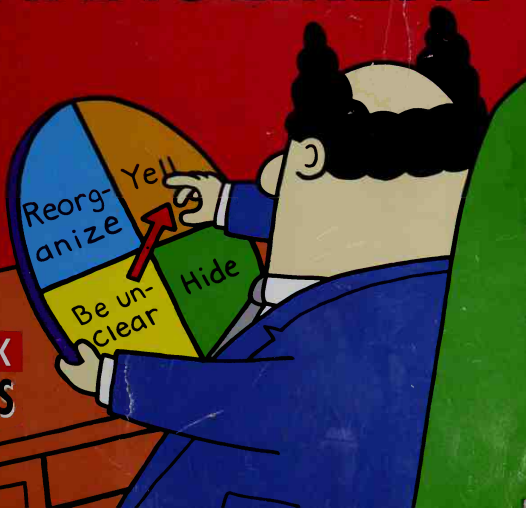


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RANDOM ACTS OF MANAGEMENT



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Introduction

I keep reading stories about CEOs of large companies who make hundreds of millions of dollars in stock options. There is some debate as to whether this is appropriate. One argument is that these CEOs are visionaries, uniquely qualified to create spectacular stockholder value. Another possibility is that CEOs are just showing up and shuffling things around until something lucky happens. I'm leaning toward the "showing up and shuffling" theory.

I'm not saying CEOs are dumb. Put yourself in their shoes. When you're a CEO the only information you have is what your subordinates give you. And they're all unscrupulous sycophants. The last thing you'd ever hear is the truth. So there you are, a powerful CEO astride some mammoth enterprise, armed with no useful information whatsoever. You know you have to do something but there's no way to know what. Your only rational strategy is to do random things until something lucky happens, then take credit.

The alternative—acting nonrandomly—is a sure loser. Let's say, for example, you're a CEO and you fire everyone whose last name starts with the letter *M*. That's a clear pattern, and not a good one. Everyone would think you were a nut. You see, when you don't have a good strategy, any activity that looks like a pattern just makes you look bad.

Conversely, if you act randomly, reorganizing for no particular reason, promoting idiots, merging unrelated businesses, spinning off a few divisions—that looks like leadership. It's leadership for the simple reason that your employees never would have made those changes on their own. Later, when something lucky happens, you can take credit. If nothing lucky happens, call it a transition period.

I wonder what CEOs say to their spouses in private. Do the CEOs begin to believe that their management decisions are connected to the results? I bet they do. It probably sounds like this:

CEO: "Honey, I fired my VP of marketing because I didn't like his shirt, and our stock went up a point!"

Spouse: "Didn't the Fed lower interest rates today?"

CEO: "Try to stay on the topic."

Speaking of other topics, you can still join Dogbert's New Ruling Class (DNRC) and receive the free *Dilbert* newsletter whenever I feel like it, which turns out to be about three or four times a year. When Dogbert conquers the earth, those not on the list will become our domestic servants, except for the CEOs, who have no useful skills.

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A handwritten signature in black ink that reads "S. Adams". The signature is stylized, with the "S" being large and the "Adams" written in a cursive-like script.

Scott Adams

CATBERT: H.R. DIRECTOR

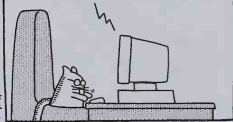
NEW POLICY:
EMPLOYEES ARE NOT
ALLOWED TO EAT AT
THEIR DESKS.



BECAUSE WHY?
I NEED A SEMI-
PLAUSIBLE REASON.



BECAUSE I
HATE YOU.



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ALICE, MEET THE
NEWEST MEMBER
OF YOUR TEAM.



I HIRED HIM MYSELF.
THAT MEANS I CAN
NEVER FIRE HIM;
IT WOULD LOOK LIKE
I MADE A BAD
DECISION.



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MICROSOFT HIRED HIS
HEAD. IT'S IN A
JAR IN
REDMOND.



AND WE GOT
THE PART
THAT GOES TO
MEETINGS.

IF WE'RE GOING TO
WORK TOGETHER, I
SHOULD KNOW
YOUR NAME.



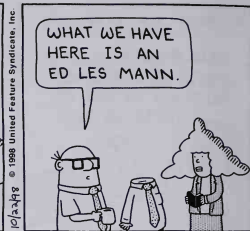
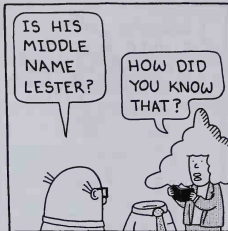
LET'S SEE IF YOU
HAVE A WALLET
WITH SOME
IDENTIFICATION.



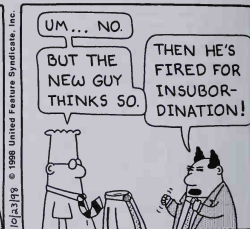
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GEEZ, ALICE, COULD
YOU LET THE NEW GUY
SETTLE IN FIRST?

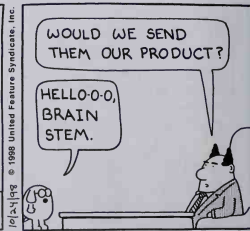




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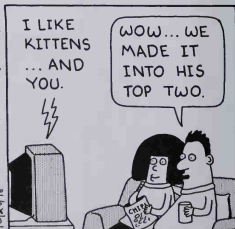




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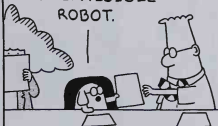
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DOGBERT THE CONSULTANT

OUR AD CAMPAIGN
FEATURING PHONY
SINCERITY IS
WORKING.



IN PHASE TWO, WE'LL
INTRODUCE OUR
NEWEST PRODUCT,
THE INVISIBLE
ROBOT.



WE DON'T KNOW HOW
TO MAKE AN INVISIBLE
ROBOT.

DO YOU KNOW
HOW TO MAKE
AN EMPTY
BOX?



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DOGBERT THE CONSULTANT

SOME CUSTOMERS MIGHT
COMPLAIN THAT THE
INVISIBLE ROBOT THEY
BOUGHT FROM US...



... IS NOTHING BUT
AN EMPTY BOX. I
WILL TRAIN OUR
SUPPORT STAFF TO
HANDLE THOSE
CALLS.



CUSTOMER'S HOUSE

ACCORDING TO OUR
SENSORS, HE'S IN
YOUR HOUSE... AND
HE'S WATCHING YOU.



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CUBICLE WALLS WILL
BE REMOVED "IN
ORDER TO IMPROVE
COMMUNICATION."



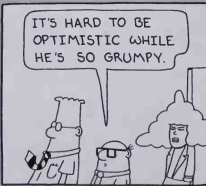
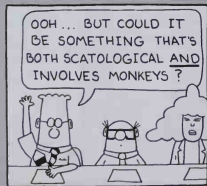
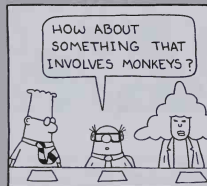
WHY DO THE WORST
IDEAS ALWAYS
HAVE THE NOBLEST
SOUNDING REASONS?

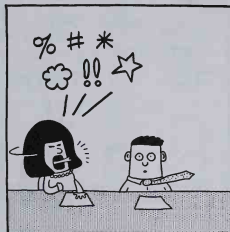


EMPLOYEES WILL BE
LEASHED AND
BRANDED "IN ORDER
TO IMPROVE
MORALE."



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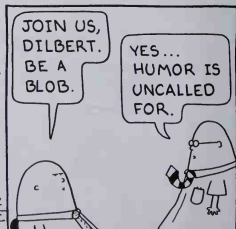
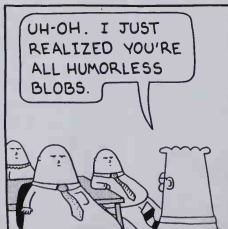
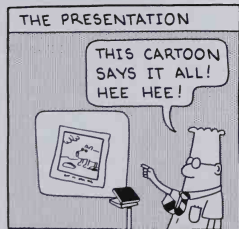
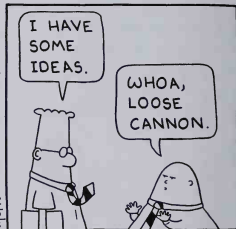
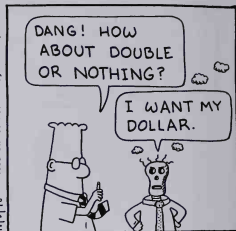
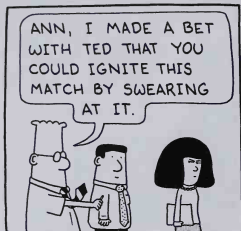
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CATBERT: H.R. DIRECTOR

I WORK HARD, BUT
ALL I GET ARE TINY
RAISES.



IF WE GAVE YOU
EVERYTHING YOU
WANTED, THEN
YOU WOULD HAVE
NOTHING TO MOTIVATE
YOU.



I DON'T
WANT TO BE
MOTIVATED.

THAT'S
WHY I
ENJOY
DOING
IT!



I'LL NEED A PROJECT
PLAN TO JUSTIFY
THE RESOURCES WE
NEED TO CHANGE OUR
SOFTWARE.



I CAN MAKE THOSE
SOFTWARE CHANGES
IN TEN SECONDS.

DONE.



GOOD WORK.

NOW ALL WE
NEED IS THAT
PLAN.



I DON'T UNDERSTAND
YOUR TECHNICAL
RECOMMENDATION,
ALICE.



I WILL RELY ON MY
KEEN INSIGHTS
ABOUT YOU AS AN
ENGINEER.



THAT TOO WOULD
REQUIRE KNOWLEDGE
ON YOUR PART.

