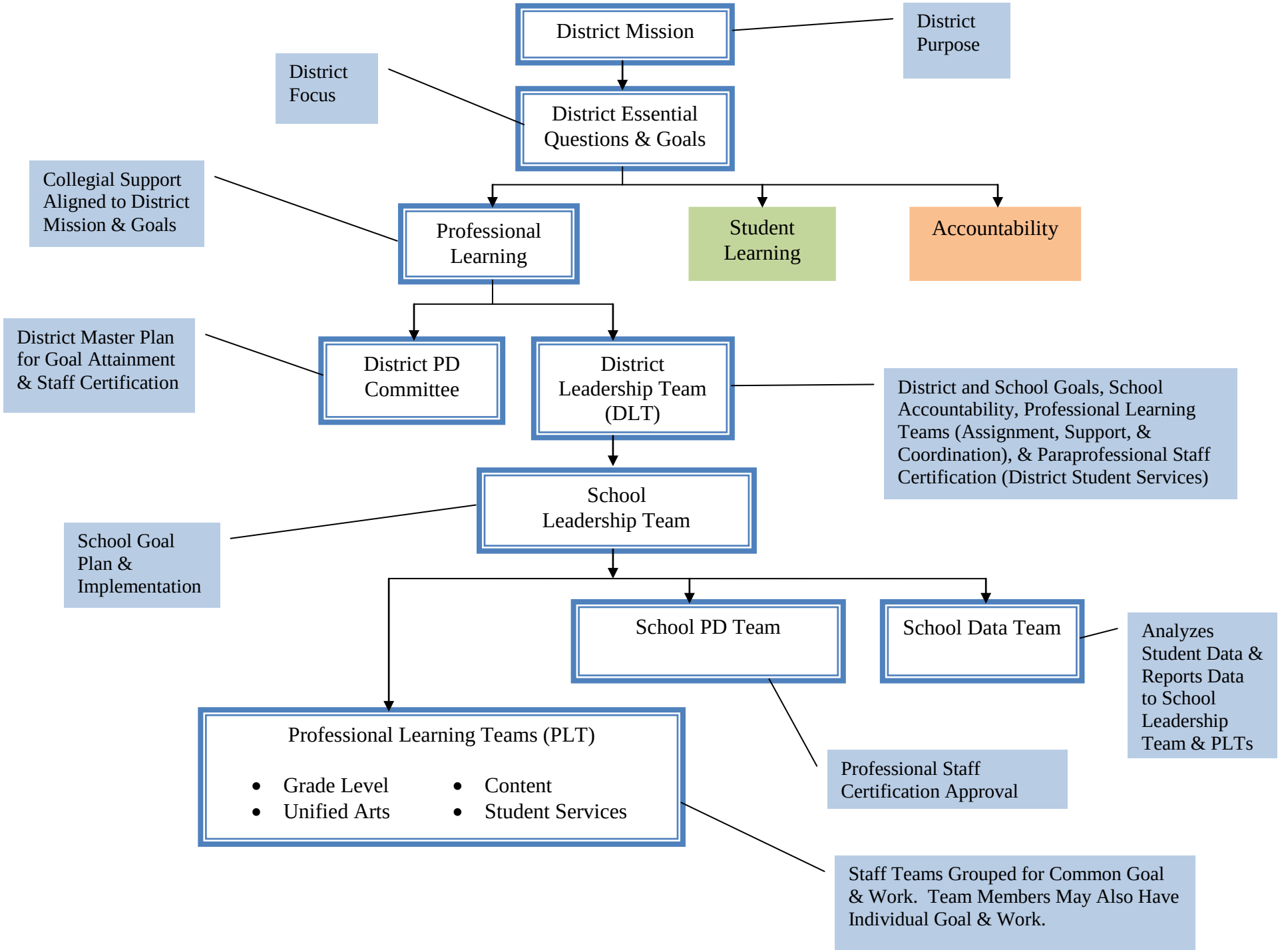PROFESSIONAL LEARNING ORGANIZATION