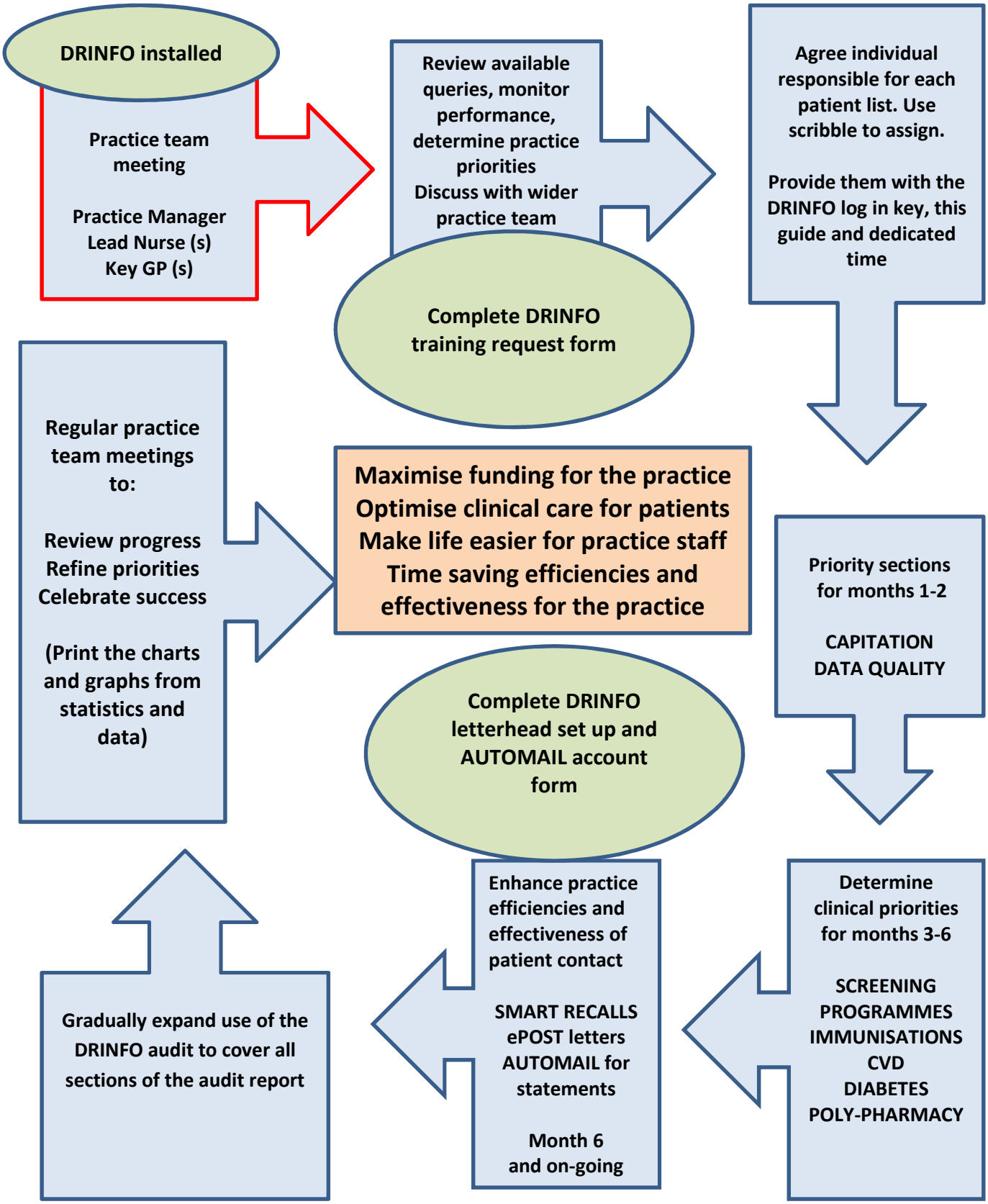A successful practice team approach