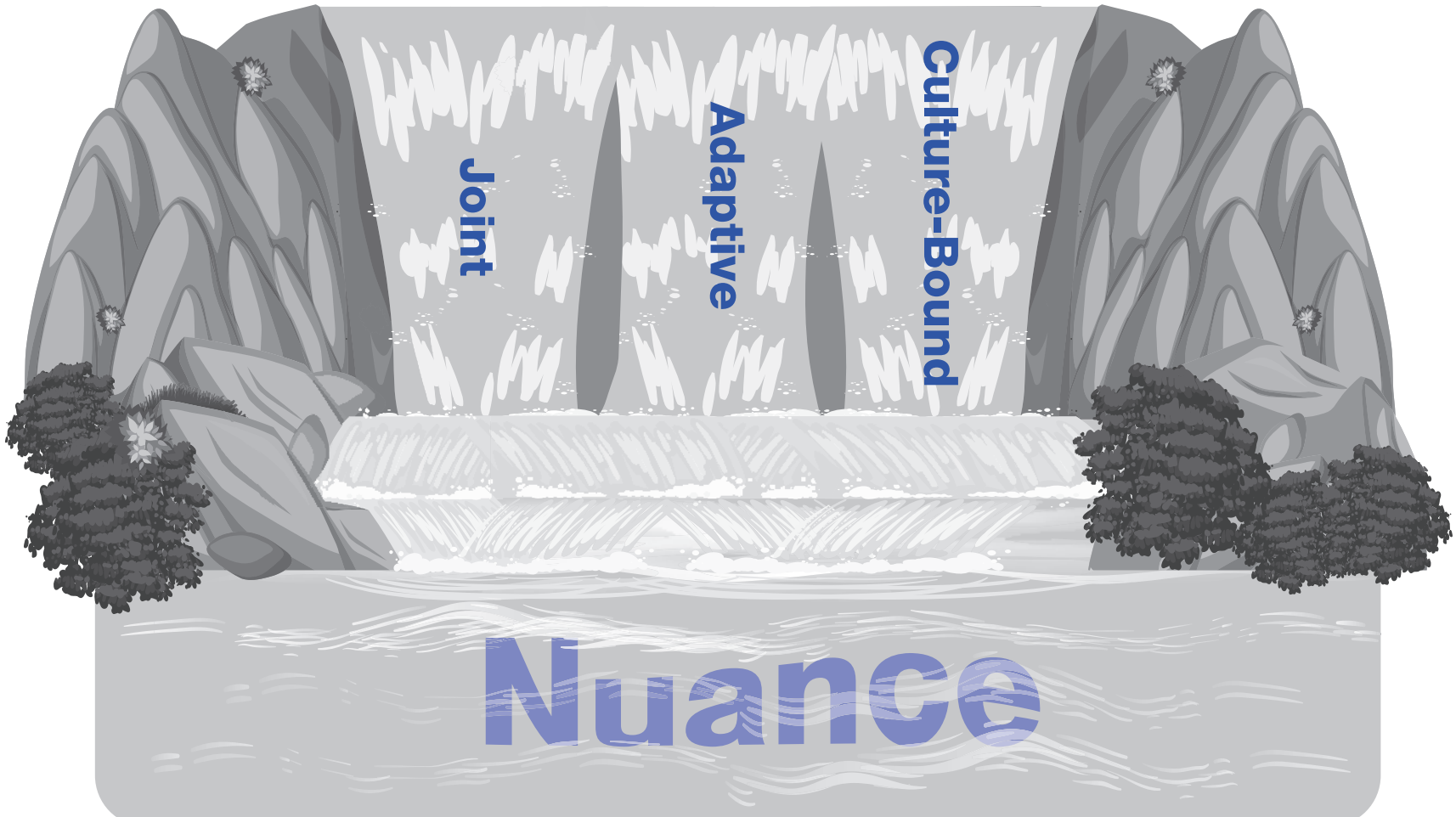Figure 1.1 Nuanced Leadership: The JAC Model