



# Participant Guide

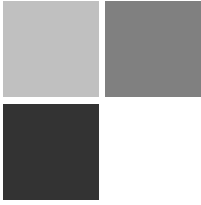
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American Society for Training and Development

Prepared for ASTD by  
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# ASTD Managing the Learning Function



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