

# Td Magazine

Richard Polak

ATD's Foundations of Talent Development Elaine Biech, 2018-09-28 Your Talent Development Atlas If you've been directing your organization's talent development effort during the last few years, you might think you're on a journey without a map. There are few published resources to guide you in a challenge that many experts promise will only become more urgent, and necessary, in the coming years. Elaine Biech, a legendary leader in training and development, understands the road ahead and has partnered with ATD to present a new book that will point the way—ATD's Foundations of Talent Development: Launching, Leveraging, and Leading Your Organization's TD Effort. Biech imbues this comprehensive volume with the energy and passion she has manifested in a career spanning more than three decades. In her hands, you have a trusted adviser who provides guidance, leadership, and direction to your organization. Biech painstakingly guides you over 36 chapters—taking you from developing your talent development strategy, creating an operating plan, and reinforcing your organization's talent development mindset, through design and delivery, measurement and evaluation, and preparing for the future. No matter where you are in your development, you will be able to pick up this book and select chapters that describe how you can help your organization. What's more, Biech has included a new customized model to assist you. Plus, she's invited dozens of her friends and colleagues to contribute—well-known authors, ATD subject matter experts, and icons in the field—to present a cross-section of voices and approaches in the field. In 2018, ATD celebrates its 75th anniversary by delivering ATD's Foundations of Talent Development, its first published reference to the profession it leads and supports. Think of this book as your professional atlas.

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*ATD's Action Guide to Talent Development* Elaine Biech, 2018-09-28 Get Started Now. Take Action. Staying ahead of change in the world, your organization, and your profession requires action. You learned a lot to launch your organization's talent development effort. As you position it for the future, what you need to know grows exponentially. As futurist Ray Kurzweil once said, "If I take 30 steps linearly, I get to 30. If I take 30 steps exponentially, I get to a billion." How do you prepare for exponential growth? In *ATD's Action Guide to Talent Development: A Practical Approach to Building Organizational Success*, industry expert and bestselling author Elaine Biech lays out the steps you can take. The companion volume to *ATD's Foundations of Talent Development: Launching, Leveraging, and Leading Your Organization's TD Effort*, this book follows an eight-step framework for defining your organization's learning foundation through preparing for the future. You are your organization's trusted advisor, and Biech offers practical questions, organizational assessments, and tips for each step you must guide your organization through. She also presents the newest thinking from university educators and researchers that organizational experts have relied on for years, as well as from industry practitioners and luminaries in leadership and development. Open this book to any page. Jump in where you think it will be most beneficial to you or your organization. Whether you work inside a company or as an external consultant, whether you work for a large organization or a small one, whether you are launching your first talent development effort or fine-tuning a function that's been in action for decades—you are sure to find valuable concepts, designs, and ideas. Get started now. Take action.

**Management Development Training** Erica Nelson, 2021-06-01 Develop Winning Managers—the Heart of the Team Frontline managers are an organization's first level of management: the "people managers" across its business operations and functions. Developing frontline managers is key to an organization's overall health and prosperity. The latest book in *ATD's successful Workshop Series*, *Management Development Training* offers trainers of all expertise levels the tools and strategies necessary for delivering powerful professional development training for frontline managers. Through

Management Development Training, training facilitators can apply ATD's research-based ACCEL Model—a management framework that includes five core skills necessary for managerial success (accountability, collaboration, communication, engagement, and listening and assessing)—to take new and experienced managers beyond their roles as the centers of their teams to the powerful roles as the hearts of their teams. This workshop volume demonstrates how the development of these skills can help managers positively impact every member of their team. With expert management trainer Erica Nelson as your guide, choose between uniquely designed two-day and three-day workshops. Everything you need for workshop design and delivery is included: agendas, assessments, handouts, tools, learning activities, and PowerPoint slides. Chapters also cover customizing your own workshop, conducting needs analysis, facilitating, design and delivery, and evaluating your workshop results.

