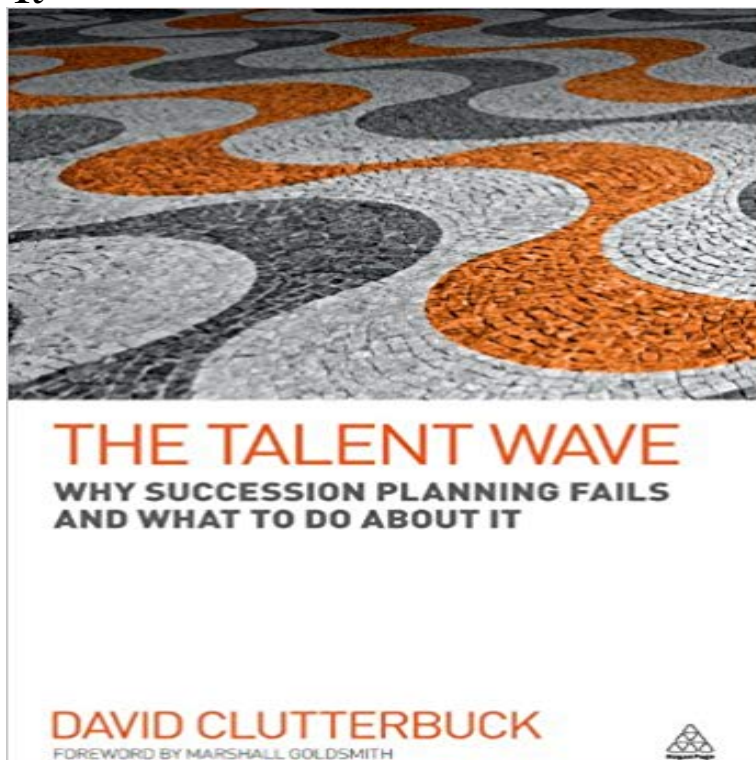


The Talent Wave: Why Succession Planning Fails and What to Do About It



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