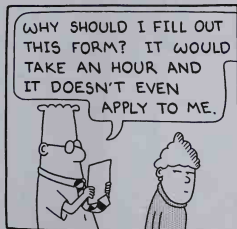
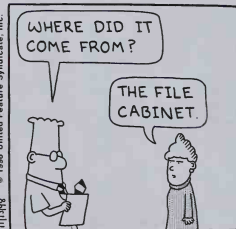
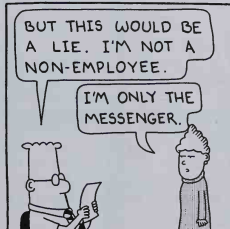
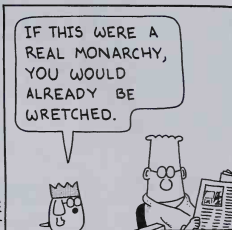
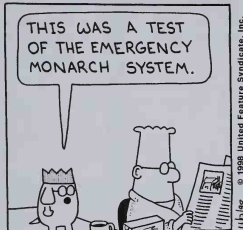
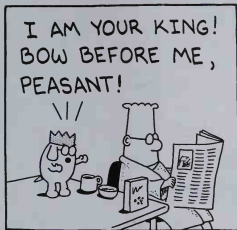
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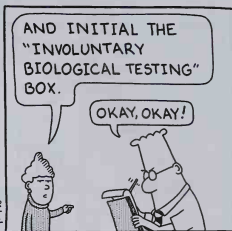
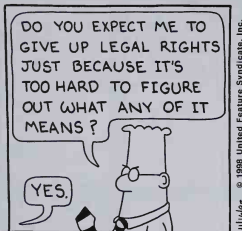
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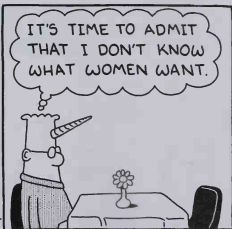




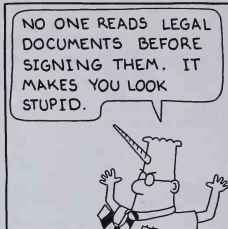
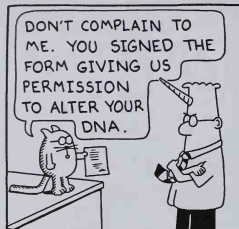
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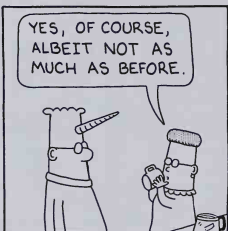
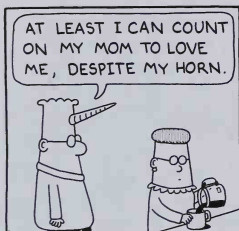
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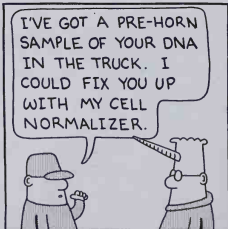
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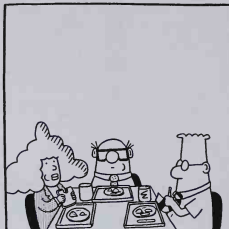


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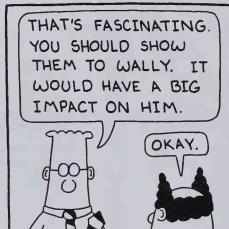


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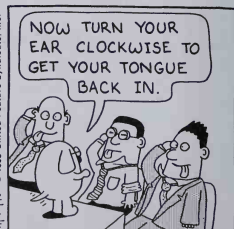




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JOB COUNSELING

WE'LL NEED TO DISGUISE THE FACT THAT YOU'RE A MORON.

IRONICALLY, THE BEST WAY IS TO BECOME AN EXPERT IN SOMETHING CALLED "KNOWLEDGE MANAGEMENT."

WE MUST DEVELOP KNOWLEDGE OPTIMIZATION INITIATIVES TO LEVERAGE OUR KEY LEARNINGS.

SMART.

THEN WE NEED TO PV THE DCF AND GET THE ROI TO THE EOC ASAP.

ARE YOU OUR NEW CFO OR A BABBLING IDIOT WHO JUST HAPPENED TO WANDER BY?

WHICH ONE PAYS MORE?

THE MYSTERY DEEPENS.

CHIEF FINANCIAL OFFICER

I NEED ONE-SENTENCE DESCRIPTIONS OF EACH OF YOUR PROJECTS.

YOU'RE PLANNING TO MAKE CRITICAL BUDGET DECISIONS BASED ON THAT?

YES.

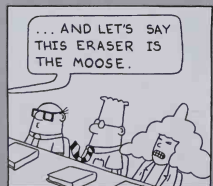
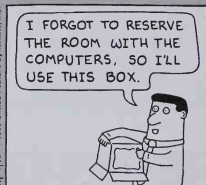
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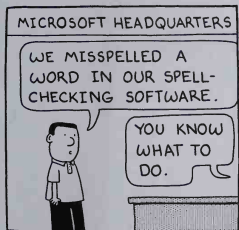
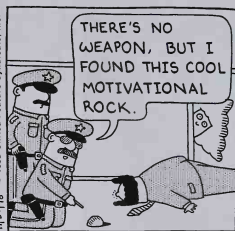
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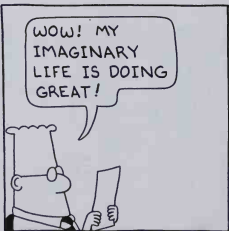
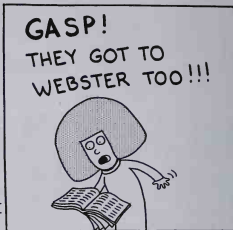
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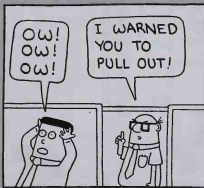
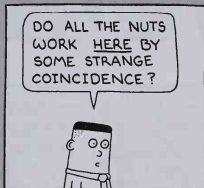
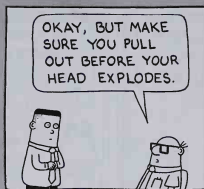
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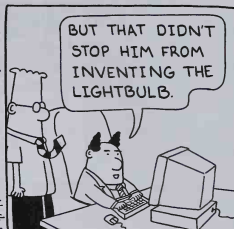
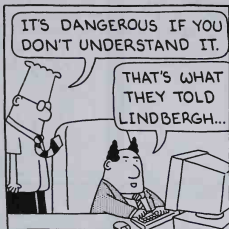
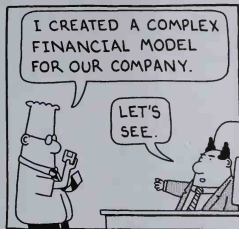




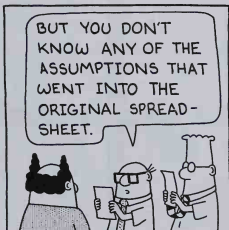
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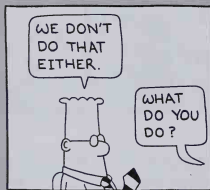
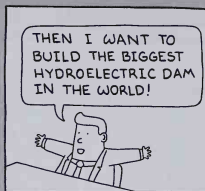
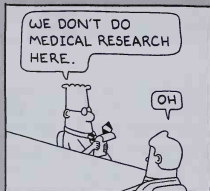
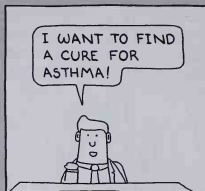
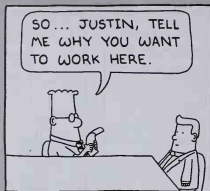
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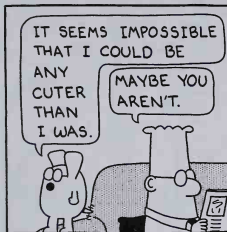
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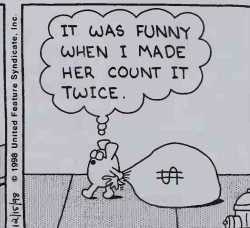
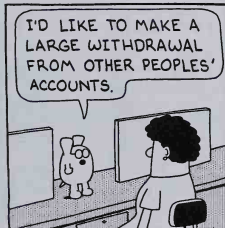
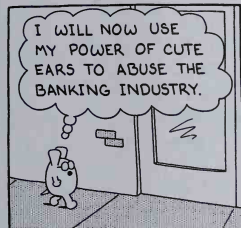
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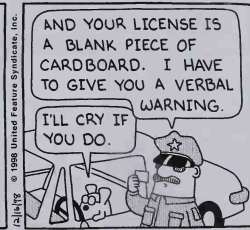
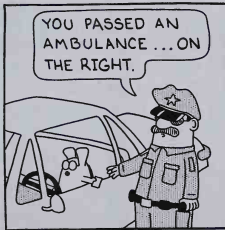
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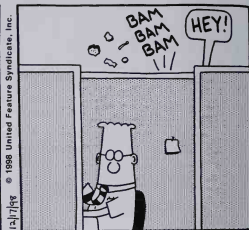
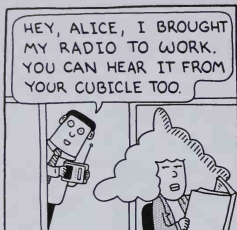
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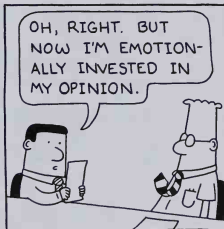
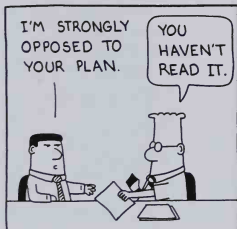
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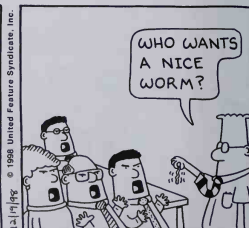
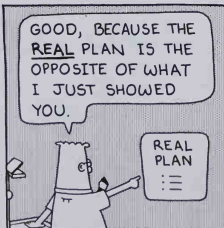
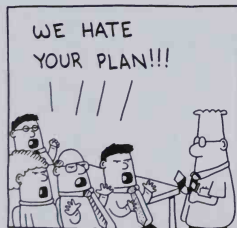
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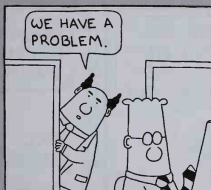
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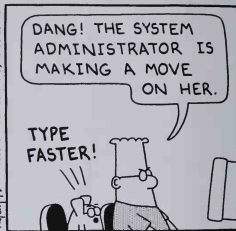
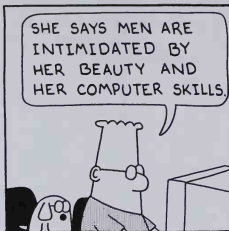
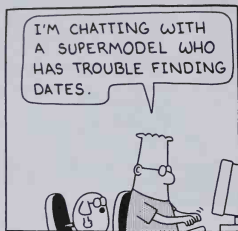
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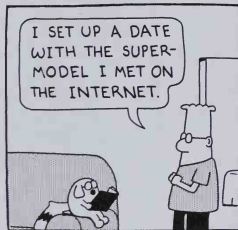
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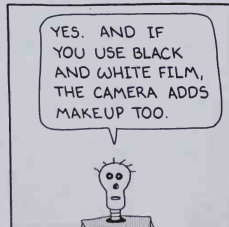
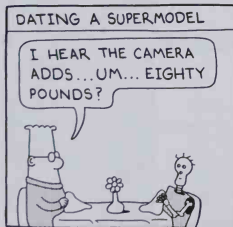
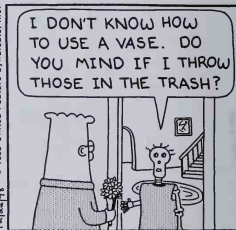
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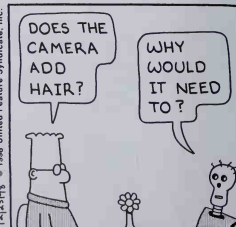
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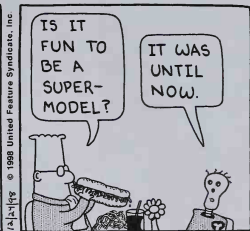
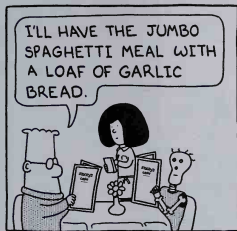


