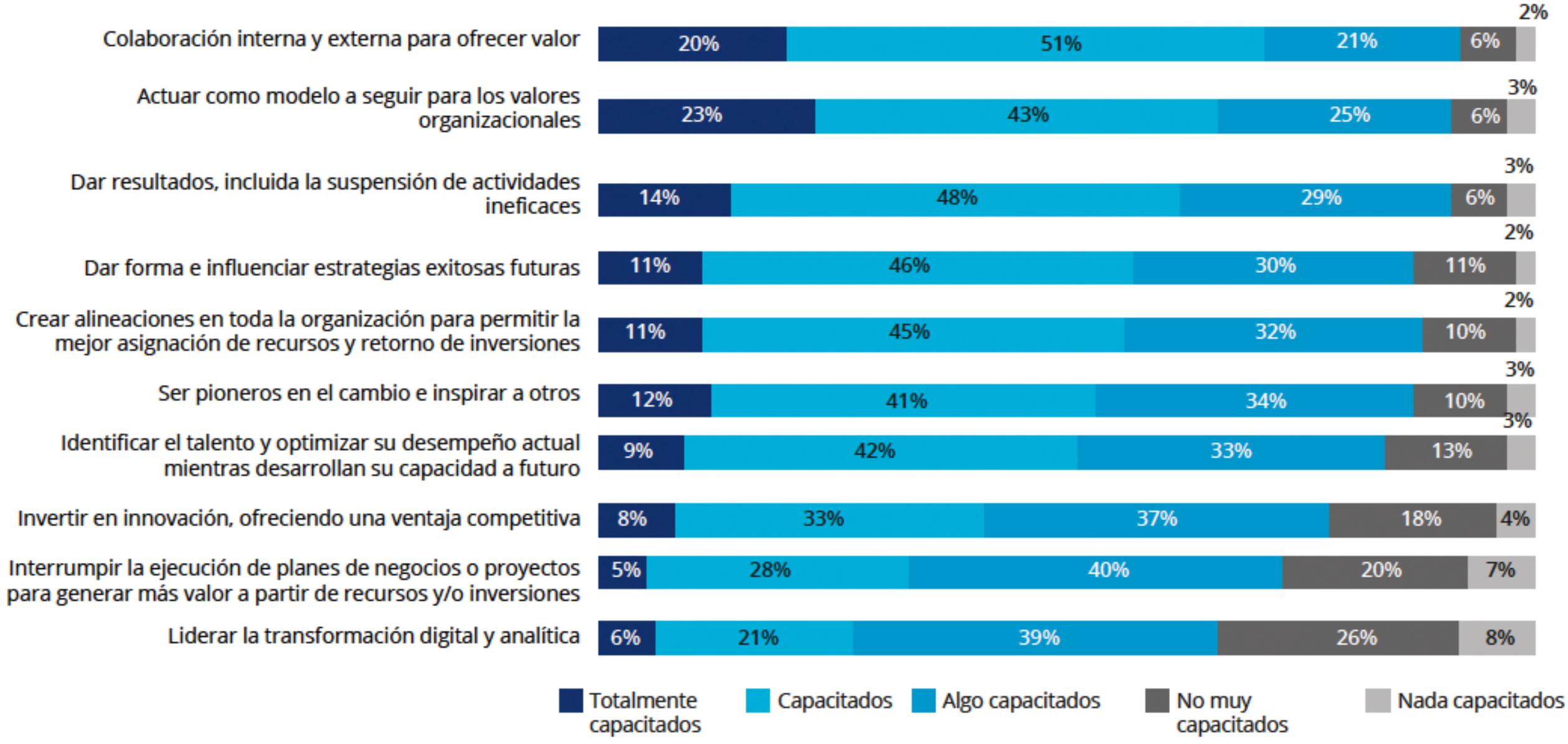Rasgos clave de liderazgo clave en los lideres de compras o CPOs