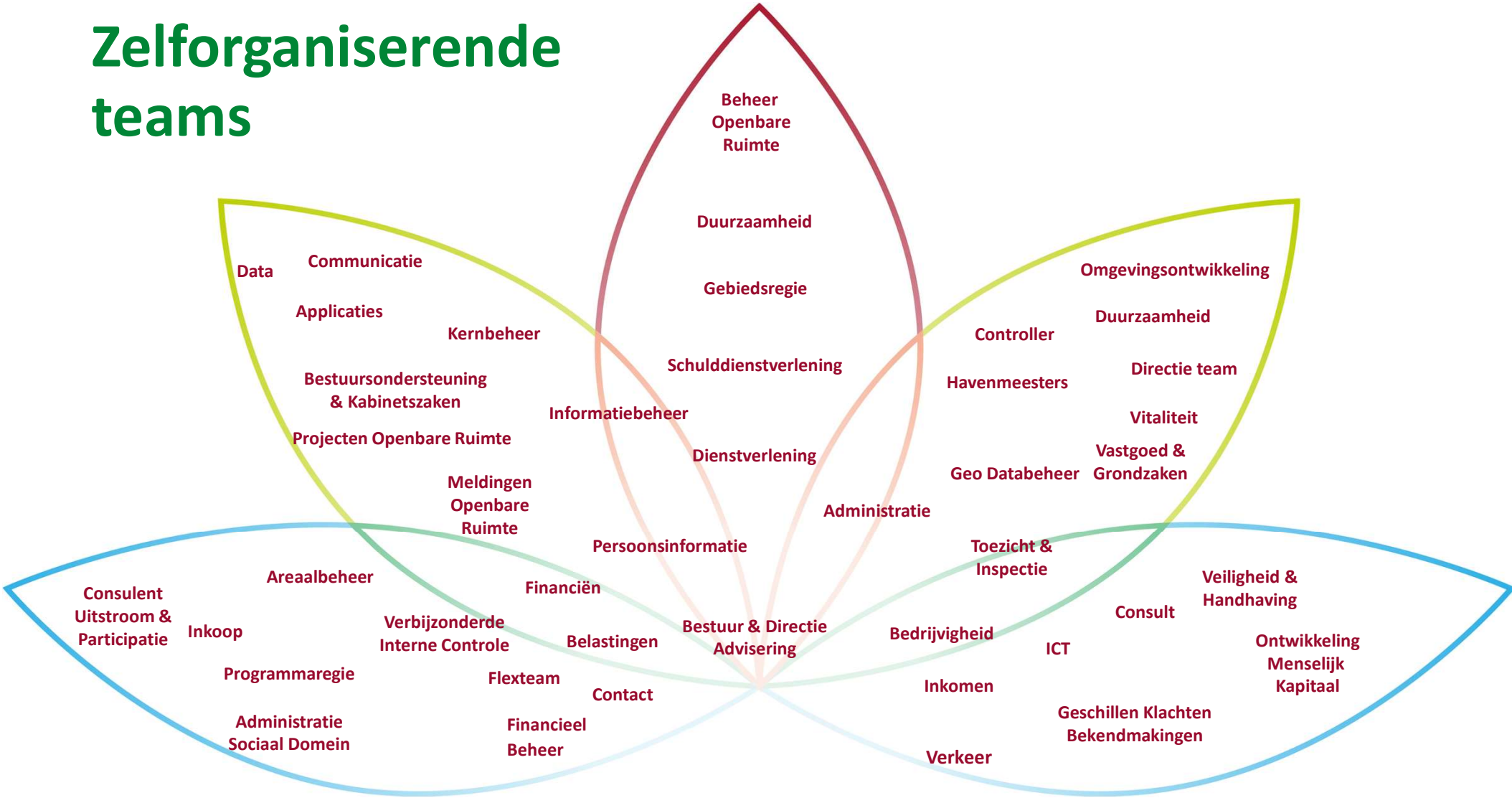Zelforganiserende teams