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Sommario/riassunto	Sheltered for a long time within the public sector environment with high job security and professional research autonomy, defense R&D organizations faced unprecedented challenges when government support was being withdrawn and closure threatening. They needed to

be led by a suitable vision in order to implement comprehensive changes to their operations and remain viable. This study explores this constitution of vision as a mechanism of intentional change, a strategic tool to reach the desired future for the organization. Going beyond the current literature, the authors ask to what extent, and