Future Skill the Workforce Patty Gaul, 2014-11-03 The pandemic has fast-tracked many business changes, which require technological skills, the ability to quickly partner with others, and swift and seamless adaptability to change. For talent development professionals, the changes mean revisiting how they develop workers and ensure a culture of retention or creation, especially in hybrid or remote work environments. In this issue of TD at Work, Patty Gaul explores common themes around developing skills for the future and helping employees perform at their best. Further, she explains:

- How to determine which skills your company will need now and in the future
- The importance of culture to a skilled, productive organization
- How to create a culture of continuous learning

She also includes example of companies with innovative programs focused on some of today's most pressing talent issues. The Tools & Resources in this issue are a continuous development opportunities checklist and a bonus understand business needs worksheet.

Competency Framework Michael Ganeles and Joe Sillner, 2014-10-12 Competencies are a cluster of behaviors and abilities—such as interpersonal, leadership, and business management skills—that define effective performance in a role. In times of disruption, such as the COVID-19 pandemic, companies may be forced to quickly shift their business strategies. Competencies and a leadership competency framework are critical components for how companies can accelerate the shift in their talent strategy. In this issue of TD at Work, Michael Ganeles and Joe Sillner outline the reasons a competency framework is important. Further, they:

- Explain why organizations need to regularly evaluate competencies.
- Provide talent questions that a competency framework addresses.
- Present examples of competencies in action.
- Discuss six competencies required for the future.

ATD's Handbook for Talent Development and Training in Healthcare Jacqueline Burandt, Gregory Rider, Niranjani Chidamber Papavaritis, 2021-11-16

Your Guide for Success in Talent Development and Healthcare Within every corner of a healthcare system reside talent development and training initiatives and thus the need for talent development (TD) professionals and expertise. The ATD Talent Development and Training in Healthcare Handbook addresses the many opportunities and complex TD professionals face in the growing and rapidly changing healthcare space. Effective talent development is the thread that weaves through an entire healthcare organization to ensure it is up to standard with latest practices in treating patients while providing a safe and engaging environment for staff. Whether you are new to the field, a clinician new TD, or a seasoned TD professional in need of solutions and best practices, you can turn to this evergreen resource whenever you need tried-and-true advice. TD professionals have the unique role of tying together organizational and employee advancement in healthcare systems—and likewise, this handbook dives into areas for both business and professional evolution. It covers six key themes across 26 chapters: Learning and Development Basics Organizational Development Employee Development Business Acumen for the Health System Digital Transformation and Literacy Patient-Centric Care Written by 25 fellow healthcare practitioners with extensive experience in the field—from nurses, physicians, and administrators to instructional designers, chief learning officers, technology experts, and leaders across the industry—this book will help you maximize the impact of your work and improve your abilities to deliver the best care possible to your patients.

*Troubleshooting for Trainers* Sophie Oberstein, 2020-10-06 Your Fix-It Guide to Training When you need to repair an appliance on the fritz, you can consult the instruction manual. But if you're stuck when designing or facilitating training, what resource can you turn to for solutions to your problem? Part troubleshooting guide, part introduction to training design and delivery, *Troubleshooting for Trainers* delivers in-the-moment fixes and longer-term solutions for common challenges at every stage of the learning and development process. Pull it out when you're in a predicament, flip to the related challenge listed in the table of contents, and find some immediate relief. Better yet, use it to discover tips and strategies that will help you proactively avoid the crises new trainers face. Covering more than 40 challenges, the book offers solutions for when: you feel a lack of personal and professional credibility training isn't well regarded you don't have enough resources you have minimal learning design expertise you're uncertain about measurement and reporting metrics live training surprises throw you for a loop you encounter challenging participants. Perfect for the busy trainer, each chapter briefly describes a challenge for trainers, offers a series of solutions for overcoming it, and includes some resources to go deeper about the topic. Job aids and

sample worksheets accompany the solutions. “If only I knew this when I was starting out.” Experienced trainers often express this sentiment later in their careers. Why wait? The next time you’re at a training impasse, troubleshoot your way out.