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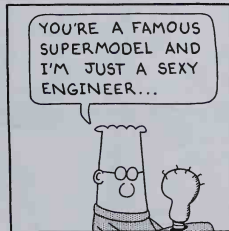
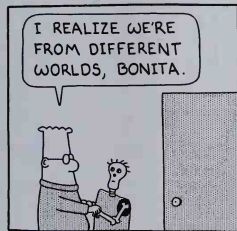


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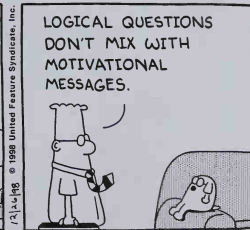




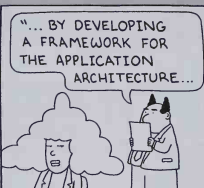
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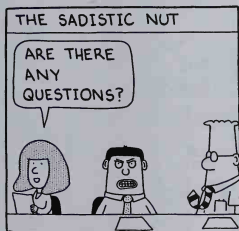
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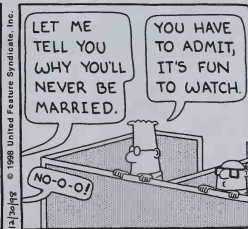
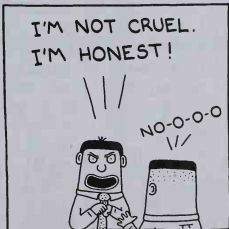
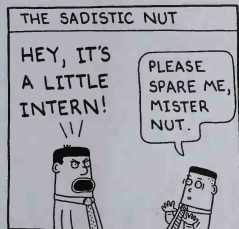
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CATBERT: H.R. DIRECTOR

WALLY, I'M SENDING
YOU HOME. SHORTS
ARE NOT ACCEPTABLE
DRESS.



THESE ARE NOT
SHORTS!!



TOMORROW I'LL
ACCUSE HIM OF
BEING A SKINHEAD.



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FOR THE TENTH YEAR
IN A ROW, THE
EMPLOYEE SATISFACTION
SURVEY SAYS MORALE
IS LOW.

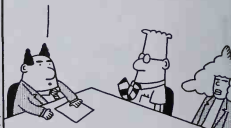


MANAGERS' BONUSES
ARE LINKED TO
THESE RESULTS. YOU
CAN BE SURE WE'LL
MAKE BIG CHANGES...



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... TO
THE
SURVEY.



THE COMPANY WILL
NO LONGER PAY FOR
NEWSPAPER
SUBSCRIPTIONS.



I PAY FOR THIS
MYSELF. THE NEWS
IS HIGHLY RELEVANT
TO MY JOB.



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IS THERE ANYTHING
I CAN DO TO MAKE
IT LESS ENJOYABLE?

JUST KEEP
JABBERING.



CATBERT THE DIRECTOR
OF HUMAN RESOURCES

SO, YOU WANT
A JOB HERE,
TUBBY?

IT'S
"TOBY."

DID YOU
JUST
CORRECT
ME?

UM...

I ALONE WILL
DETERMINE
YOUR NAME!!

NOW,
WHAT
IS YOUR
NAME?

TUBBY.

TUBBY, IS IT TRUE
THAT YOU'RE SO
DUMB THAT YOU...

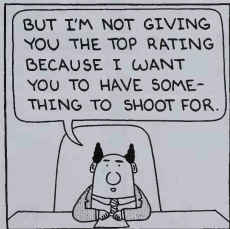
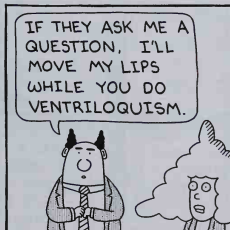
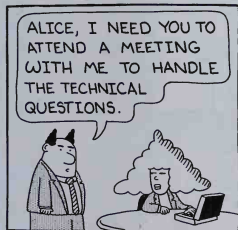
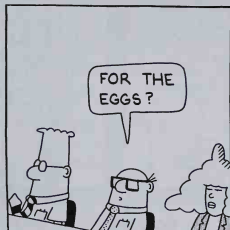
... SENT YOUR
RÉSUMÉ TO THE
HUMAN RESOURCES
DEPARTMENT?

DO YOU THINK
THAT'S WHAT THIS
DEPARTMENT DOES?
LET ME SHOW YOU
WHAT I DO.

I THINK I JUST
BECAME AN
ENTREPRENEUR.

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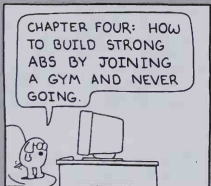
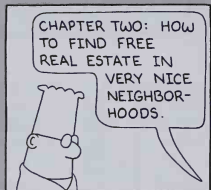
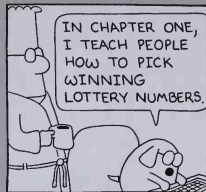
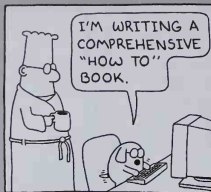




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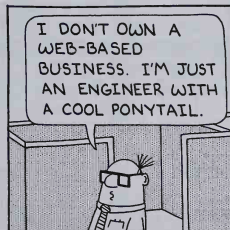
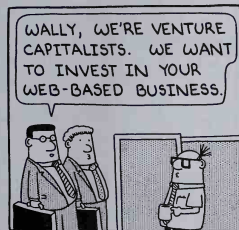
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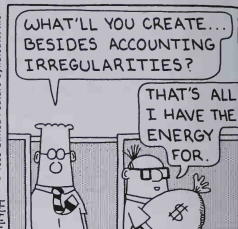
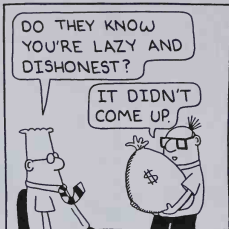
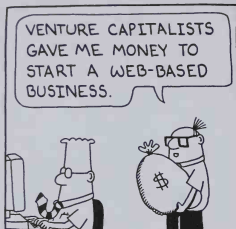




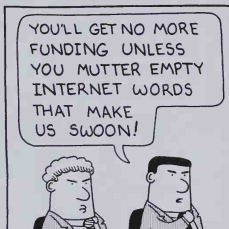
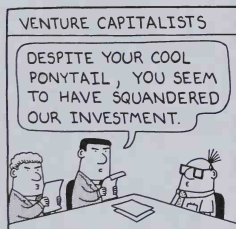
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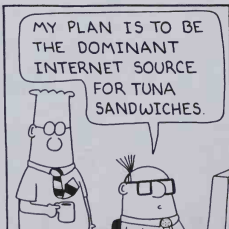
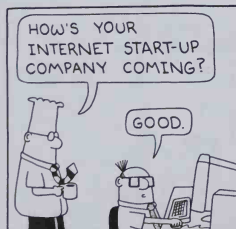
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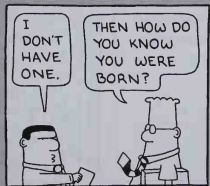
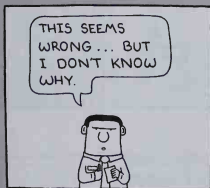
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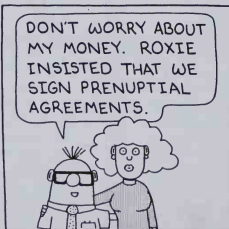
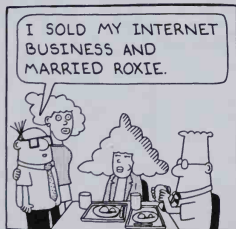
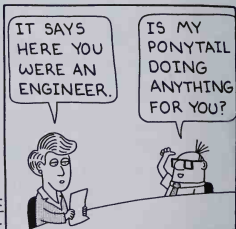
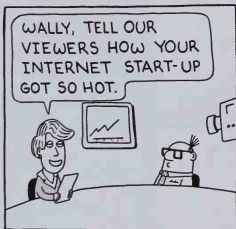
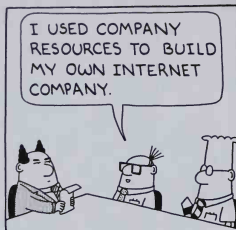
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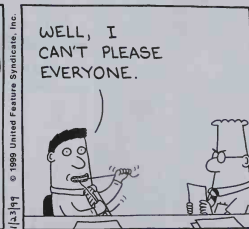
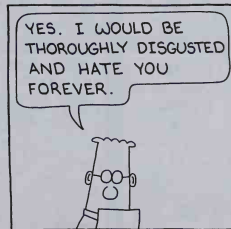
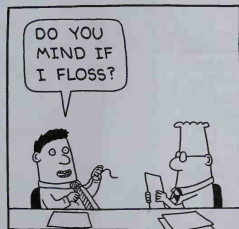
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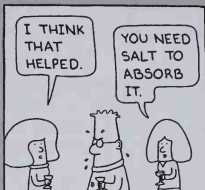
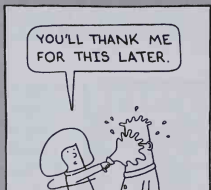


