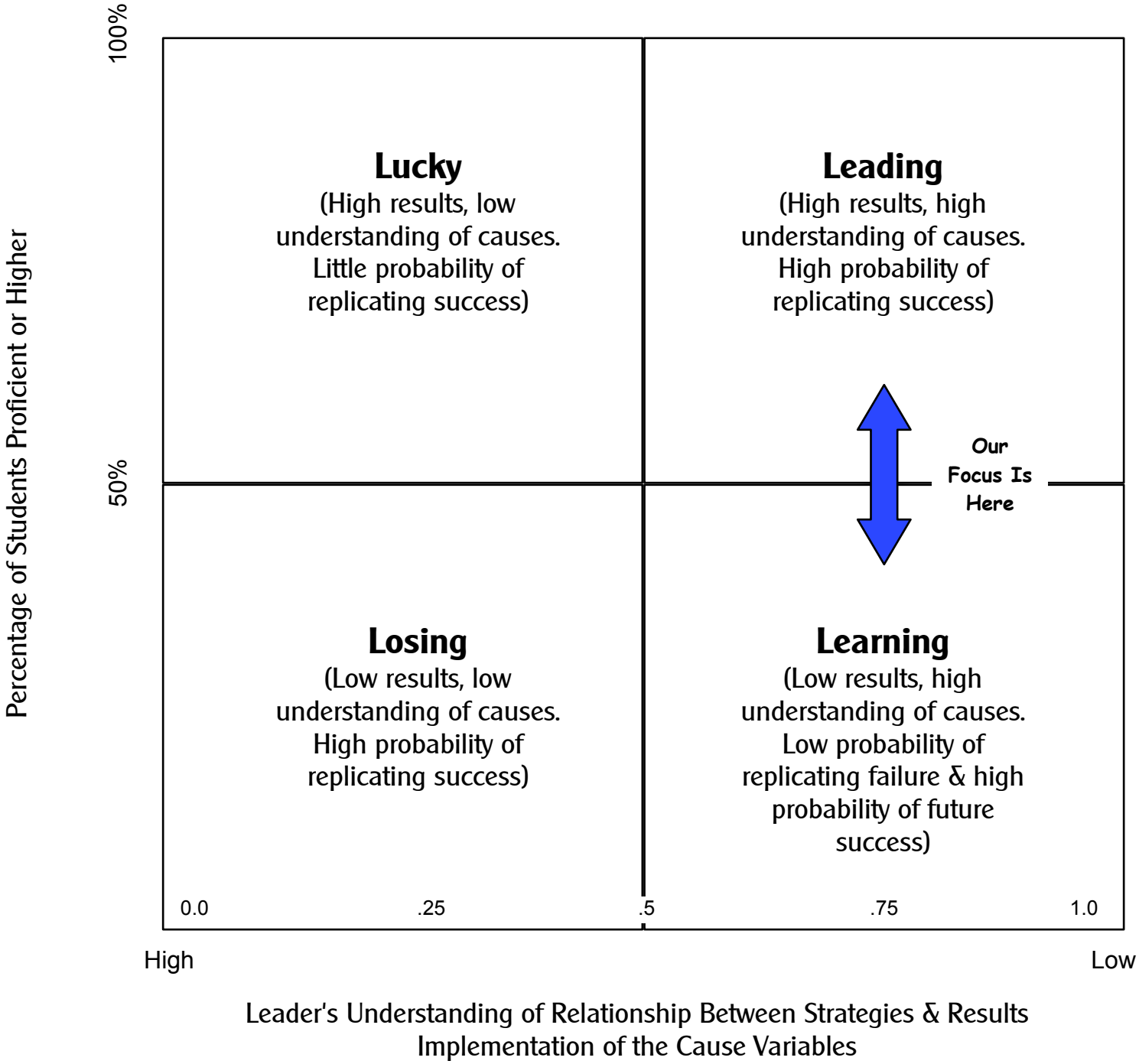Leadership & Learning Matrix