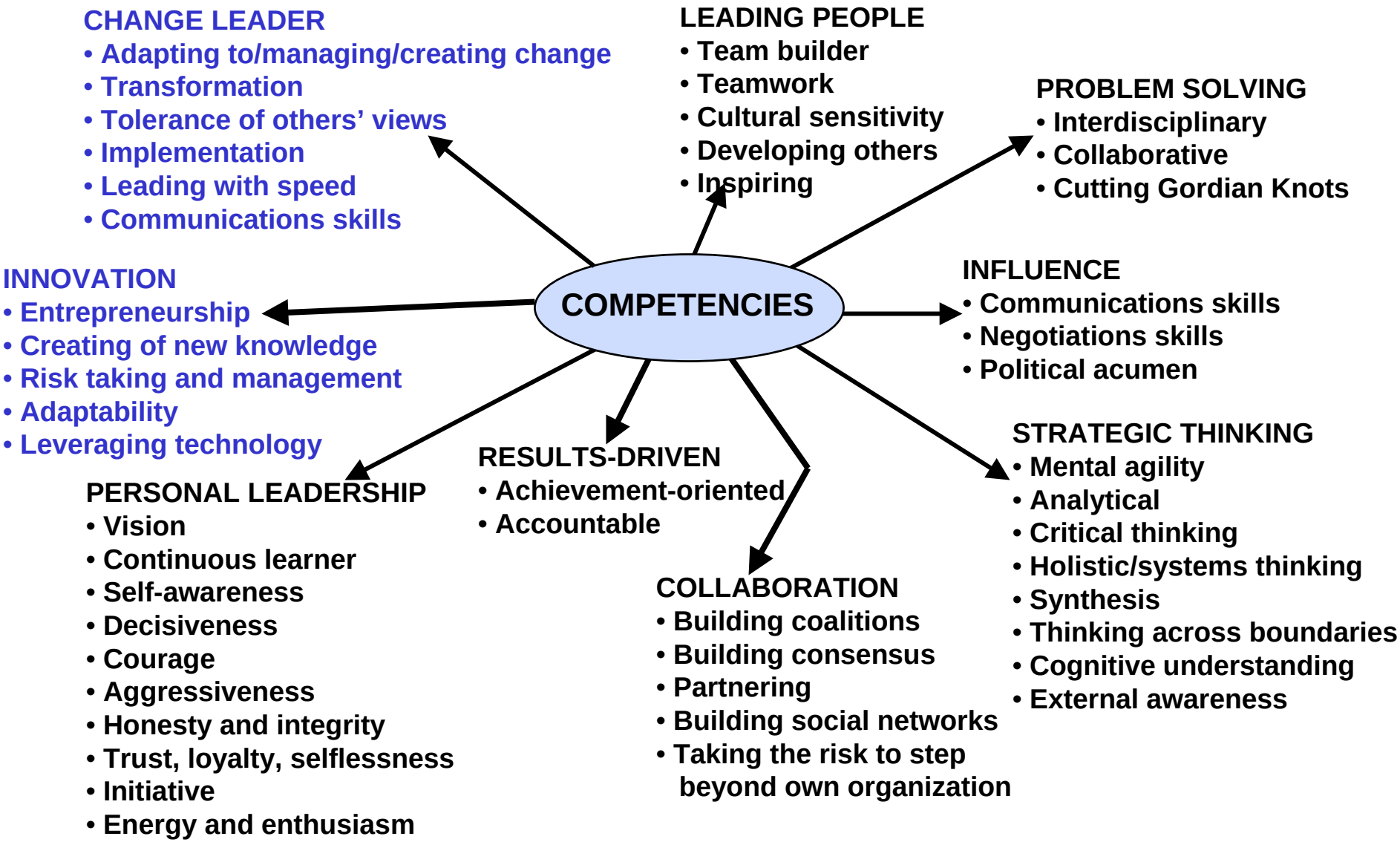Creating the Next Generation of Leaders: Emerging Competencies