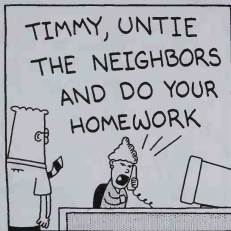
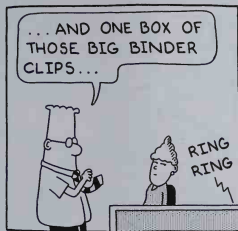
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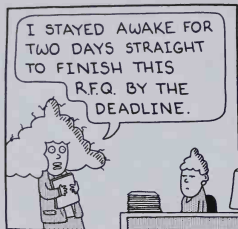
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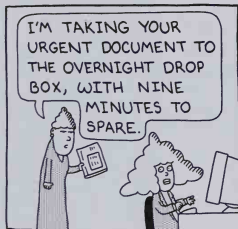








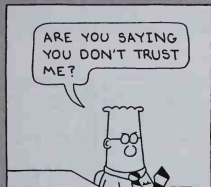
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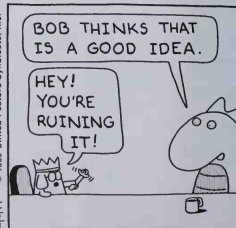
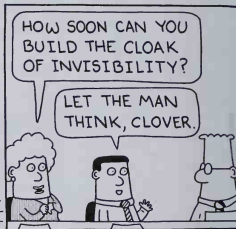
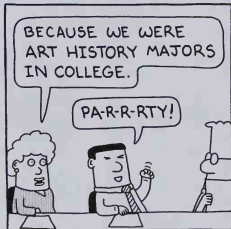
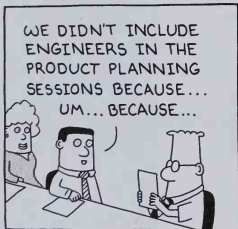
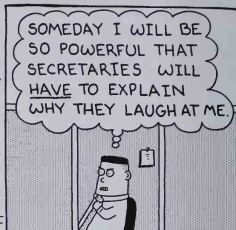
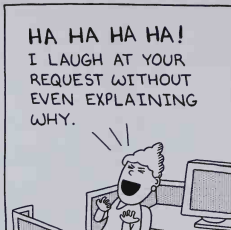
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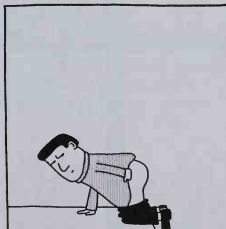
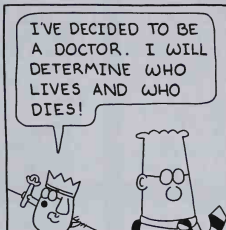
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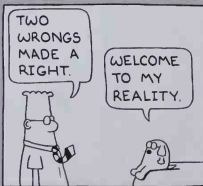
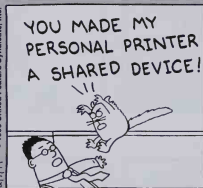
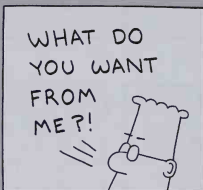
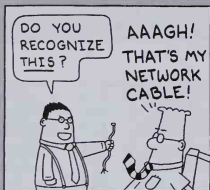
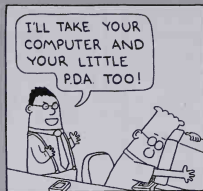
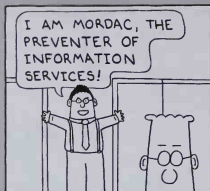


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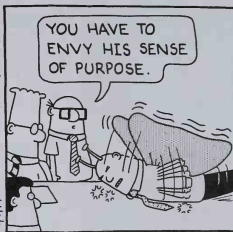
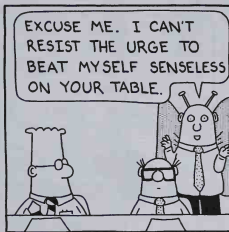
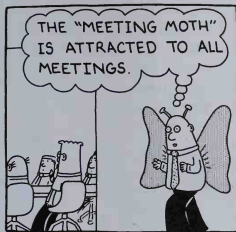
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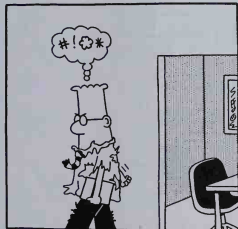




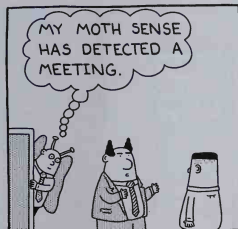
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DOGBERT'S TECH SUPPORT

FIRST, I NEED TO
ASK YOU MANY
QUESTIONS.



THEN I WILL
TRANSFER YOU TO
SOMEONE WHO WILL
ASK THE SAME
QUESTIONS AGAIN.



WE DO THIS TO REMOVE
ANY HOPE YOU MIGHT
HAVE HAD THAT WE
UNDERSTAND
TECHNOLOGY.



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DOGBERT'S TECH SUPPORT

I'LL NEED YOUR SERIAL
NUMBER, WHICH IS
CONVENIENTLY LOCATED
INSIDE THE UNIT.



THE STICKER SAYS
MY WARRANTY WILL
BE VOID IF I OPEN
THE CASE.



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WELL, CALL ME
IF ANYTHING
CHANGES.



DO YOU THINK I
HAVE TOO MUCH
FALSE HUMILITY?



TRY GOING A WEEK
WITHOUT USING ANY
FALSE HUMILITY, SO
I CAN SEE THE
DIFFERENCE.



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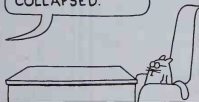
WAKE UP, YOU PIECE
OF FETID CARP, AND
EXPERIENCE THE JOY
OF KNOWING
DOGBERT !!



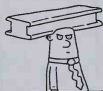
THIS COULD
BE A LONG
WEEK.

CATBERT : H.R. DIRECTOR

THE CEILING IN
MY WORK AREA
COLLAPSED.



NO ONE
ELSE HAS
COMPLAINED.



A STEEL BEAM
HIT ME IN THE
HEAD!



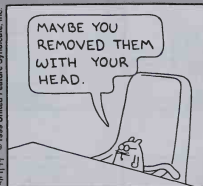
HOW CAN I BE
SURE IT DIDN'T
HAPPEN IN
YOUR HOME?



THERE AREN'T
ANY STEEL BEAMS
IN MY HOUSE!!



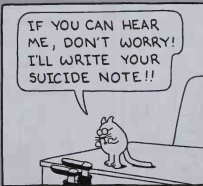
MAYBE YOU
REMOVED THEM
WITH YOUR
HEAD.



UH-OH ... LOSING
CONSCIOUSNESS.



IF YOU CAN HEAR
ME, DON'T WORRY!
I'LL WRITE YOUR
SUICIDE NOTE!!



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I'D LIKE TO SPEND
THE FIRST HOUR
DEFINING WHAT
"INFORMATION
TECHNOLOGY" MEANS.



OOH OOH! CAN I
HELP PASS OUT THE
MATERIALS?



IT'S NOT A GOOD
IDEA TO MIX
ENTHUSIASM WITH
STUPIDITY, ASOK.

OH. SORRY.



CATBERT: H.R. DIRECTOR

I VALUE THE INPUT
OF ALL EMPLOYEES...



...INCLUDING THE
MORONS. ALTHOUGH
IN THOSE CASES, I
COVER MY EARS AND
SING LOUDLY.



SO I
WAS
THINKING
MAYBE...

♪ HE'S A
PINBALL
WIZARD
♪



I DIDN'T KNOW
HOW TO DESIGN A
POWER SUPPLY, SO
I PUT A NAIL IN A
PIECE OF WOOD.



I'M ON VACATION
TOMORROW, SO I'LL
GIVE YOU MY FILES
IN CASE YOU NEED
TO MAKE CHANGES.



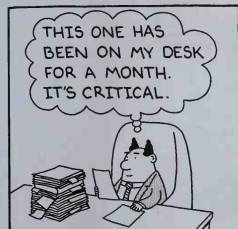
ONCE I HAD THE
IDEA, IT ALL
CAME TOGETHER
PRETTY QUICKLY.



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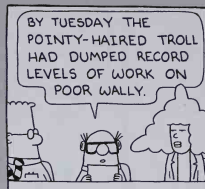
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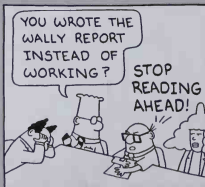
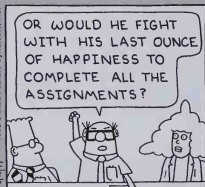
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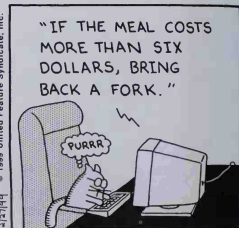
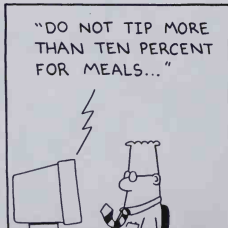
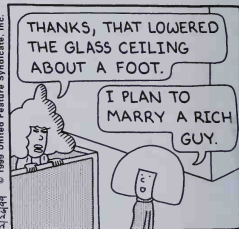
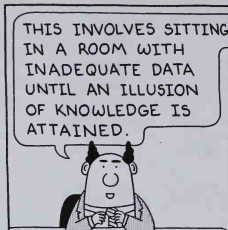