*Leading & Managing Occupational Therapy Services* Brent Braveman, 2022-02-11 Be prepared to lead, manage, and supervise OTs, OTAs, and interprofessional health care teams. Whatever your role, the practical knowledge and the guidance you’ll find here will help you become a more effective OT practitioner, colleague, and manager. Use evidence to guide your leadership and managerial decision-making. This practical text introduces you to leadership and management theory, research, data, and evidence, and shows you how to apply them! From leadership and supervision to policies, program development, and continuous quality improvement, you’ll find complete coverage of the full range of leadership and managerial functions. Critical-thinking questions, real-life cases, and vignettes build the connections between theory, evidence, and practice. New & Updated! Coverage of the leadership and management content required by the 2018 ACOTE Standards for accredited OT and OTA programs New Chapters! Occupational Therapist-Occupational Therapy Assistant Partnership: Supervision and Collaboration and Surviving and Thriving in High-Demand Settings Expanded! Emphasis on the practical application of theoretical and technical knowledge with additional case studies and vignettes New! “Evidence in Action” feature, offering specific, practical examples of how OT leaders and managers might find and use evidence to answer questions they might encounter New & Updated! Updated information and new content that reflect changes in the social, political, financial, legislative, and professional environments in which OT practitioners operate Revised! More student-friendly approach to make complex concepts easier to understand and apply An evidence-based approach to leadership and management that facilitates decision making An organizational structure that reflects the traditional management functions of planning, organizing and staffing, controlling, and directing Coverage of key management functions, including strategic planning, business knowledge, financial planning, and financial management “Real-Life Management” and “Real-Life Solutions” scenarios that illustrate real-world situations and their resolutions. Case studies and vignettes that demonstrate how to apply leadership and management principles in practice Critical-thinking and multiple-choice questions in each chapter to connect theory and evidence with practice and assess their understanding Text boxes and tables to reinforce and summarize key information Coverage that reflects the challenges of OT managers managing non-OT staff, including interprofessional teams, interprofessional collaborative practice and interprofessional competencies

**Chief Talent Officer Jack Phillips, Patricia Phillips, Tamar Elkeles, 2016-12-08** In the face of rapid changes and challenges to the business environment, learning and talent are key to the success of businesses. This is an area in which the Chief Learning Officer (the CLO) is vital and has evolved into a Chief Talent Officer role in organizations. The Chief Talent Officer is now responsible for working to drive value, focusing on issues such as talent, organization design and development, culture, business alignment, managing resources, innovation, technology, utilization, customer service, and ROI. Chief Talent Officer discusses the critical, value-adding role of the next generation CLO, and the strategies that can be used to fulfill this role. With a wealth of perspectives from some of the world's best talent executives, this book illuminates the role from the CLO's perspective. This revised and refreshed edition of the text includes the latest illustrative examples, explanations, and data. The reader is shown the role of the CLO from diverse, multinational points of view, and taken through the varying aspects of business strategy in a range of international environments. This book is a vital tool for managers and students, providing techniques and methods for the training, talent, and HR communities alike. It will help its readers to demonstrate and understand the potential value that can be added to any organization when it is managed and organized well, and equipped with appropriate leadership.

**Tell Me About Yourself** Stavros Papakonstantinidis, 2018-11-14 This book will help you understand how social media recruitment works and encourages you to take personal branding toward professional career development seriously. What is branding and what makes people passionate about it? How can people develop and maintain a unique online persona? Who are the current trendsetters in personal branding? What makes social recruiting so important in today's business world? Why is it necessary to set up a personal brand strategy early on? What are the future trends in social recruiting and personal branding? The rules of recruitment and job searching have undoubtedly changed with the entry of a new breed of concept workers into the global workforce. We are witnessing the emergence of a non-age-specific generation of professionals who are exposed to ubiquitous digital technology and seek a more impactful job, an easy-going life, and a safe future. Social natives are looking for jobs following strategies that did not exist five years ago. Artificial intelligence, advanced software, wearable gadgets, and social media define today's fast-paced professional world. Social natives use blogs, podcasts, online bios, video resumes, images, selfies, recommendations, and endorsements to demonstrate their skills publicly. In comparison, global organizations take advantage of big data, business intelligence, and people analytics, as well as a plethora of social media screening

tools to recruit and retain great talent. This book will help you understand how social media recruitment works and encourages you to take personal branding toward professional career development seriously.

