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organizations as complex adaptive systems composed of a diversity of agents. who interact with one another, mutually affect one another, and in so doing generate novel behavior for the system as a whole (Marion, 1999; Regine & Lewin, 2000).

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About the author (1986) Charles Perrow is professor emeritus of sociology at Yale University. He has worked as a consultant for the U.S. military, the White House, and the nuclear-power industry.

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An organizational theorist, he is the author of six books, including: The Radical Attack on Business (1972), Organizational Analysis: A Sociological View (1970), Complex Organizations: A Critical Essay (1972; 3rd ed., 1986), award winning Normal Accidents: Living with High Risk Technologies (1984; revised, 1999),...

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