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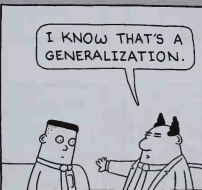
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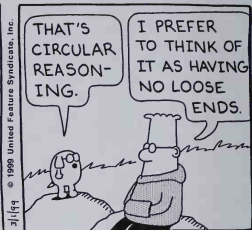
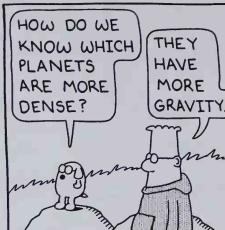
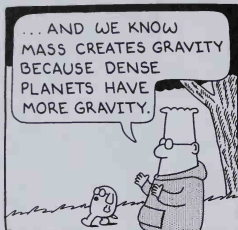
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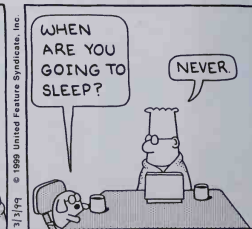
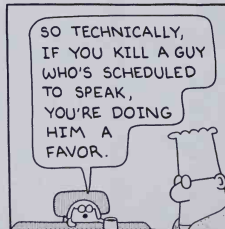
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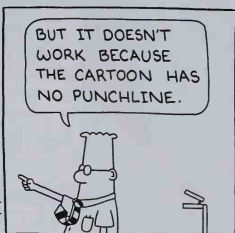
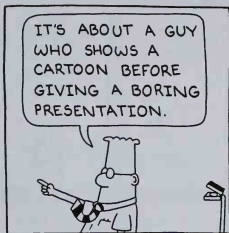
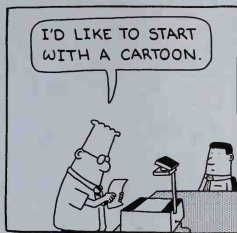
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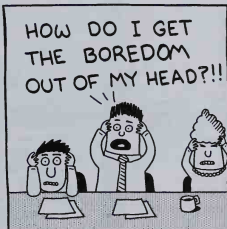
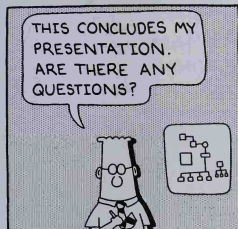
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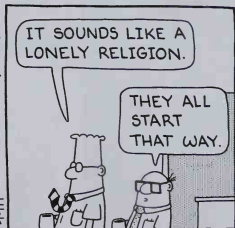
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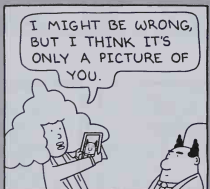
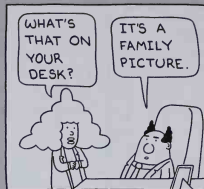
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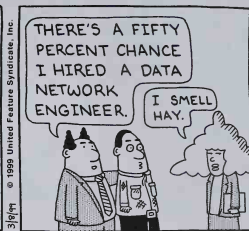
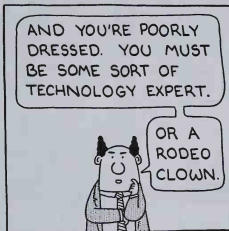
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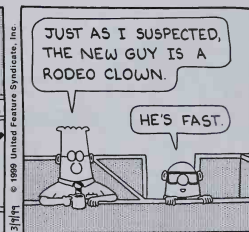
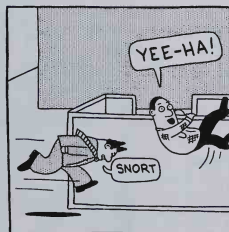
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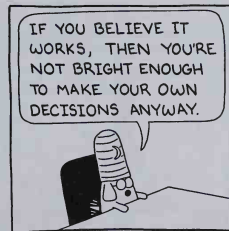
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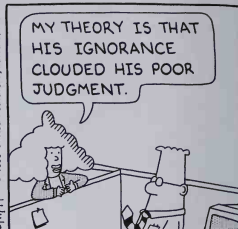
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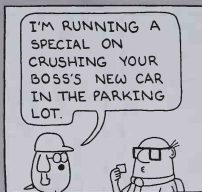
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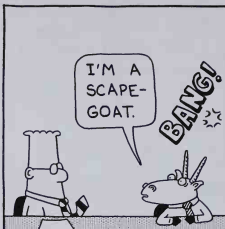
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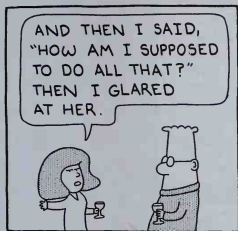
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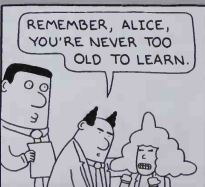
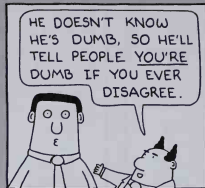
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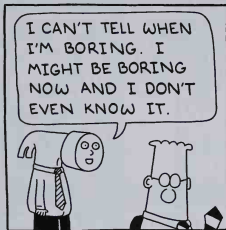
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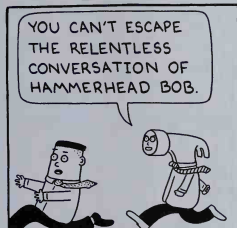
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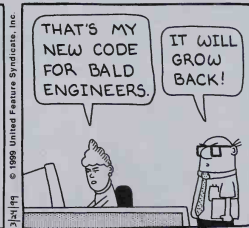
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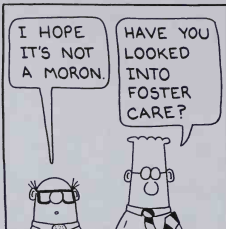
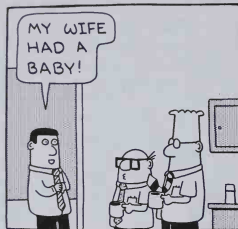
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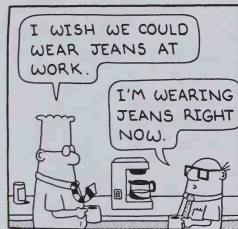
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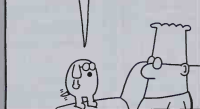


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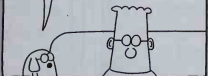
I'M TRYING A LITTLE
EXPERIMENT
TONIGHT.



I'LL ATTRIBUTE
A STUPID OPINION
TO YOU...



THEN I'LL
AGGRESSIVELY MOCK
YOU WHILE YOU
SIT THERE SAYING
NOTHING.



SO, ACCORDING
TO YOU, THE
INTERNET IS A
PASSING
FAD.



YOU MORON! LOOK
AROUND YOU! THE
INTERNET IS
EVERYWHERE!



AND THERE'S
NOTHING YOU
CAN DO ABOUT
IT! NOTHING!!



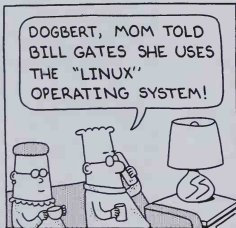
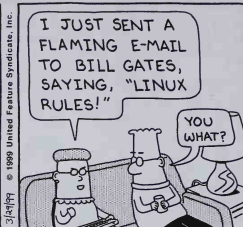
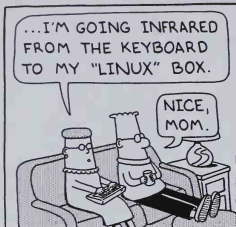
HOW DID THAT
FEEL?

QUITE
SATISFYING.



I NEEDED A BACK-UP
PLAN IN CASE YOU
EVER GET
LARYNGITIS.







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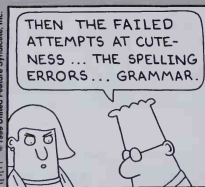
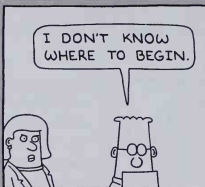


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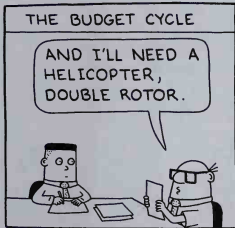
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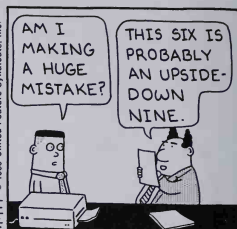
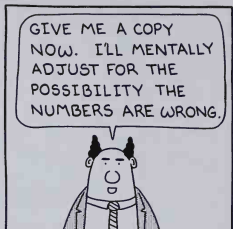
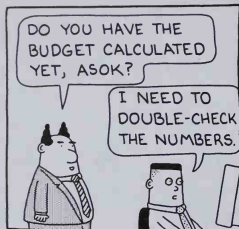
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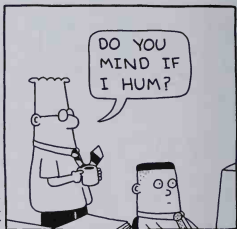
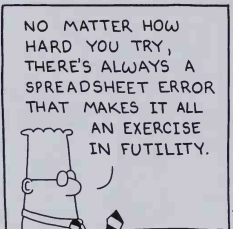
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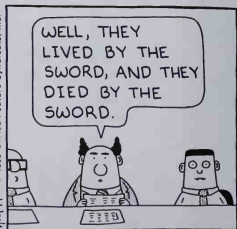
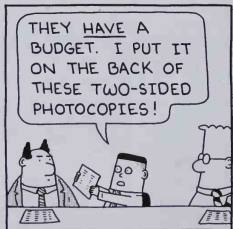
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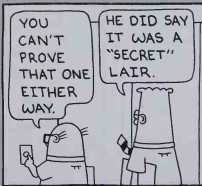
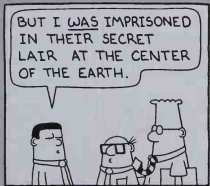
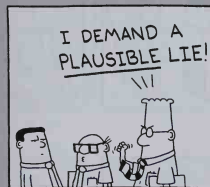
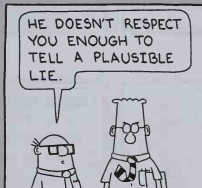
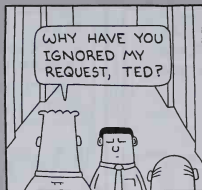
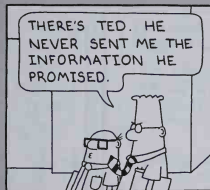
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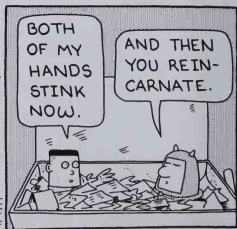
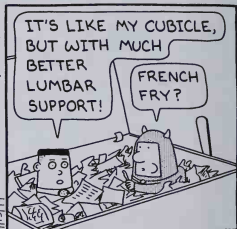
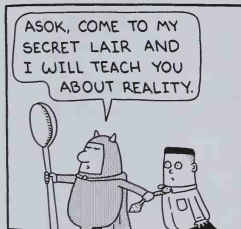


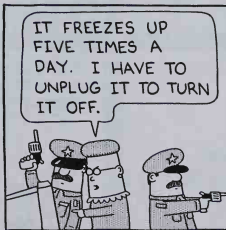
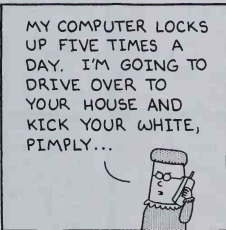
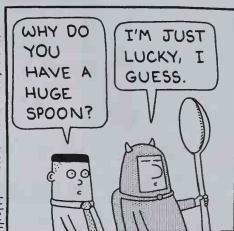
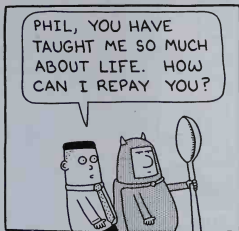
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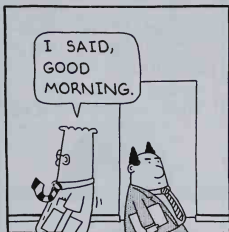


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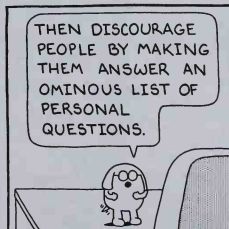
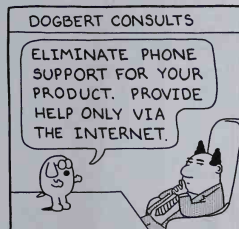




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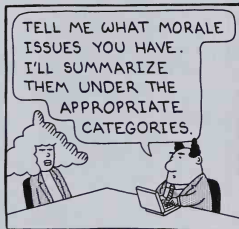
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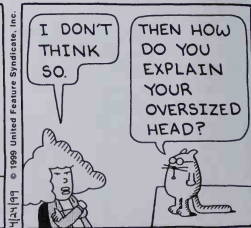
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DOGBERT PRESENTS

MANAGING
BY
ANALOGIES



WE'LL SOLVE OUR
DISTRIBUTION
PROBLEM THE
ESKIMO
WAY.

