

Does Leadership Impact Organizational Performance?

- Research shows leadership matters when:
 - Leader is perceived to be responsible and inspirational.
 - Leaders throughout the organization are involved in making decisions and these individuals are knowledgeable about the problem to be resolved.
 - Leaders change, company performance changes.
- Statistical analysis suggests the leader might be responsible for between 15-45 percent of a firm's performance.
- Study findings have shown the leader's activities have a 66 percent probability of achieving a positive outcome in an organization's performance.

Strategies And Leadership Impact On Organizational Performance

David Kirk



Strategies And Leadership Impact On Organizational Performance:

Strategies and Leadership Impact on Organizational Performance J. Fred McLimore, 1996-05-01 Business Strategy and Leadership Style: Impact on Organizational Performance in the Manufacturing Sector in Ghana John Parker Yanney, 2015-02-03 Doctoral Thesis Dissertation from the year 2014 in the subject Business economics Business Management Corporate Governance grade B Atlantic International University Department Of Business Administration Atlantic International University USA course Business Management language English abstract This study sought to investigate the impact of leadership styles and business strategy on the organizational performance of Small Medium Scale Enterprises SMEs in the manufacturing sector of Ghana This had become necessary due to the fact that available literature on the subject matter lacked precision in terms of the specific leadership style and strategy which could better be employed to improve performance in the chosen area of study A field survey by means of questionnaires was conducted in Accra involving 60 CEOs and Senior managers drawn from 10 organizations which were randomly sampled for the study In addition a time series data from 2008 to 2013 on sales profits before tax and employment from the 10 organizations were collected to develop performance indices for the organizations Regression and analysis of variance ANOVA were then run to examine the relationship between leadership strategy and organizational performance The study revealed that leadership and business strategy statistically and significantly impacted on organizational performance but strategy had the greater influence Again transformational leadership style and cost leadership significantly influenced organizational behaviour p 000 *Strategic Leadership: Navigating Organizational Success* Dr. Bhumika Achhnani, 2021-12-20 Learn how to navigate organizational success with strategic leadership principles This book provides insights and practical advice for leaders aiming to drive performance and innovation within their teams and organizations Entrepreneurial Strategies for Value Creation in Times of Uncertainty Wojciech Dyduch, 2024-01-01 Entrepreneurial re orientation in the face of crisis Is it worth modifying entrepreneurial strategy Abstract PURPOSE This article aims to determine how companies in the SME sector modify their business strategies in response to changes in the external environment The research focused on modifications to entrepreneurial strategies expressed through the fundamental dimensions of entrepreneurial orientation EO risk taking innovativeness and proactiveness Additionally it identified which types of reactions modifications in strategies lead to the most favorable changes in firm performance The external environment was determined based on the market situation that resulted from the emergence of the COVID 19 pandemic METHODOLOGY This is quantitative research The study utilized data from 126 small printing businesses operating throughout Poland Analyses were conducted on the data that reflected modifications in entrepreneurial behaviors and performance during three periods the pre crisis period the initial phase of the crisis the full lockdown period and the second phase of the crisis the period of easing the restrictions The identification of the behavior types was carried out using cluster analysis FINDINGS The results of the research led to the conclusion that with a

change in market conditions companies significantly change their levels of EO In particular the surveyed companies reduced their levels of EO during the outbreak of the COVID 19 pandemic At the same time this decrease was mainly due to significant decreases in risk taking The levels of EO increased when the conditions improved due to significant increases in innovativeness and proactiveness Moreover the analysis enabled the identification of four types of reactions to the emergence of the crisis as well as three types of reactions to the improvement of the external conditions that resulted from the easing of restrictions and the introduction of anti crisis support measures for businesses Additionally it was demonstrated that the type of reaction had a significant impact on the changes in the performances of the examined companies In particular it was shown that the lowest decline in performance during the initial phase of crisis could be observed in passive enterprises i e those that did not modify their entrepreneurial strategies did not alter their levels of individual dimensions of EO The greatest increase in performance was achieved during the period of easing restrictions by those companies that significantly enhanced their activities across all of the considered dimensions of EO

IMPLICATIONS The research results provided insights for entrepreneurs in strategic management Specifically they learned about the modifications in entrepreneurial behaviors that could lead to the most favorable and optimal improvements in a firm s performance when market conditions change

