

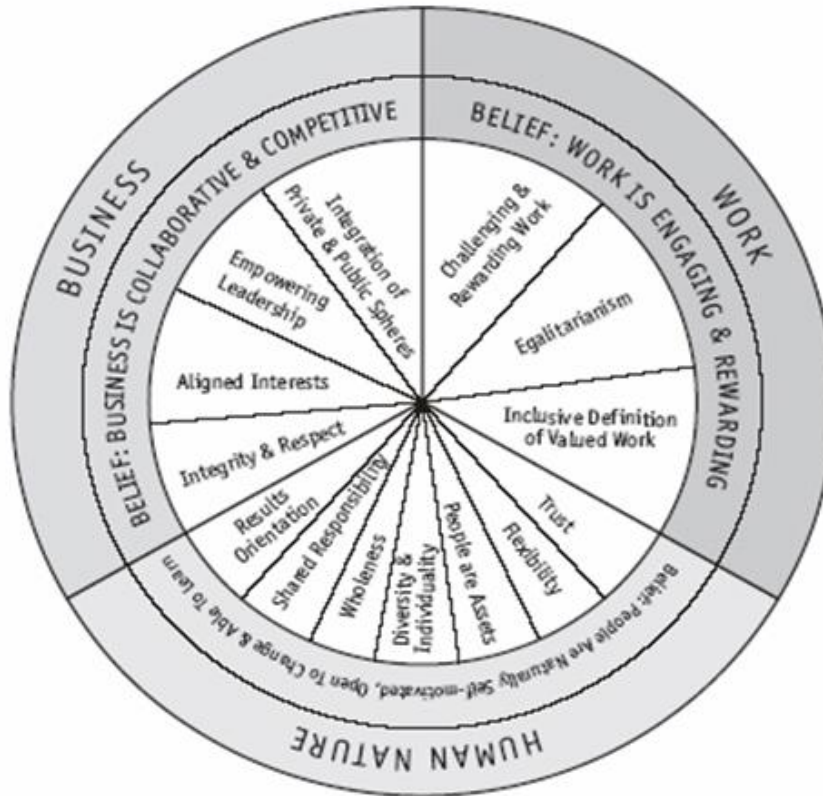


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Source: This chart is from Burud, S. & Tumolo, M. (2004). *Leveraging the New Human Capital: Adaptive Strategies, Results Achieved, and Stories of Transformation*, pp. 119. Palo Alto, CA: Davies-Black Publishing.

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