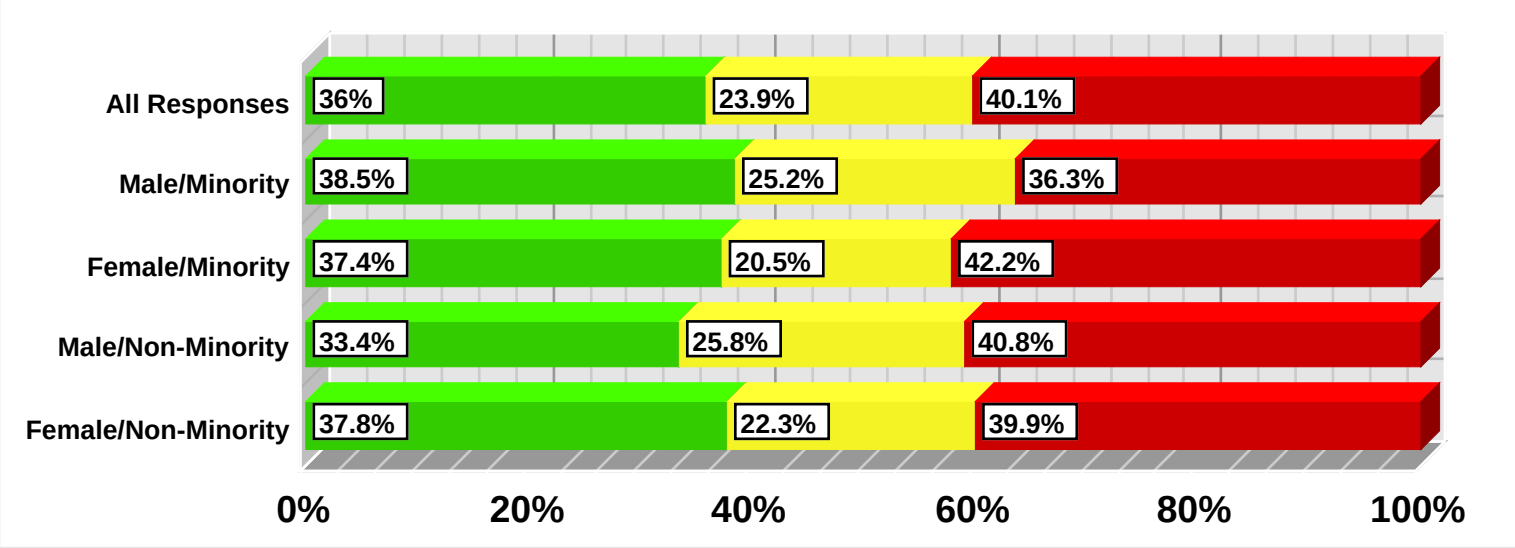(20) In my organization, leaders generate high levels of motivation and commitment in the workforce.