ORIGINALITY AND VALUE The study contributes to the literature concerning reactions to changes in market conditions This innovative approach considers dynamics where the changes themselves are variables In particular this research identifies types of entrepreneurial reactions to market condition changes in terms of dimensions of entrepreneurial orientation Furthermore it provides an answer to how firm performance evolved regarding various reaction types using the example of the printing industry

Keywords entrepreneurial orientation crisis management strategies strategy adaptation strategy modification business strategy risk taking innovativeness proactiveness crisis COVID 19 external environment small businesses firm performance cluster analysis entrepreneurial behavior

Redefining rural entrepreneurship The impact of business ecosystems on the success of rural businesses in Extremadura Spain

Abstract

PURPOSE Regarding the growth of public policies fostering rural entrepreneurship the primary objectives of this work involve examining the concept of rural entrepreneurship identifying key aspects that differentiate it from non rural entrepreneurship and assessing the role of the local entrepreneurial ecosystem in supporting the initiation and growth of rural ventures To achieve these goals the study adopts a novel approach by integrating an analysis of rural entrepreneurship features with an exploration of the entrepreneurial ecosystem s impact

METHODOLOGY After a review of the previous academic literature the characteristics of rural entrepreneurship have been delimited distinguishing it from non rural The research results have been obtained using a questionnaire after a descriptive analysis of the sample and an analysis of the difference in means by contrasting hypotheses using IBM SPSS Statistics 26

FINDINGS This article explores the factors that contribute to rural entrepreneurship challenging the notion that geographic location is the sole defining characteristic Through the conducted

investigation it has been determined that a company's classification as rural is not solely based on its geographical location in rural areas or involvement in primary sector activities. Other aspects such as a strong connection with the local community or the ability to create value are also essential in defining a rural enterprise. Additionally, it examines how business ecosystems can foster the growth and success of rural entrepreneurship.

IMPLICATIONS This study provides an analysis of how rural entrepreneurship can drive endogenous development in rural areas. It also offers insights for government entities and policymakers to implement effective support measures and strategies in business ecosystems within rural environments. This study highlights that the resources found in rural entrepreneurial ecosystems may not be sufficient to support rural entrepreneurship. It's important to acknowledge that rural entrepreneurship requires specific resources that may not currently be available in business ecosystems. To increase the number of viable rural businesses, new resources tailored to rural entrepreneurship must be created, leveraging the area's endogenous resources and growth models.

ORIGINALITY AND VALUE This study examines the distinctive attributes of rural entrepreneurship with a deliberate departure from exclusive emphasis on geographical location or primary economic sector. Drawing upon empirical research conducted among a cohort of rural enterprises, the analysis reveals that neither physical location nor primary sector affiliation substantially contribute to the establishment of these rural businesses. Instead, a profound connection to and a heightened sense of belonging within the rural milieu emerge as pivotal determinants. Furthermore, rural entrepreneurship emerges as a promising avenue for the development of the region, offering substantial growth prospects. The investigation encompasses a scrutiny of the resources within the rural business ecosystem and their capacity to stimulate rural entrepreneurial activity. This emerging focal point represents a novel field of concern for governmental bodies and political institutions operating in rural areas.

Keywords entrepreneurship, rural entrepreneurship, business ecosystems, rural business success, entrepreneurial ecosystem, rural development, strategies, endogenous development, rural ventures, geographic location, impact, local community engagement, policy implementation for rural areas, value creation, embeddedness.

Making of intrapreneurial managers Investigating unethical behavior, risk taking, and decision making speed as antecedents.

Abstract PURPOSE The entrepreneurship ethics nexus draws considerable interest from researchers and practitioners with little resolution. Our purpose with this paper is to contribute to the debate by shedding light on the relationship between managers' attitudes toward unethical behavior and their subsequent entrepreneurial intention. EI in an emerging economy context. Given the complex and multifaceted interplay between unethical behavior and EI, we extend our investigation by including decision making speed and attitude toward risk to explain the relationship further. We take a granular approach to facets of unethical behavior to gain deeper insights into the specificity of influences they pose on subsequent behavioral intentions.

METHODOLOGY Primary data were collected from 214 Kosovan managers employed in companies from different industries. Hypothesized relationships were tested by conducting hierarchical regression analyses.