HUH?



THE ESKIMOS
GATHER ICE ALL
WINTER LONG.



LATER, DURING
THE LEAN SUMMER
MONTHS, THE
ESKIMOS EAT THE
ICE THEY STORED.



WE'LL DO
THE SAME
THING!



BUT...THE ESKIMOS
WOULD STARVE IF
THEY ONLY ATE
ICE.



MAYBE THEY EAT
PENGUINS TOO.

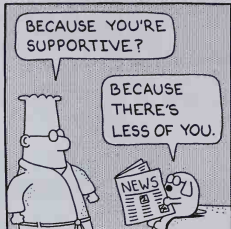
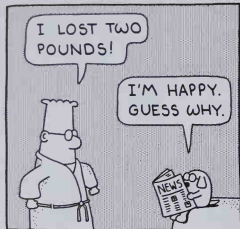
THEY'RE DELICIOUS.



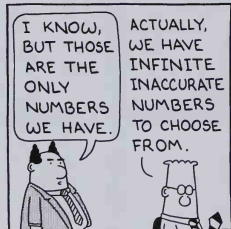
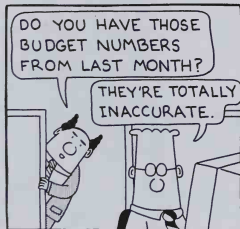
DID YOU KNOW THAT
THE ZOO CAN BAN
YOU FOR LIFE IF THEY
CATCH YOU USING
A HIBACHI?



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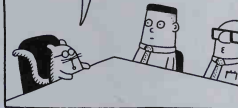
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CATBERT: EVIL H.R. DIRECTOR

I'M STARTING AN
EMPLOYEE SKILLS
DATABASE.



QUESTION: IS THIS
THE FIRST STEP IN
MOVING EVERYONE
TO JOBS THEY DON'T
WANT?



NO, NO, NO...

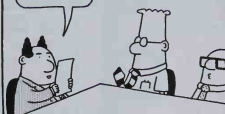
THE FIRST STEP WAS
WHEN I LAUGHED
MYSELF FUZZY
THINKING
ABOUT IT.



THERE'S BEEN A
RASH OF THEFTS
FROM CUBICLES.



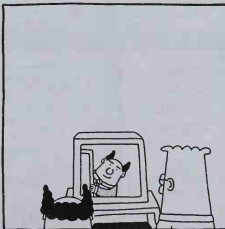
THE SUSPECT IS
DESCRIBED AS FAT
AND SLOW-WITTED,
WITH POINTY
HAIR.



THE BULLETIN STOPS
SHORT OF ACTUALLY
NAMING HER
ALICE.

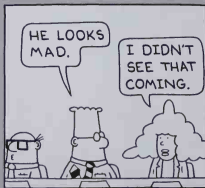
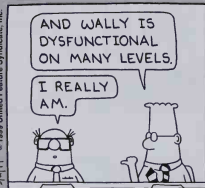
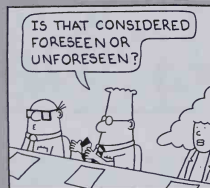
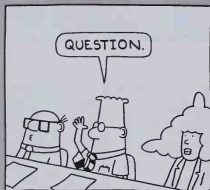


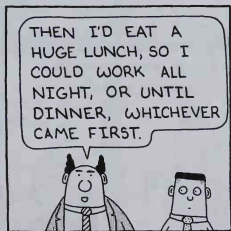
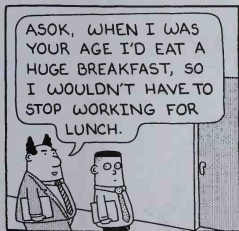
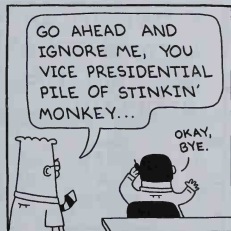
I USED A HIDDEN
CAMERA TO CAPTURE
THE THIEF WHO'S
BEEN RAIDING OUR
CUBICLES.



THE PICTURE IS
GRAINY BUT I CAN
ALMOST MAKE OUT
A HUMAN FORM...
OR MAYBE
A CAT...



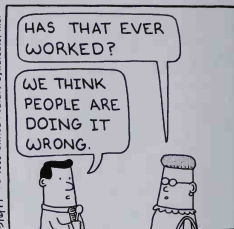




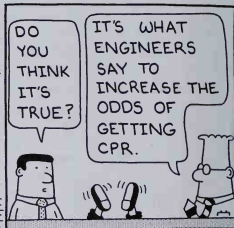
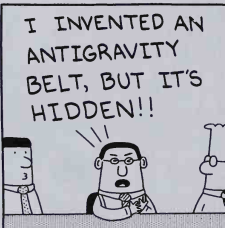
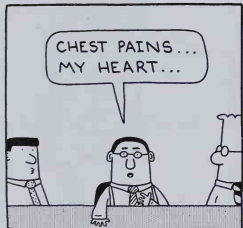
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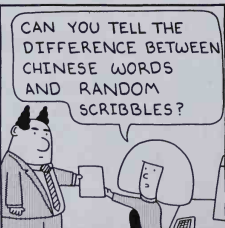
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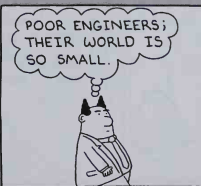
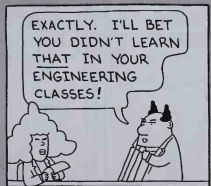
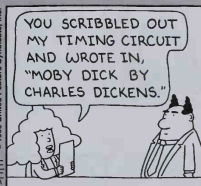
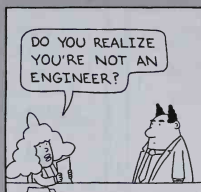
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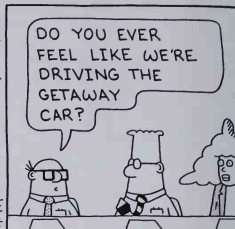
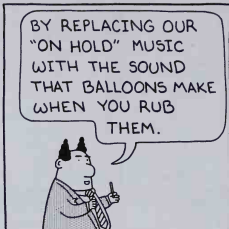


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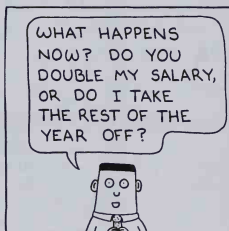


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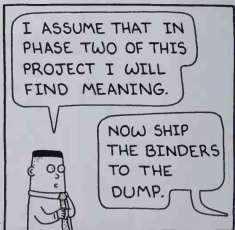
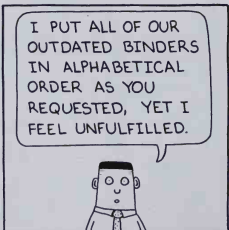




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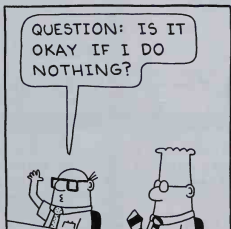
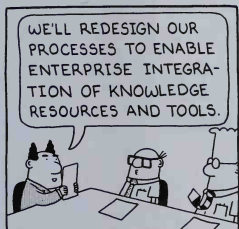
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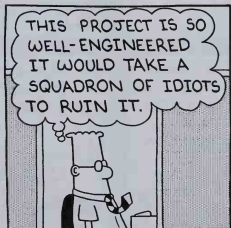
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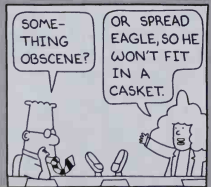
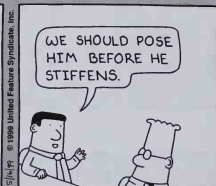
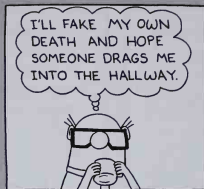
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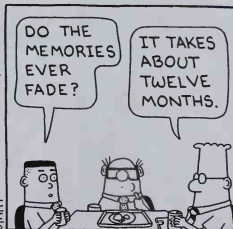
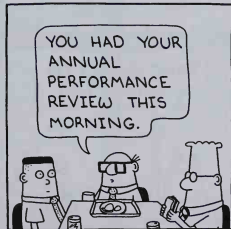
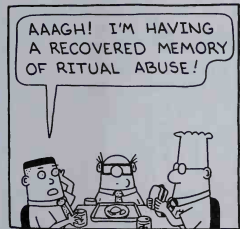
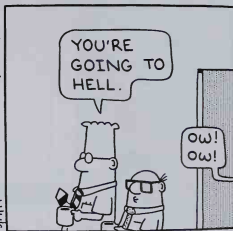
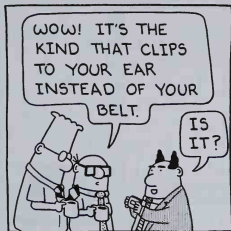
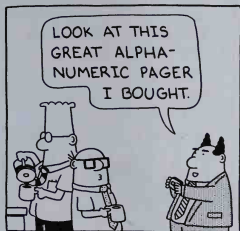


