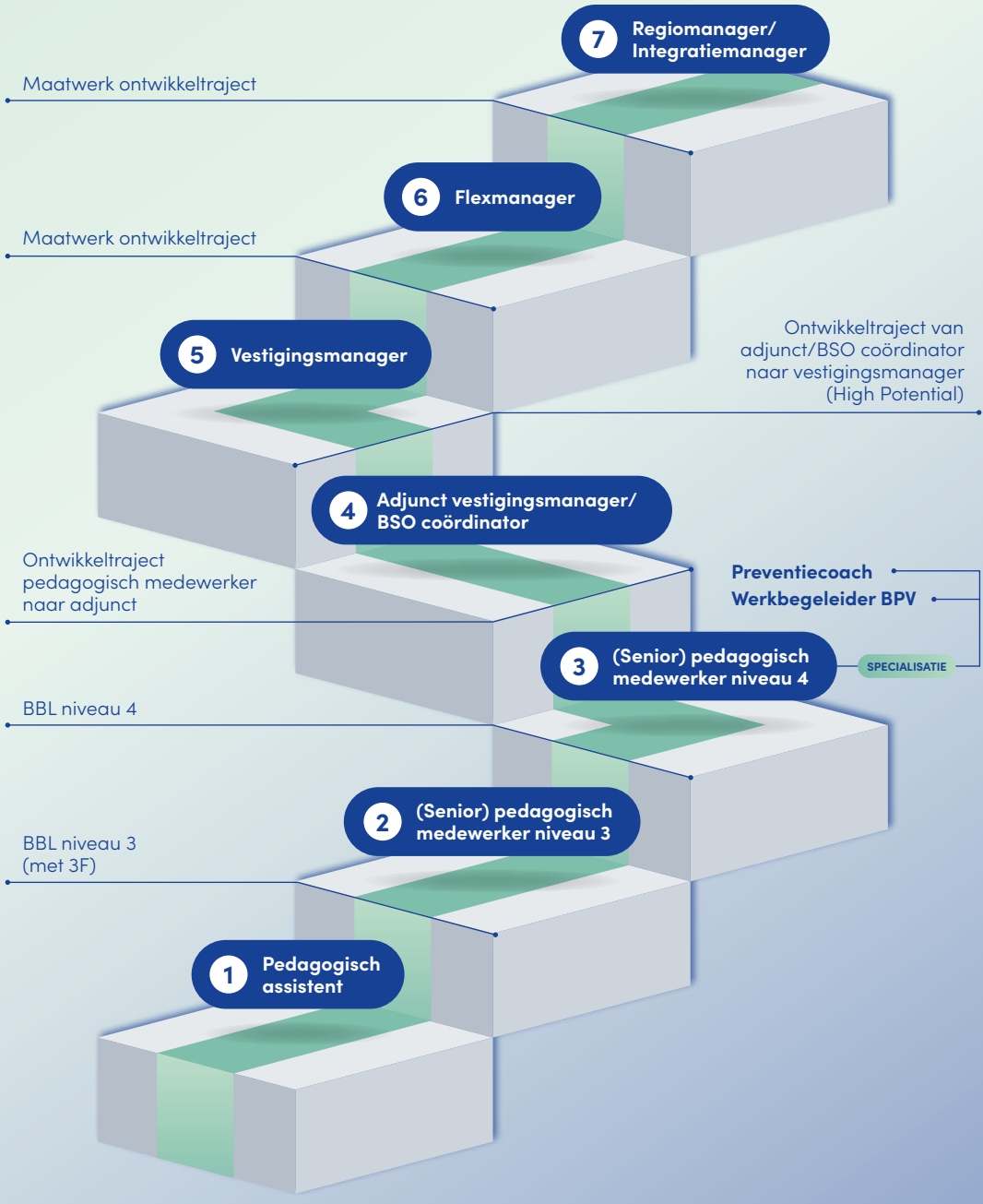Leidinggevende doorgroeimogelijkheden