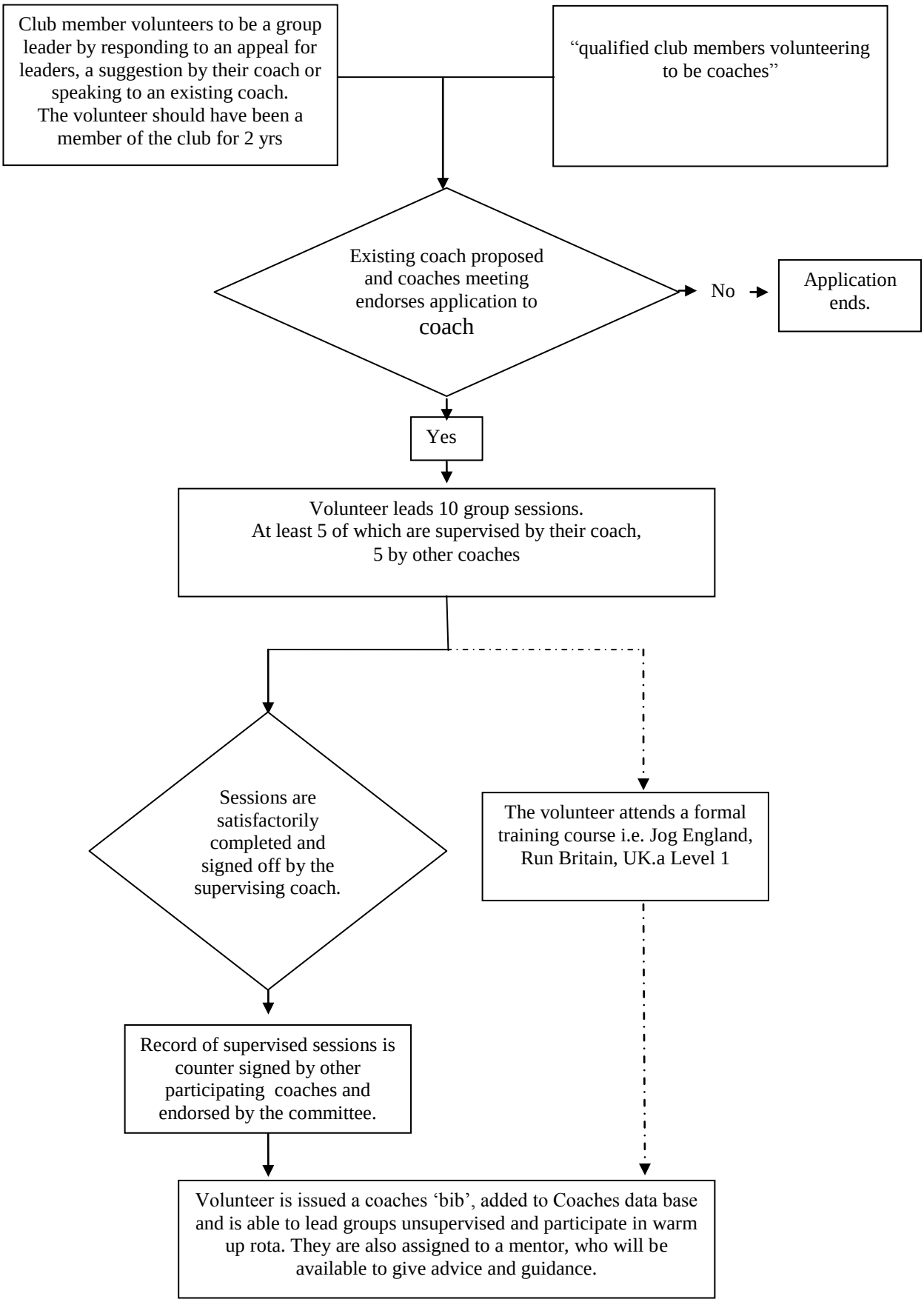BECOMING A GROUP LEADER