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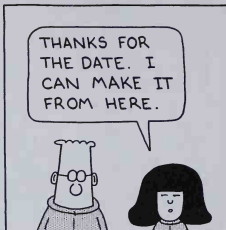




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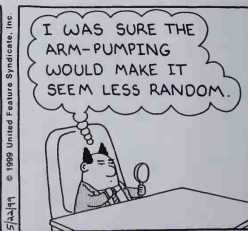
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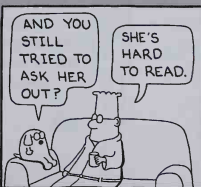
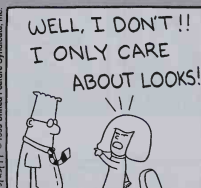
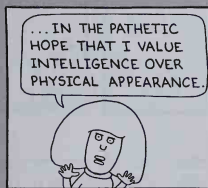
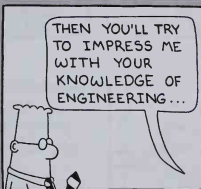
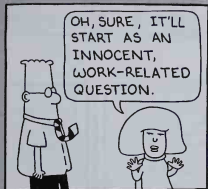
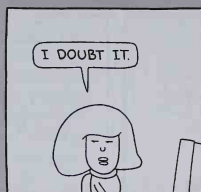
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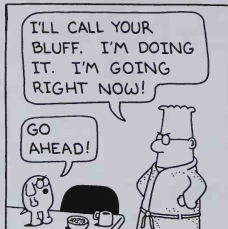


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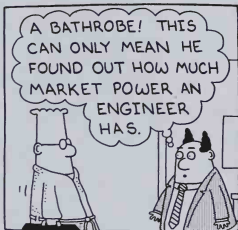
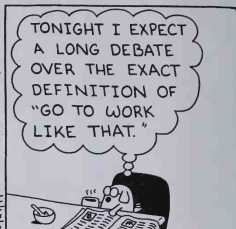


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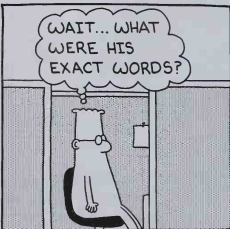
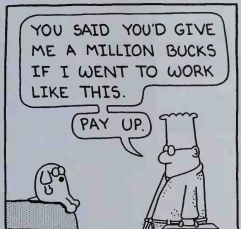
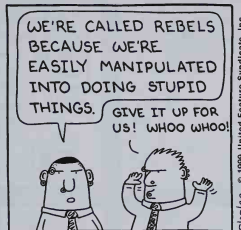


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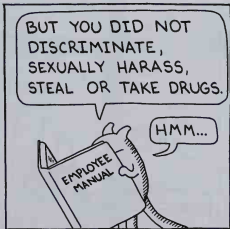
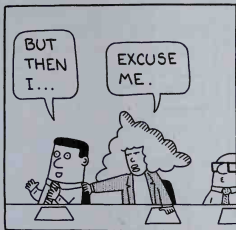


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CATBERT: EVIL H.R. DIRECTOR

ASOK, YOU HAVE TAKEN
TOO MANY TRAINING
CLASSES.

TOO MANY?

YOU'RE TOO SKILLED
NOW. THERE'S A
RISK YOU'LL LEAVE
FOR A BETTER JOB.

DOES THE "SECRET
UNTRAINING METHOD"
WORK
EVERY
TIME?

I'VE NEVER
TRIED IT
BEFORE.

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DOGBERT CONSULTS

SPRAY THIS TEFLON^(TM)
ON YOUR BODY TO
BETTER IGNORE THE
INPUT OF YOUR
SUBORDINATES.

splat!

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NEXT
TIME,
SHAKE
WELL
BEFORE
USING.

WHO CARES
WHAT YOU
SAY?!

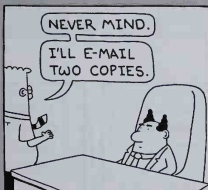
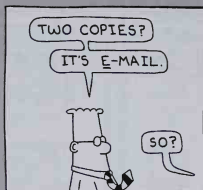
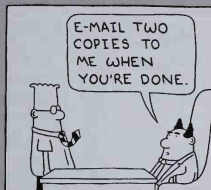
THAT'S MY
OPINION.

THAT'S MY
OPINION.

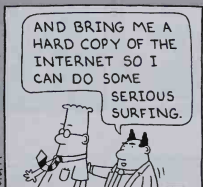
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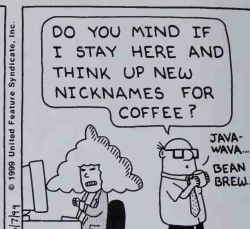
NICE TRY,
BUT I CAN
WIPE IT OFF
WITH A DAMP
SPONGE !!

THAT'S MY
OPINION

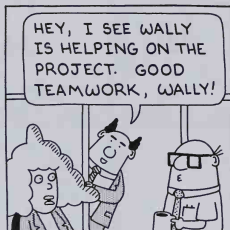


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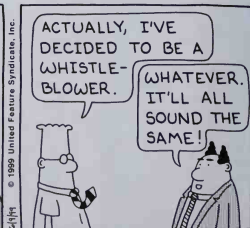
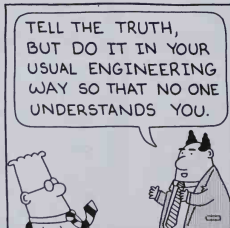




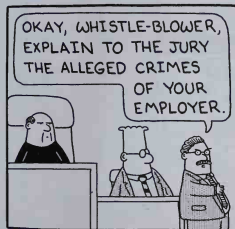
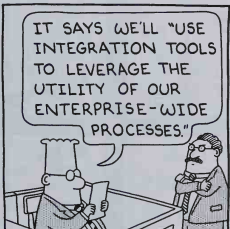
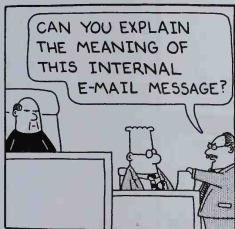
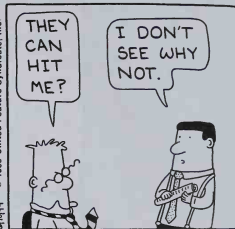
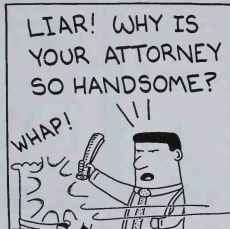
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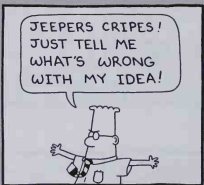
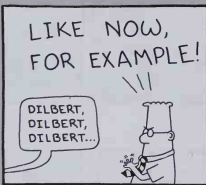
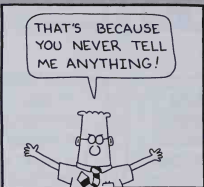
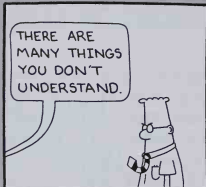
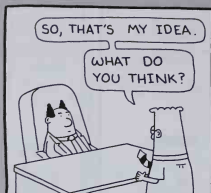
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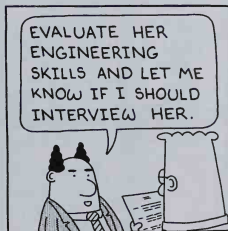
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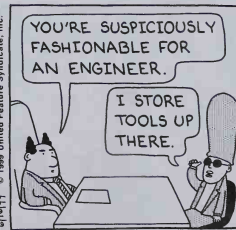
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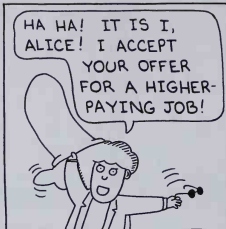
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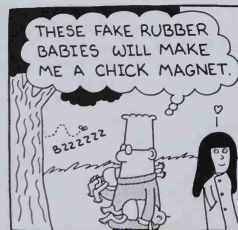
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CATBERT: EVIL DIRECTOR
OF HUMAN RESOURCES

I HIRED A NEW
ENGINEER FOR
YOUR PROJECT.



HE'S NEVER
BEEN AN
ENGINEER
BEFORE.



BUT YOU'RE AN
ENGINEER, SO
HOW HARD
COULD IT BE?



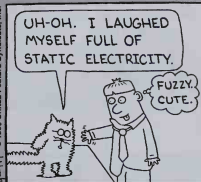
AND HE'S
CHEAP! I'LL
GET A HUGE
RAISE FOR
BEING UNDER
BUDGET.



AND YOUR
PROJECT WILL
FAIL! HA
HA HA HA!



UH-OH. I LAUGHED
MYSELF FULL OF
STATIC ELECTRICITY.



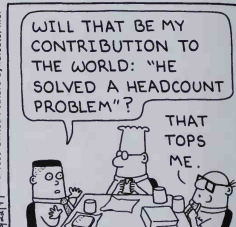
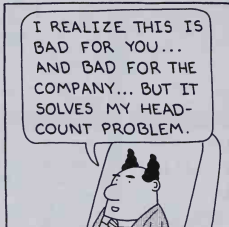
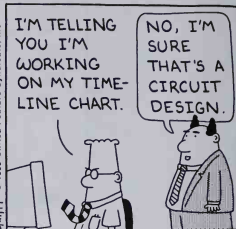
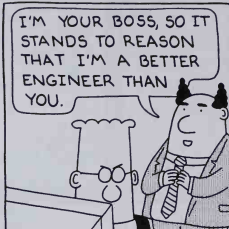
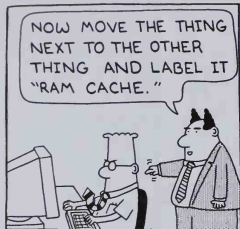
FUZZY
CUTE.

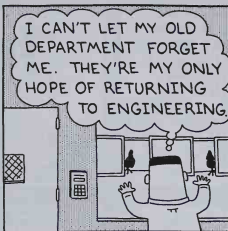


HE'S
DEAD.
NOW
WHAT?

I GUESS
YOU'LL HAVE
TO DRAG
HIM TO
MEETINGS.



