

# Download Complexity And Organizational Reality

R. Fabac 36 Organizational adaptation to environment with the option of changing its structure is an important phenomenon in both theory and practice of the organizational design and MacIntosh and MacLean (1999) developed one of the first frameworks for organizational transformation based upon complexity sciences, specifically grounded in the concept of dissipative structures. Managing a business today is fundamentally different than it was just 30 years ago. The most profound difference, we've come to believe, is the level of complexity people have to cope with. E:CO Vol. 8 No. 4 2006 pp. 2-12 Complexity leadership theory: An interactive perspective on leading in complex adaptive systems Benjamin B. Lichtenstein<sup>1</sup>, Mary Uhl-Bien<sup>2</sup>, Russ Marion<sup>3</sup>, Anson Seers<sup>4</sup>, James Douglas, Complexity And Organizational Reality.

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