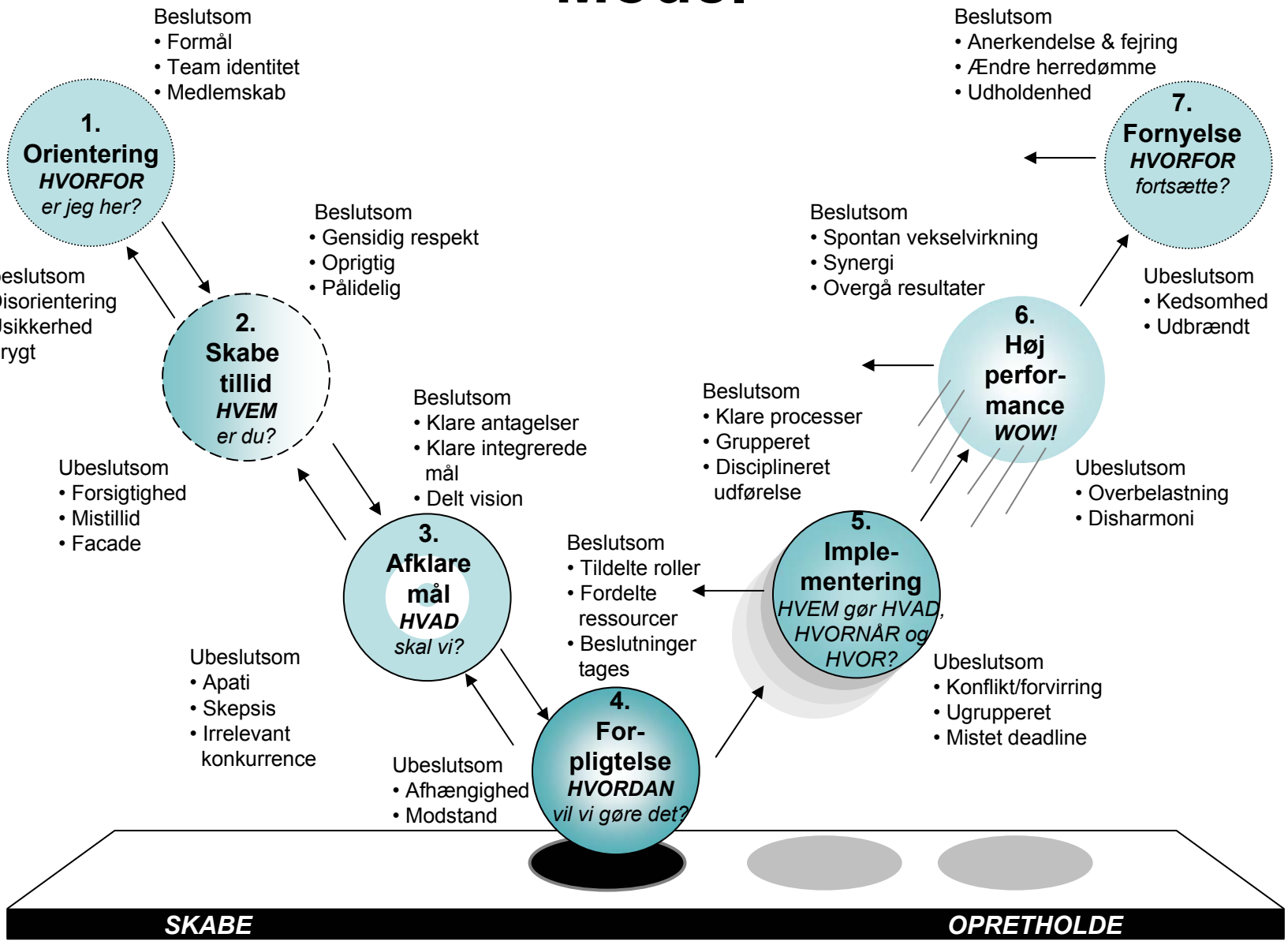Team Performance Model