*The Land magazine* ,1897

**Own Any Occasion** Erik Palmer,2017-10-01 The world is your stage. Own it. Great speaking does not come easy. But even the wallflowers among us can't avoid speaking forever. In *Own Any Occasion*, speaker and educator Erik Palmer taps into his vast experience to simplify the process of extraordinary speaking, whether you're giving a wedding toast or preparing for a one-on-one sales call. His approach is equal parts preparation and delivery: Never speak unless you have something worth saying, and never let a poor performance diminish a good message. In 11 steps, Palmer shows readers how to craft the perfect message and captivate audiences with exceptional delivery, no matter the circumstance. He demonstrates that the steps to impress when you meet your in-laws for the first time are the same ones that will help you succeed in front of an auditorium full of executives. Whether your audience is large or small, your message personal or professional, Palmer's easy system will help you become the best speaker you can be in any situation. *Own Any Occasion* is for anyone who wants to master the art of speaking well, from first-time presenters to seasoned pros looking for a new process. Give yourself the tools to impress every listener and develop a more confident you.

**Artificial Intelligence for HR** Ben Eubanks,2022-01-03 Artificial intelligence is changing the world of work. How can HR professionals understand the variety of opportunities AI has created for the HR function and how best to implement these in their organization? This book provides the answers. From using natural language processing to ensure job adverts are free from bias and gendered language to implementing chatbots to enhance the employee experience, artificial intelligence can add value throughout the work of HR professionals. *Artificial Intelligence for HR* demonstrates how to leverage this potential and use AI to improve efficiency and develop a talented and productive workforce. Outlining the current technology landscape as well as the latest AI developments, this book ensures that HR professionals fully understand what AI is and what it means for HR in practice. Alongside coverage of employee engagement and recruitment, this second edition features new material on applications of AI for virtual work, reskilling and data integrity. Packed with practical advice, research and new and updated case studies from global organizations including Uber, IBM and Unilever, the second edition of *Artificial Intelligence for HR* will equip HR professionals with the knowledge they need to improve people operational efficiencies, and allow AI

solutions to become enhancements for driving business success.

**Work Smart Now** Richard Polak, 2021-04-20 From one of the top HR specialists in the world comes this much-needed guide to help people maximize productivity and increase revenue. Whether it's in corporate America or in our own living rooms, people are wasting time. From the minute we wake up and check our Facebook page or emails—before we even crawl out of bed—to late at night when we stay up longer than we should, watching our favorite show. There's a precise moment that falls between working enough hours to be productive and working too many hours, yielding a diminishing marginal return. The difference between the person able to master this and most Americans that fail miserably at it is quality of life! If one continues to work past this moment, a negative return will ensue, and that negative return produces guilt. It lowers the amount of time for recreational activities and spending time with family. We've siloed productivity to our work life, however; the impact on our personal life is often loss. An alarming 39% of workers in high-tech companies believe they are depressed, as reported by PC Magazine in December 2018. 72% of people who have daily stress and anxiety say it interferes with their lives—anxiety and stress alone have reduced productivity by 56%. More than 80% of people have experienced some form of anxiety, stress, or depression in the workplace. People are spending more time at work than at home or with their loved ones; or, if they are at home, they are working. They are always “on.” As a result of this disparity, people are not fully living their lives. And the “work-life balance” marketed by some HR consulting firms and employers simply does not work. It's all work and no life! Studies have also proven that when people are unhappy in their personal lives or careers, their productivity goes down and everything and everyone around them suffers. This causes a domino effect, which trickles into every area of their lives. Previous generations used to say, “Work harder,” but we've now learned we must “work smarter.” Polak has practiced and tested his methods in hundreds of opportunities and has been paid millions by the largest corporations in the world to share these tools. He feels that every individual and business should have these tools, and will share them with us here.

**Leading Organizational Development and Change** Riann Singh, Shalini Ramdeo, 2020-07-08 This textbook covers the fundamentals of organizational development and change (ODC) theory while offering a comprehensive, structured, and systematic approach to guide change management strategies at the organization level. It provides an in-depth understanding of and the tools necessary for designing, diagnosing, implementing and evaluating organizational change interventions. Students will be exposed to case studies in ODC from selected international and Caribbean/Latin American

organizations, demonstrating ODC in practice across a broad geographical context. This textbook, the first to offer a macro-level perspective of ODC, provides students with the tools needed to be successful in implementing change into today's organizations.