FINDINGS Our results indicate that managers with higher EI are not necessarily

unethical overall We did not find support for the hypothesis that managers with stronger attitudes toward unethical behavior demonstrate higher entrepreneurial intentions Focusing on dimensions of unethical behavior we find that managers who favor bribery are more entrepreneurially inclined Furthermore we find that managers who are quick decision makers and risk takers express higher EI IMPLICATIONS Theoretically we add to the existing body of research on ethics and entrepreneurship by empirically examining the relationship between attitude toward unethical behavior and EI and the viability of the Theory of Planned Behavior as a framework for integrating unethical behavior in entrepreneurship research Our study affirms the extension of the theoretical and empirical underpinnings concerning ethics and entrepreneurship contemplating that they are pervasive across contexts We provide important practical implications for managers especially in the corporate entrepreneurship and training context Managers are encouraged to foster an entrepreneurial friendly environment that abides by ethical standards Our study also informs policymakers of the importance of formal education on entrepreneurship as a mechanism to enforce ethical awareness in future entrepreneurs and intrapreneurs ORIGINALITY AND VALUE This study is among the first attempts to test the relationship between unethical behavior and EI in a managerial sample and non western context Keywords entrepreneurial intention unethical behavior bribery risk taking decision making speed intrapreneurial managers entrepreneurship ethics nexus hierarchic regression analysis corporate entrepreneurship theory of planned behavior ethical standards entrepreneurship Entrepreneurial agility and organizational performance of IT firms A mediated moderation model Abstract PURPOSE The Information and Communication Technology ICT sector is playing an important role in the growth of the world s economy However limited knowledge exists concerning the underlying mechanisms and boundary spanning conditions under which entrepreneurial agility EA affects the organizational performance OP of IT firms This study draws on the Dynamic Capability Theory DCT to examine the effect of entrepreneurial agility EA on the organizational performance OP of Italian IT firms with the mediating role of open innovation OI and the moderating role of environmental dynamism ED METHODOLOGY Employing an explanatory research design and convenience sampling technique via an online survey to gather data from a sample of 411 Italian IT firms the study tested the formulated hypotheses using the structural equation modeling technique in AMOS statistical software FINDINGS The results revealed that EA directly and indirectly influences OP of IT firms Moreover the mediation analysis unveils that OI plays a complementary partial mediation role in the EA OP nexus Finally ED moderates this focal relationship such that in the presence of high environmental dynamism the relationship between EA and OP gets stronger compared to low environmental dynamism IMPLICATIONS The findings imply that IT firms should emphasize adopting agile procedures and structures that allow them to react to new problems and opportunities swiftly by building a culture of innovation through the adoption of OI strategies inbound outbound and coupled to tap into the broader range of expertise and resources in the business environment To improve the link between OI and OP managers should prioritize building relationships with external

partners such as customers suppliers and academic institutions IT firms should also prioritize building a diverse and inclusive workforce that can bring diverse perspectives and experiences to the innovation process to enhance their innovation capabilities and create products and services that better meet the needs of customers ORIGINALITY AND VALUE The study's value lies in extending the ongoing scholarly discussion on the nexus between EA and OP by exploring OI as an intermediary mechanism that connects EA OP and ED as a boundary spanning condition that moderates the focal relationship This research highlights the interplay between EA OI ED and OP using the DCT as a theoretical foundation It is the first to examine such interrelationships in the IT sector In addition the study provides new insight for researchers focusing on the information technology IT sector Keywords entrepreneurial agility organizational performance IT firms dynamic capability theory open innovation environmental dynamism mediated moderation model structural equation modeling information and communication technology sector innovation management Decoding startup failures in Indian startups Insights from Interpretive Structural Modeling and Cross Impact Matrix Multiplication Applied to Classification Abstract PURPOSE Start ups are widely acknowledged as crucial catalysts for innovation and drivers of economic progress However their vulnerability to failure continues to pose a persistent and significant obstacle In light of this the study intends to ascertain the various elements responsible for the elevated incidence of start up failures and examine their contextual associations It further aims to establish the hierarchical structure and identify the crucial factors of start up failure METHODOLOGY The paper uses the Interpretive Structural Modeling ISM approach to determine the structural hierarchy and interconnections among the causes of start up failures identified through the comprehensive analysis of existing literature and experts opinions MICMAC Cross Impact Matrix Multiplication Applied to Classification analysis is also being utilized to categorize these identified failure causes into autonomous independent dependent and linking factors by their driving and dependency powers FINDINGS A structural framework depicting the interrelationships among the factors has been derived showing the failure factor poor market positioning factor at the highest level and the lack of entrepreneurial efficiency at the lowest level of the model The results also revealed that lack of entrepreneurial efficiency poor management and external environmental issues are the most significant independent factors upon which all other failure factors rely It also categorizes poor market positioning as the dependent factor signifying its passive role in the failure of start ups IMPLICATIONS As previous literature has discussed the various factors responsible for the failure of start ups in isolation the current study fills out the gap in the literature by establishing linkages among those factors The study's insights emphasize the value of effective management teams and entrepreneurial skills in averting start up failures It highlights the importance of skill development and mentorship to enhance the capabilities of entrepreneurs and their teams Furthermore the research indicates that policymakers and support groups can create focus initiatives addressing issues like market validation team dynamics and financial management to enhance the start up environment These initiatives may encompass entrepreneurship training financial assistance and

