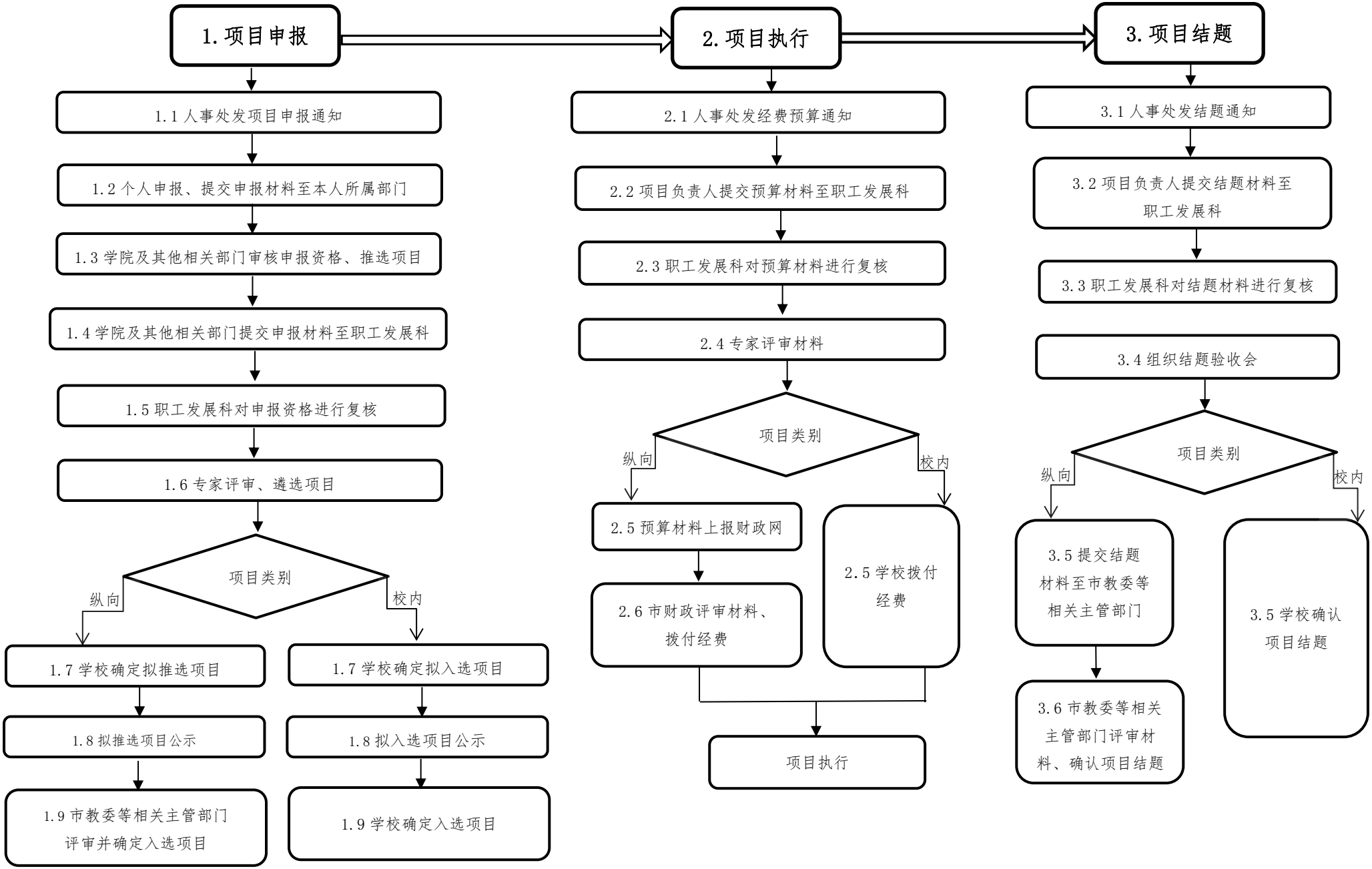人才项目管理工作流程图