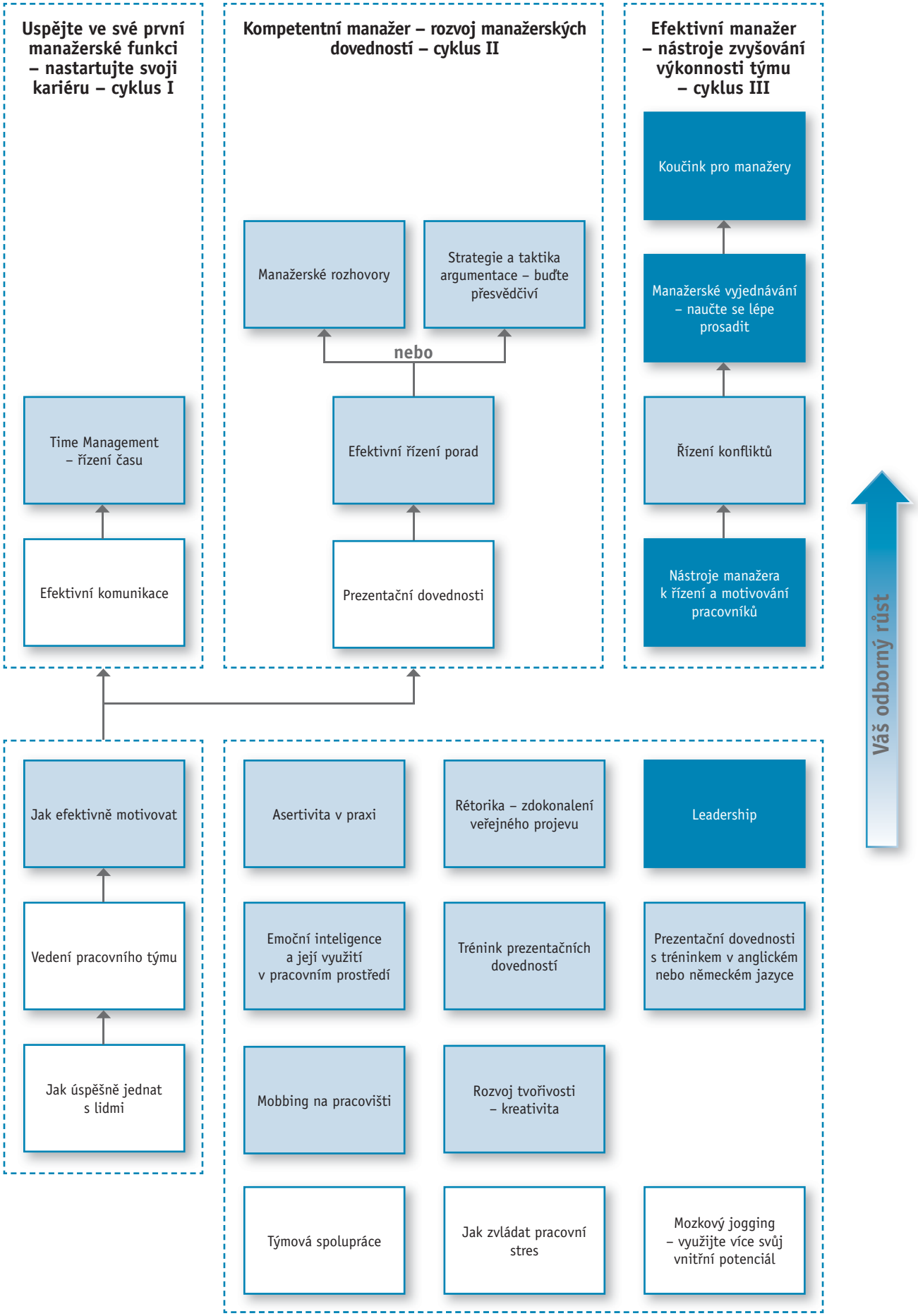3 Vedení týmu, osobní a manažerské kompetence