mentorship through the Start up India Program Bharat Fund platform etc ORIGINALITY AND VALUE Previous studies on entrepreneurial failure are based on AHP Analytical Hierarchical Process content analysis and quality management methodologies This is potentially the first study using the ISM MICMAC approach that explores the complex world of start up failures in India and illustrates the relative influence and interdependence of various failure factors of start ups through a hierarchical model Keywords start ups failure factors start up failures Interpretive Structural Modeling ISM Cross Impact Matrix Multiplication Applied to Classification MICMAC entrepreneurial efficiency market positioning management competency external environmental issues failure prevention strategies Indian entrepreneurship skill development The effectiveness of agile leadership in practice A comprehensive meta analysis of empirical studies on organizational outcomes Abstract PURPOSE The COVID 19 pandemic and the digital transformation have hastened the demand for enterprises to be more flexible and adaptive in a fast changing environment making agile leadership a prominent business trend Agile leadership improves innovation efficiency employee performance and team effectiveness However there is limited research on agile leadership s effects on organizational outcomes Thus this study provides a meta analytic review of the impact of agile leadership on organizational outcomes that cover various common dimensions like operational employee customer financial and social environments METHODOLOGY The study has two phases the first phase performs bibliometric literature analysis and the second phase performs meta analysis In the bibliometric literature analysis 74 articles that were published between 2004 and 2023 were identified from Scopus and Google Scholar and their type of publication year of publication countries involved in agile leadership research keywords involved and their association are examined For the meta analysis 24 articles that performed empirical research were chosen from which the various independent and dependent variables studies along with their standard regression coefficients and correlation coefficients that represent the relationship between agile leadership or agile leaders and that of other factors were extracted and examined FINDINGS The study found that there was a significant rise in publications on agile leadership after 2020 and Turkey the United States and Indonesia were involved more than other countries Moreover agile leadership is studied more in terms of operational outcomes and employee outcomes The results of the meta analysis indicate that agile leadership has a strong relationship with factors like interpersonal trust 0.93 organizational performance 0.90 organizational effectiveness 0.89 individual career success 0.89 and innovation management 0.81 Thus it is clear that agile leadership has a stronger impact on operational outcomes than employee outcomes Agile leadership characteristics such as digital innovation trust competency result orientation and wisdom are significant for organizational growth team collaboration team effectiveness and organizational innovation IMPLICATIONS Identifying agile leadership concepts helps assess the progress of empirical research improve leadership theories and models and identify potential growth opportunities The success of agile leadership depends on factors like a company s culture industry and size and this can be studied further Furthermore organizations may need to adjust their

strategies on customer service financial management and investment so that they better reflect the values of agile leadership

ORIGINALITY AND VALUE This study classifies numerous different research models that shed light on the efficiency of agile leadership based on a comprehensive literature review that serves as the basis for this study In addition this study identifies potential problem areas that need to be fixed and as a result it makes a contribution to the research on agile leadership