**Writers' Handbook 2021** J. Paul Dyson, 2021-04-12 The 2021 edition of firstwriter.com's bestselling directory for writers returns in a new, larger format, with more than twice as many listings of literary agents, literary agencies, book publishers, and magazines. It now contains over 3,000 listings, including revised and updated listings from the 2020 edition, and over 2,000 brand new entries. Finding the information you need is now quicker and easier than ever before, with new tables and an expanded index, and unique paragraph numbers to help you get to the listings you're looking for. A variety of new tables help you navigate the listings in different ways, including a new Table of Authors, which lists over 3,000 authors and tells you who represents them, or who publishes them, or both. The number of genres in the index has exploded from under 100 in the last edition to over 500 in this one. So, for example, while there was only one option for "Romance" in the previous edition, you can now narrow this down to Historical Romance, Fantasy Romance, Supernatural / Paranormal Romance, Contemporary Romance, Diverse Romance, Erotic Romance, Feminist Romance, Christian Romance, or even Amish Romance. The new edition includes:

- 128 pages of literary agent and literary agency listings – that's more than the Writer's Market (75 pages) and the Writers' & Artists' Yearbook (39 pages) combined!
- 82 pages of book publisher listings, compared to 91 pages in the Writers' & Artists' Yearbook – but with a page size more than 70% larger this is like getting an extra 50 pages.
- 64 pages of magazine listings compared to 63 pages in the Writers' & Artists' Yearbook. Thanks to the difference in page size, this is the equivalent of 40 extra pages.

All in a book that is 30% cheaper than the Writer's Market (\$29.99 RRP), and 50% cheaper than the Writers' & Artists' Yearbook (£25.00 RRP). International markets become more accessible than ever, with listings that cover both the main publishing centres of New York and London, as well as markets in other English speaking countries. With more and more agents, publishers, and magazines accepting submissions online, this international outlook is now more important than ever. There are no adverts, no advertorials, and no obscure listings padding out hundreds of pages. By including only what's important to writers – contact details for literary agents, publishers, and magazines – this directory is able to provide more listings than its competitors, at a substantially lower price. The book also allows you to create a subscription to the firstwriter.com website for free until 2022. This means you can get free access to the firstwriter.com website, where you can find even more listings, and also benefit from other features such as advanced searches, daily

email updates, feedback from users about the markets featured, saved searches, competitions listings, searchable personal notes, and more. “I know firsthand how lonely and dispiriting trying to find an agent and publisher can be. So it's great to find a resource like firstwriter.com that provides contacts, advice and encouragement to aspiring writers. I've been recommending it for years now!” ~ Robin Wade; literary agent at the Wade & Doherty Literary Agency Ltd, and long-term firstwriter.com subscriber

**AI in Talent Development** Margie Meacham, 2020-12-15 Creating Transparent AI From agriculture to transportation, entertainment to medicine, and banking to social media, artificial intelligence (AI) is changing how humans do practically everything. We experience AI in our daily lives through our fitness trackers, home digital assistant systems, and curated news services, to name a few examples. For talent development, this is no different. The fields of artificial intelligence and talent development have been on a collision course for decades, and their convergence has already occurred. It has just taken many in our profession some time to recognize this fact. On the horizon, AI-powered innovations are transforming the workplace and the role of the talent development professional, affecting recruiting to training to compensation. As such, there are actions TD professionals should take now to prepare ourselves and our organizations for the evolving AI revolution. In *AI in Talent Development*, Margie Meacham describes the benefits, uses, and risks of AI technology and offers practical tools to strengthen and enhance learning and performance programs. In layman’s terms, Meacham demonstrates how we can free time for ourselves by employing a useful robot “assistant,” create a chatbot for specific tasks (such as a new manager bot, a sales coach bot, or new employee onboarding bot), and build personalized coaching tools from AI-processed big data. She concludes each of the six chapters with helpful tips and includes a resource guide with planning tools, templates, and worksheets. Meacham dispels fear of AI’s black box—the term used to describe its unknowability and opacity—and points out ways AI can help us be better at creativity and critical thinking, what we humans do best.

