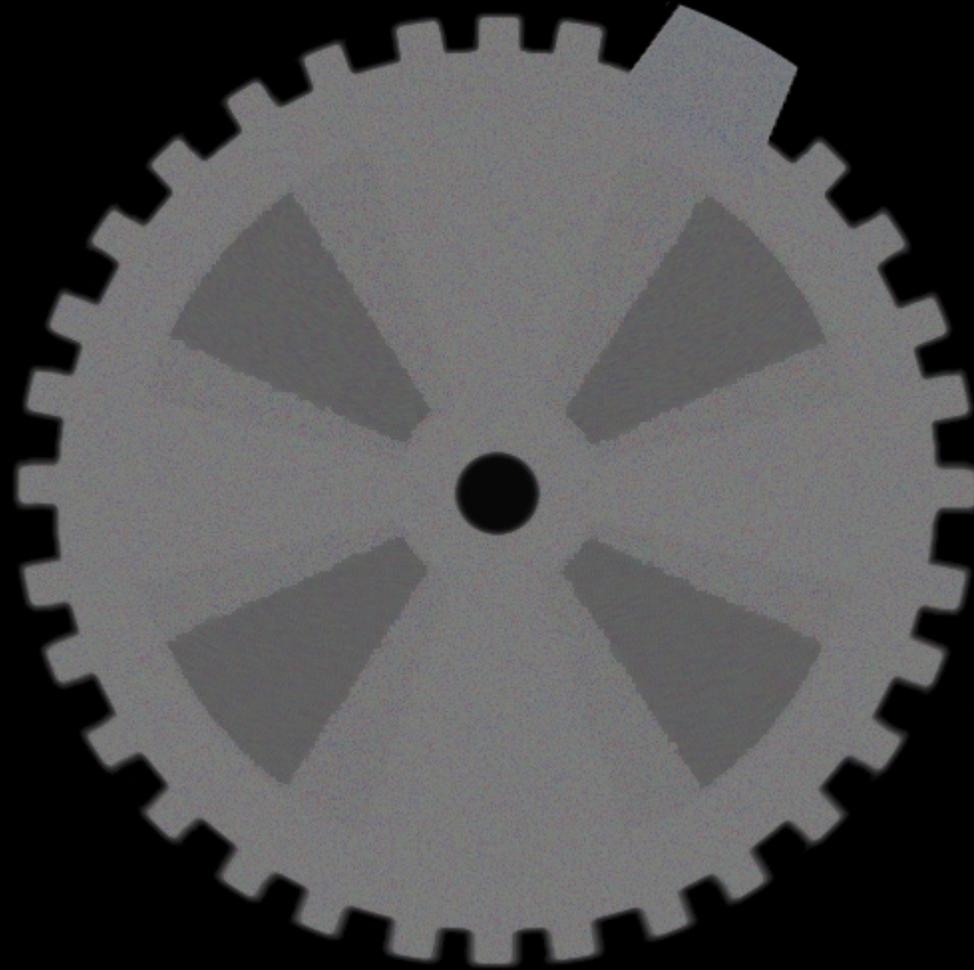


"Organizations are perfectly designed  
and operated to produce the results they get."

Any departure from the norm is damage...



Substantive change  
may be indistinguishable  
from catastrophic damage...

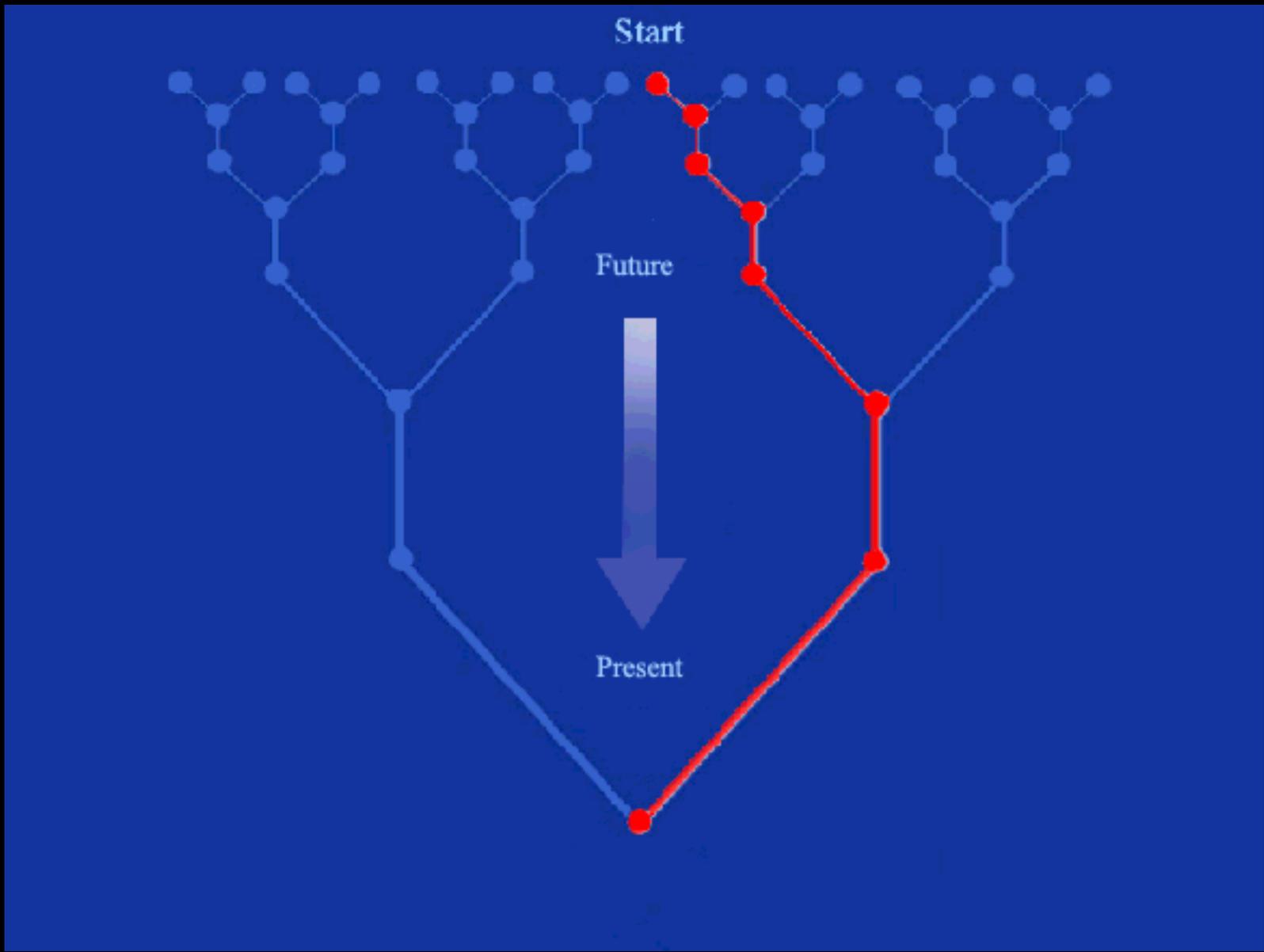
1966

1977

1989

Destination







Larva



Pupa



Adult