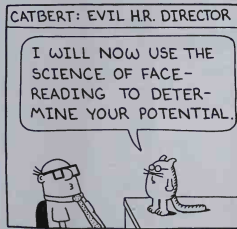
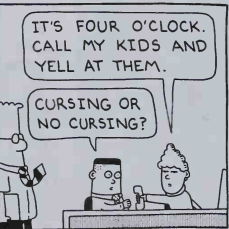




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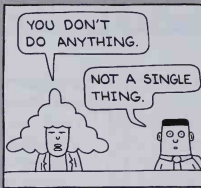
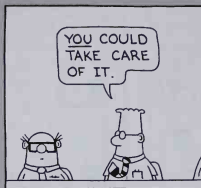


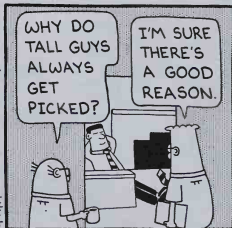
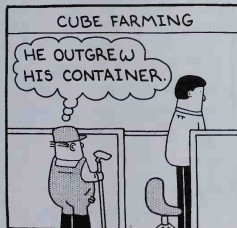
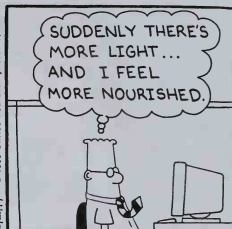
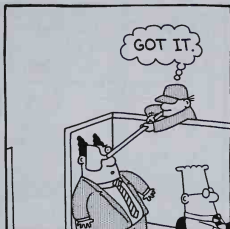
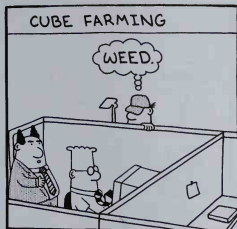
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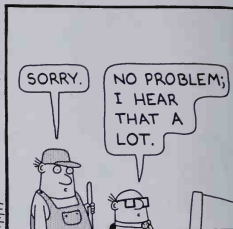
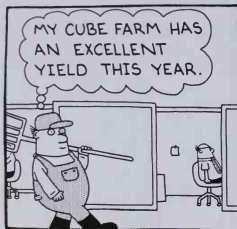


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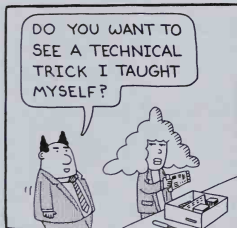




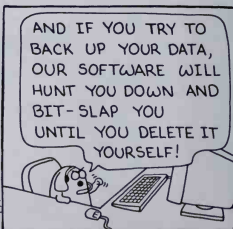
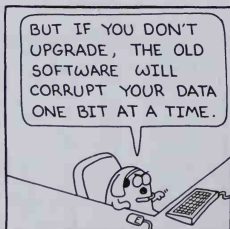
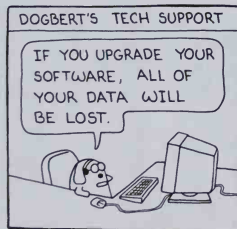




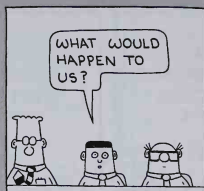
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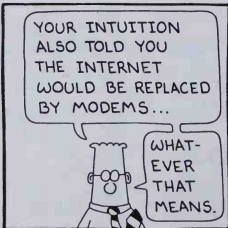
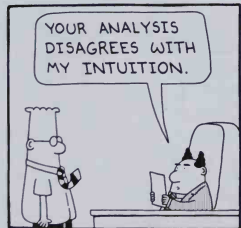
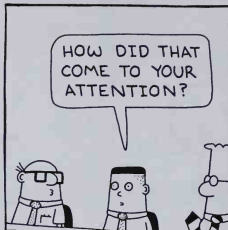
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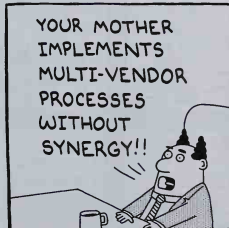
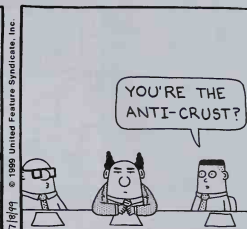
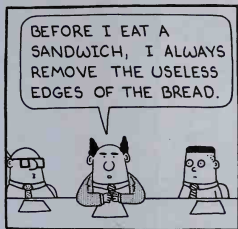
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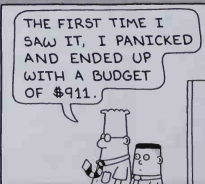
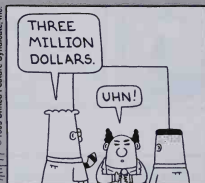
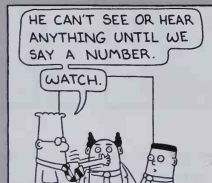
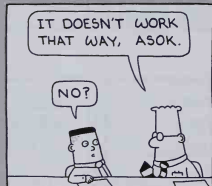
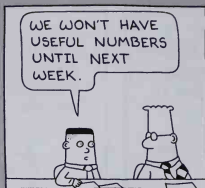


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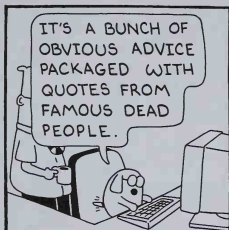
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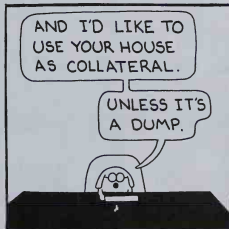
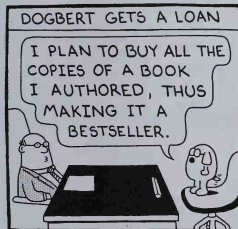




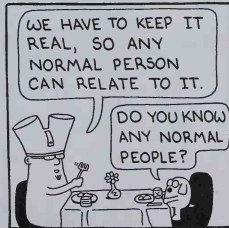
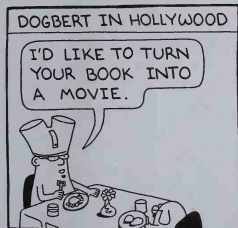
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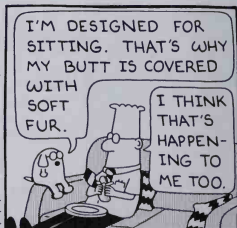
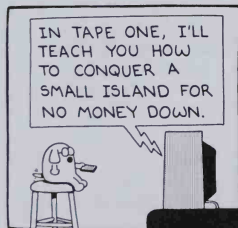
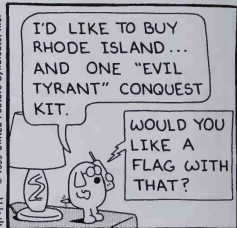
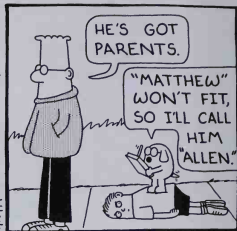
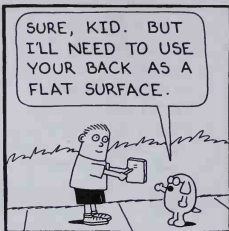
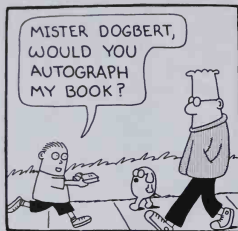
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THE FENG SHUI CONSULTANT

THIS OFFICE IS
SWARMING WITH
EVIL SPIRITS.

IT IS?

THERE'S ONE
IN YOUR VENT!

OOH - HE DUCKED
BACK IN BEFORE
YOU SAW HIM.

PUT RUBBER BANDS
AROUND YOUR PANT
LEGS TO KEEP THE
SPIRITS OUT OF
YOUR TROUSERS.

I FIGURE THE EVIL
SPIRITS WILL MOUNT
A REAR ASSAULT
THROUGH THAT
WINDOW.

AAAGH!

WHAT DID
YOU SEE?!!

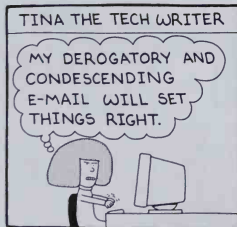
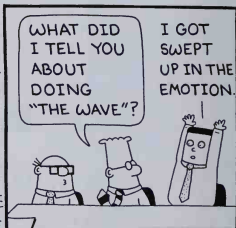
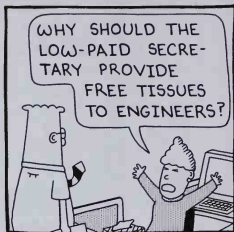
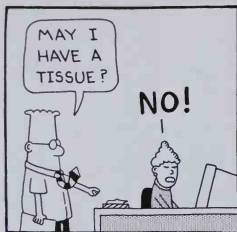
IT'S GONE
NOW.

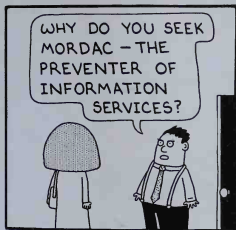
YOUR ONLY HOPE IS
TO TURN YOUR
SECRETARY'S CUBICLE
INTO A
KOI POND.

DO YOU FEEL
ANY LUCKIER?

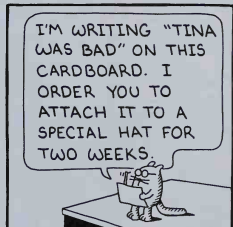
##!
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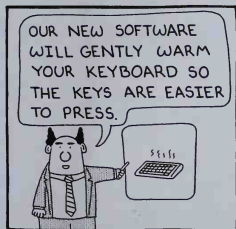




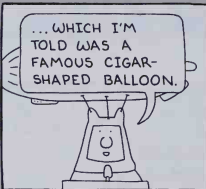
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UPC



In *Random Acts of Management*, cartoonist Scott Adams offers sardonic glimpses once again into the lunatic office life of DILBERT, Dogbert, Wally, and others, as they work in an all-too-believable ludicrous setting filled with incompetent management, incomprehensible project acronyms, and minuscule raises. Everyone, it seems, identifies with DILBERT, who struggles to navigate the constant tribulations of absurd company policies and idiot management strategies.

Syndicated since 1989, DILBERT appears in more than 1,900 newspapers in sixty-five countries. DILBERT also appears in his own weekly television show, and on calendars, greeting cards, and Dilberitos.

Cartoonist Scott Adams spent plenty of time in his own cubicle world, working in a bank and for a telephone company before moving full-time to his home office in 1995. In 1997, he received the Reuben Award, cartooning's highest honor. Adams lives in California.



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