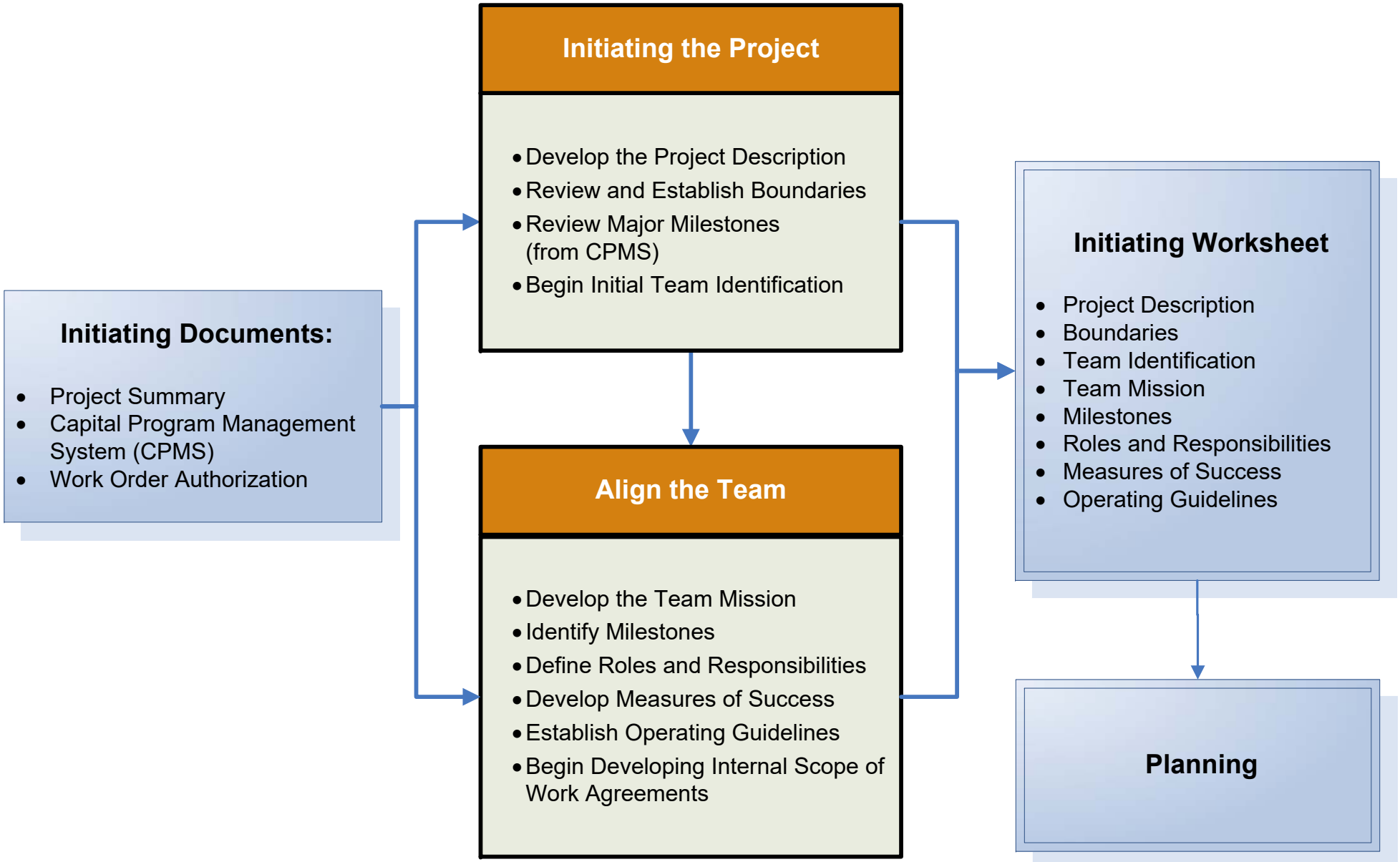Initiating
Organize team for success