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Sommario/riassunto	If you are a manager who has just completed a leadership development experience, such as attending a program or receiving feedback from a 360-degree instrument, or have just experienced a career transition, such as a promotion or a lateral move to a more challenging position, this guidebook can help. You now realize that it is necessary to develop some new skills, use skills that haven't yet been tested, or hone current skills and abilities. Such skill work requires ongoing feedback from

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others to help track progress and give an indication of how much more needs to be done.