Keywords agile leadership organizational outcomes operational outcome employee outcome interpersonal trust leadership practice organizational performance meta analysis digital transformation innovation management employee performance interpersonal trust team effectiveness COVID 19 strategic flexibility Relationship between entrepreneurial orientation innovative co branding partnership and business performance

Abstract

PURPOSE This study aimed to determine the relationship between entrepreneurial orientation EO innovative co branding partnership and business performance EO was analyzed through five dimensions innovativeness proactiveness risk taking competitive aggressiveness and autonomy

METHODOLOGY As part of the first phase of brand management research the quantitative survey was conducted in June 2023 among managers of companies operating in Poland using an online questionnaire 280 responses were obtained of which 266 questionnaires were qualified for further calculations Incomplete questionnaires were eliminated Hypotheses were formulated regarding the positive impact of the five dimensions of EO innovation proactivity risk taking competitive aggressiveness and autonomy on business performance and innovative co branding partnership and the positive impact of innovative co branding partnership on business performance Structural equation modeling using partial least squares PLS SEM was applied to support the conceptual framework and proposed hypotheses The calculations were performed in Smart PLS version 4 0 9 5

FINDINGS The results indicate that three EO dimensions innovativeness proactiveness and competitive aggressiveness influence business performance There was no effect of risk taking and autonomy on business performance In addition three EO dimensions innovativeness competitive aggressiveness and autonomy influence innovative co branding partnership No effect of risk taking and proactivity was found on innovative co branding partnership This means that two EO dimensions innovativeness and competitive aggressiveness positively influence innovative co branding partnership and business performance Furthermore innovative co branding partnership was proven to influence business performance

IMPLICATIONS for theory and practice The results of the study point to theoretical implications for further exploration of entrepreneurial orientation and its dimensions The practical implications relate to recommendations for managers Managers should make efforts to increase innovation market activity and competitiveness of the market offer It is necessary to monitor the actions taken in the context of their impact on selected market consumer product and brand performance In addition managers should analyze the possibilities of undertaking cooperation of this nature to increase business performance

ORIGINALITY AND VALUE This study provides a better understanding of the impact of entrepreneurial orientation on business performance using innovative co branding Compared to previous studies it has an advantage in research by

introducing the issue of innovative co branding which can be used for the development of new business activities In addition this study focuses on several areas of business performance including product brand consumer and financial performance
 Keywords entrepreneurial orientation innovativeness proactiveness risk taking competitive aggressiveness autonomy innovative co branding partnership business performance Structural Equation Modeling SEM brand management market performance

Review of Technologies and Disruptive Business Strategies Rahul Pratap Singh Kaurav,Vinaytosh Mishra,2024-10-09 Disruptive Business Strategies DBS that have reshaped many industries Uber s use of new technologies allowed it to create a new business model for urban transportation while Airbnb used online technologies to create a new market for short term rentals Both new technologies and new business strategies are changing our world [ITJEMAST 11\(2\) 2020](#) , International Transaction Journal of Engineering Management Applied Sciences Technologies publishes a wide spectrum of research and technical articles as well as reviews experiments experiences modelings simulations designs and innovations from engineering sciences life sciences and related disciplines as well as interdisciplinary cross disciplinary multidisciplinary subjects Original work is required Article submitted must not be under consideration of other publishers for publications

Understanding Leadership Gayle C Avery,2004-02-18 In Part One of this title Gayle Avery integrates a fragmented field into four broad paradigms or forms of leadership helping to simplify and clarify the ill defined field of leadership Part Two provides 10 case studies from leading organizations across Europe Australia and the USA

THE IMPACT OF BUSINESS TRANSFORMATION STRATEGIES ON ORGANIZATIONAL PERFORMANCE A Case Study-Based Analysis of Digital Innovation and Workforce Optimization , The SAGE Handbook of Industrial, Work & Organizational Psychology, 3v Deniz S Ones,Neil Anderson,Chockalingam Viswesvaran,Handan Kepir Sinangil,2021-08-04 The second edition of this best selling Handbook presents a fully updated and expanded overview of research providing the latest perspectives on the analysis of theories techniques and methods used by industrial work and organizational psychologists Building on the strengths of the first edition key additions to this edition include in depth historical chapter overviews of professional contexts across the globe along with new chapters on strategic human resource management corporate social responsibility diversity stress emotions and mindfulness in the workplace environmental sustainability at work aging workforces among many others Providing a truly global approach and authoritative overview this three volume Handbook is an indispensable resource and essential reading for professionals researchers and students in the field Volume One Personnel Psychology and Employee Performance Volume Two Organizational Psychology Volume Three Managerial Psychology and Organizational Approaches [Journal of Social Sciences \(COES&RJ-JSS\) Vol.8 No.1](#)

