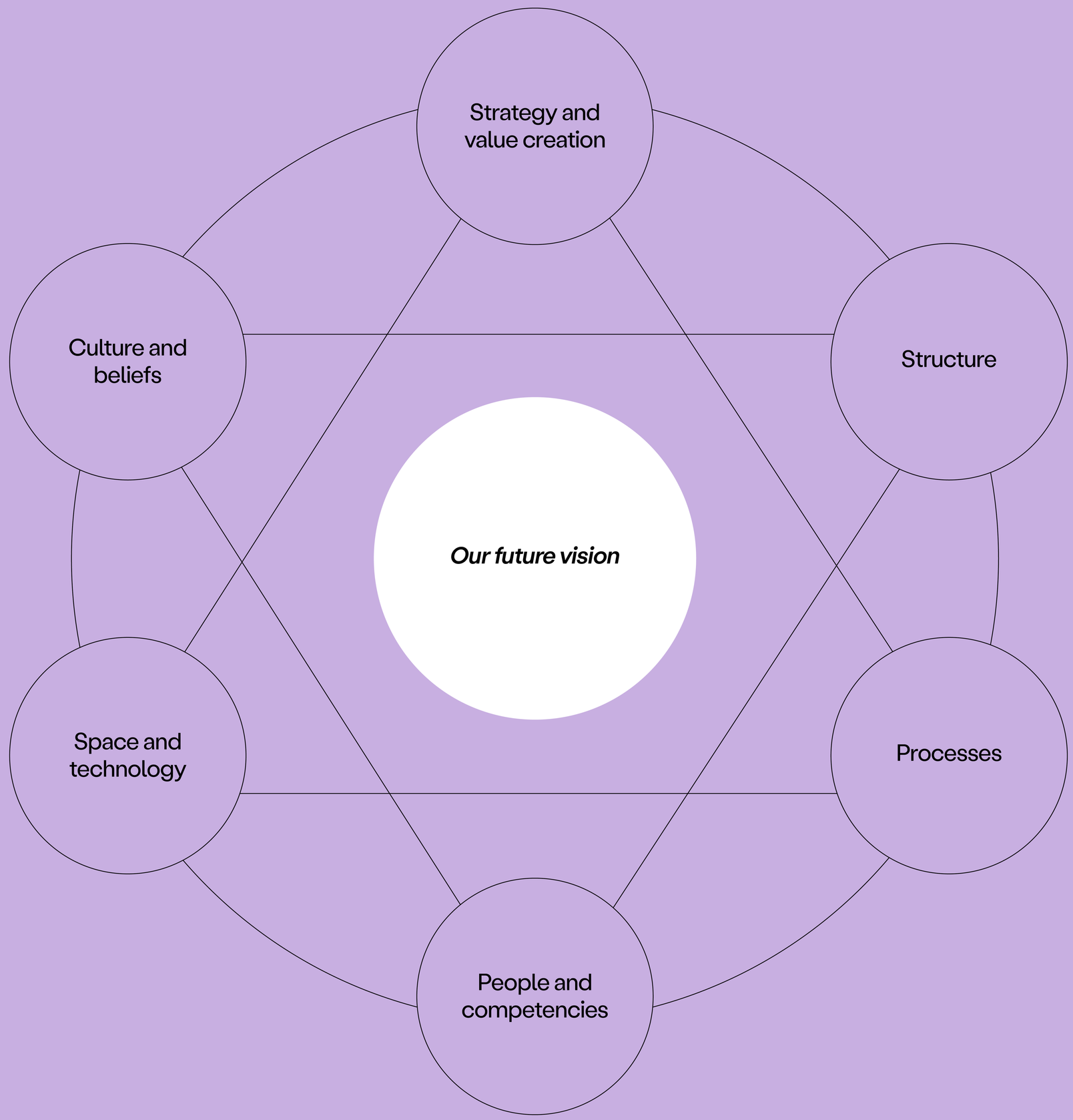The Organizational Design Star