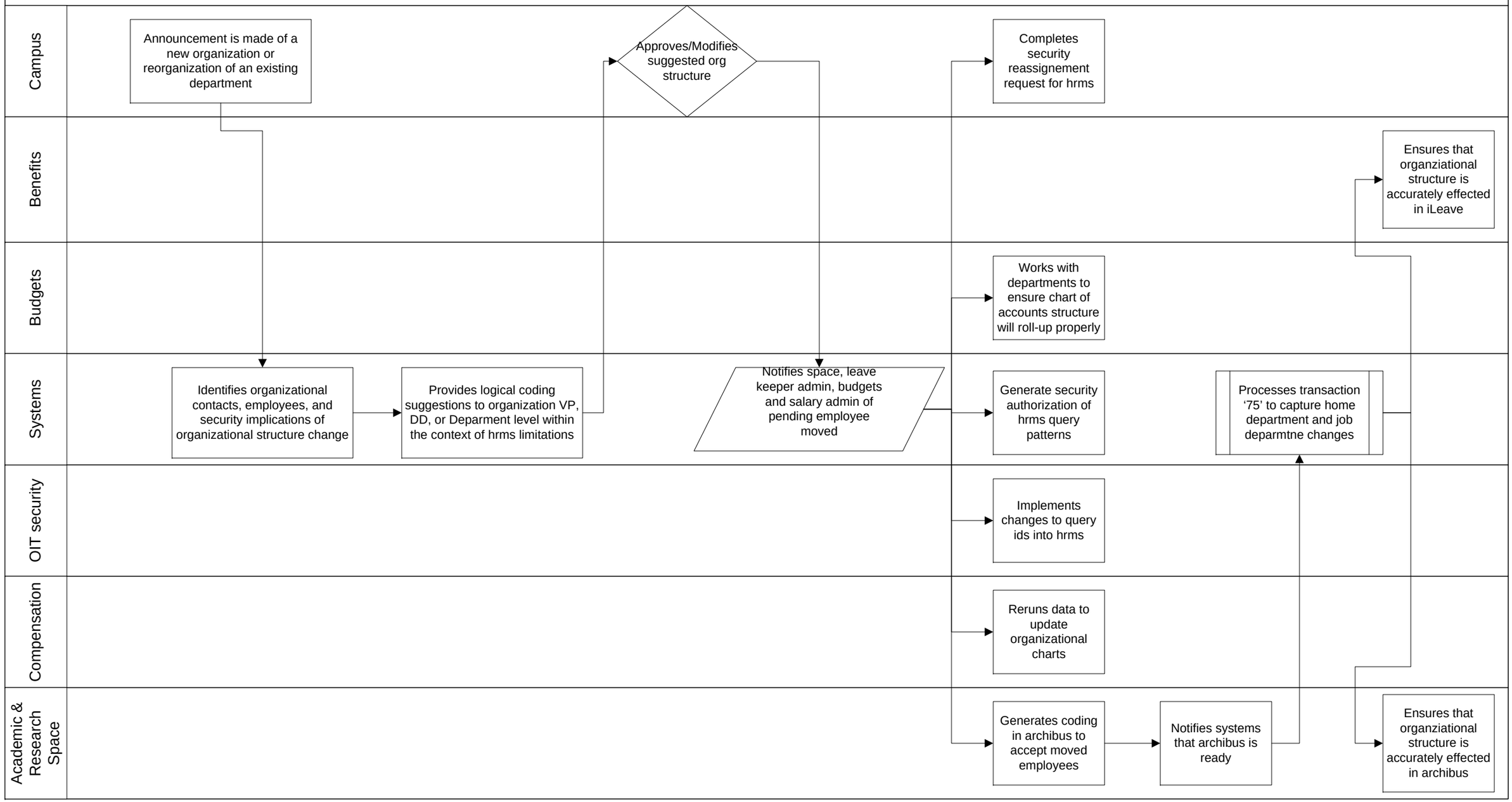Cross Functional Flow: Administration, Manage Organizational Changes