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Fox,2024-07-05 This pioneering Handbook surveys the research landscape of strategic leadership in what is referred to as the Fourth Industrial Revolution a fusion of technologies and systems which blurs the boundaries between the digital physical and biological spheres *Start-Up Enterprises and Contemporary Innovation Strategies in the Global Marketplace*

Rajagopal,Behl, Ramesh,2017-11-30 In an ever expanding economic world the need for new businesses with the ability to create and evolve simultaneously is paramount to ensure success Hybrid business models are essential to foster growth and promote prosperity Start Up Enterprises and Contemporary Innovation Strategies in the Global Marketplace is a critical scholarly resource that examines the relationship between worldwide industry and the need for up to date technologies and methods to support such an inclusive market Featuring coverage on a diverse range of topics such as corporate social responsibility collaborator empowerment and start up enterprise ecosystems this book is geared toward managers

researchers and students seeking current research on the interaction between modernization and the expansion of markets to accommodate worldwide industry **The SAGE Handbook of Hospitality Management** Roy C Wood,Bob

Brotherton,2008-06-05 At last a comprehensive systematically organized Handbook which gives a reliable and critical guide to all aspects of one of the world s leading industries the hospitality industry The book focuses on key aspects of the hospitality management curriculum research and practice bringing together leading scholars throughout the world Each essay examines a theme or functional aspect of hospitality management and offers a critical overview of the principle ideas and issues that have contributed and continue to contribute within it Topics include The nature of hospitality and hospitality management The relationship of hospitality management to tourism leisure and education provision The current state of development of the international hospitality business The core activities of food beverage and accommodation management Research strategies in hospitality management Innovation and entrepreneurship trends The role of information technology The SAGE Handbook of Hospitality Management constitutes a single comprehensive source of reference which will satisfy the information needs of both specialists in the field and non specialists who require a contemporary introduction to the hospitality industry and its analysis Bob Brotherton formerly taught students of Hospitality and Tourism at Manchester Metropolitan University He has also taught Research Methods to Hospitality and Tourism students at a number of international institutions as a visiting lecturer Roy C Wood is based in the Oberoi Centre of Learning and Development India

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The 8th International Conference on Advanced Machine Learning and Technologies and Applications (AMLT2022) Aboul Ella Hassanien,Rawya Y. Rizk,Václav Snášel,Rehab F.

Abdel-Kader,2022-04-16 This book constitutes the refereed proceedings of the 8th International Conference on Advanced Machine Learning Technologies and Applications AMLTA 2022 held in Cairo Egypt during May 5 7 2022 The 8th edition of AMLTA will be organized by the Scientific Research Group in Egypt SRGE Egypt collaborating with Port Said University Egypt and VSB Technical University of Ostrava Czech Republic AMLTA series aims to become the premier international conference for an in depth discussion on the most up to date and innovative ideas research projects and practices in the field of machine learning technologies and their applications The book covers current research on advanced machine learning technology including deep learning technology sentiment analysis cyber physical system IoT and smart cities informatics and AI against COVID 19 data mining power and control systems business intelligence social media digital transformation and smart systems

Influence of Strategic Leadership Moses Mulama Shimengah, Andrew Shangarai Jumanne, Ambrose Kipruto Chepkwei, Aviha Odari Sylvia, Ezekiel Owuor,2023-08-09 TOPICS IN THE BOOK Influence of Strategic Leadership Practices on Service Delivery within County Governments in Kenya A Literature Review Structural Change Management and Employee Performance in Public Sector Organizations in Kenya Case of Parliamentary Service Commission Sustainable Strategic Growth Savings and Credit Cooperative Society and Credit Union Industry A Global Overview Devolution Strategies in Healthcare Provision and Quality of Services in Hospitals The Case of Mbagathi Hospital Nairobi County Impact of Disruptive Technology on the Performance of Insurance Firms in Kenya

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