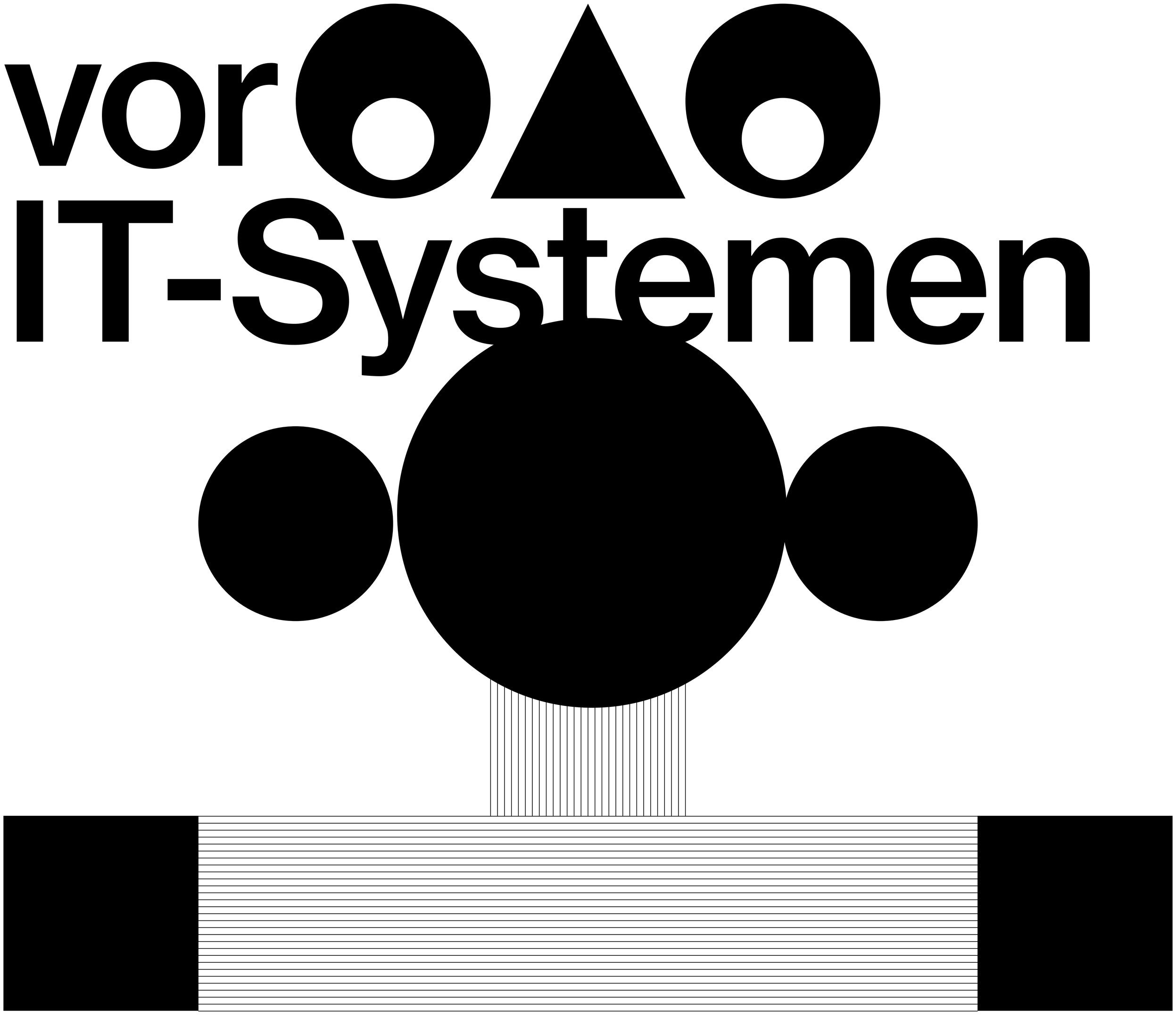Kulturwandel vor IT-Systemen