*Management Today* Terri A. Scandura, Frankie J. Weinberg, 2024-01-09 Integrating core management concepts with evidence-based research and strategies, *Management Today*, Second Edition provides students of all backgrounds with the foundations they need to start and enhance their careers. Authors Terri A. Scandura and Frankie J. Weinberg share their experiences as active researchers and award-winning teachers throughout the book to engage and inspire the next generation of managers. Students can apply what they have learned through self-assessments, reflection exercises, and

experiential activities. Real-world case studies explore business scenarios students may encounter throughout their own careers. Practical, concise, and founded upon cutting edge research, this text equips students with the necessary skills to become impactful members of today's business world. This title is accompanied by a complete teaching and learning package. Contact your Sage representative to request a demo. Learning Platform / Courseware Sage Vantage is an intuitive learning platform that integrates quality Sage textbook content with assignable multimedia activities and auto-graded assessments to drive student engagement and ensure accountability. Unparalleled in its ease of use and built for dynamic teaching and learning, Vantage offers customizable LMS integration and best-in-class support. It's a learning platform you, and your students, will actually love. Learn more. Assignable Video with Assessment Assignable video (available in Sage Vantage) is tied to learning objectives and curated exclusively for this text to bring concepts to life. Watch a sample video now. LMS Cartridge: Import this title's instructor resources into your school's learning management system (LMS) and save time. Don't use an LMS? You can still access all of the same online resources for this title via the password-protected Instructor Resource Site. Learn more.

Writers' Handbook 2022 J. Paul Dyson, 2021-11-17 The 2022 edition of firstwriter.com's bestselling directory for writers is the perfect book for anyone searching for literary agents, book publishers, or magazines. It contains over 2,500 listings, including revised and updated listings from the 2021 edition, and over 400 brand new entries. Finding the information you need is now quicker and easier than ever before, with multiple tables and a detailed index, and unique paragraph numbers to help you get to the listings you're looking for. The variety of tables helps you navigate the listings in different ways, and includes a Table of Authors, which lists over 3,000 authors and tells you who represents them, or who publishes them, or both. The number of genres in the index has expanded to over 600. So, for example, while there was only one option for "Romance" in the previous edition, you can now narrow this down to Historical Romance, Fantasy Romance, Supernatural / Paranormal Romance, Contemporary Romance, Diverse Romance, Erotic Romance, Feminist Romance, Christian Romance, or even Amish Romance. International markets become more accessible than ever, with listings that cover both the main publishing centres of New York and London, as well as markets in other English speaking countries. With more and more agents, publishers, and magazines accepting submissions online, this international outlook is now more important than ever. There are no adverts, no advertorials, and no obscure listings padding out hundreds of pages. By including only what's important to writers – contact details for literary agents,

publishers, and magazines – this directory is able to provide more listings than its competitors, at a substantially lower price. The book also allows you to create a subscription to the firstwriter.com website for free until 2023. This means you can get free access to the firstwriter.com website, where you can find even more listings, and also benefit from other features such as advanced searches, daily email updates, feedback from users about the markets featured, saved searches, competitions listings, searchable personal notes, and more. “I know firsthand how lonely and dispiriting trying to find an agent and publisher can be. So it's great to find a resource like firstwriter.com that provides contacts, advice and encouragement to aspiring writers. I've been recommending it for years now!” ~ Robin Wade; literary agent at the Wade & Doherty Literary Agency Ltd, and long-term firstwriter.com subscriber

**Designing Microlearning** Carla Torgerson, Sue Iannone, 2019-12-31 Learn to Create Effective Microlearning Microlearning is an essential tool that talent development professionals can use to fully engage their learners and tackle organizational performance needs. How do you know if the microlearning approach is successful? And what works? In *Designing Microlearning*, the newest volume in ATD's What Works in Talent Development series, experts Carla Torgerson and Sue Iannone answer these and other questions including: Why choose microlearning for your learners and organization? How do you determine your approach and then execute the implementation? How do you demonstrate success? Where do you go once you've started? This guide for practitioners covers the four main uses for microlearning: preparation before a learning event, follow-up to support a learning event, stand-alone training, and performance support. It introduces MILE, the MicroLEarning Design model, which outlines the details of creating a microlearning resource or program. Discover how to identify performance objectives; determine program technology and structure; create or select resources; promote what you designed; and monitor, modify, and evaluate it. Included are case studies, tips, and resources, as well as more than 20 job aids, checklists, and worksheets. Samples consist of: an assessment of your organization's readiness and compatibility for microlearning a worksheet to guide the design of your microlearning a tool for aligning your microlearning measurement and evaluation efforts a communication plan for sharing key information with learners, managers, and stakeholders.

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### Td Magazine Introduction

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