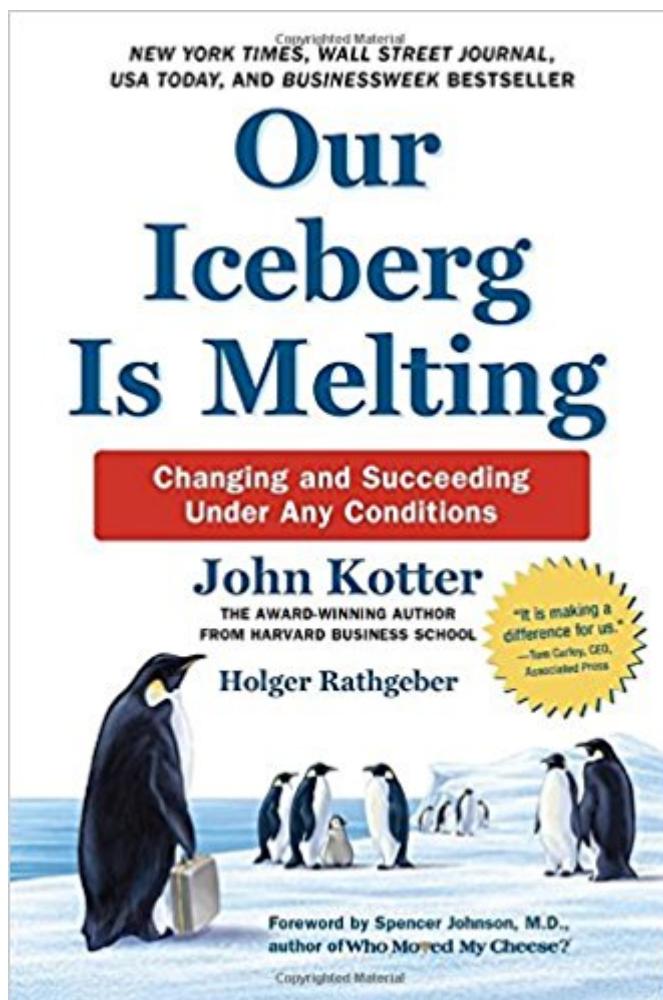


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# Our Iceberg Is Melting: Changing And Succeeding Under Any Conditions



## Synopsis

A new edition of the classic business parable that has sold more than a million copies since 2006. *Our Iceberg Is Melting* is a simple fable about doing well in an ever-changing world. Based on the award-winning work of Harvard's John Kotter, it is a story that has been used to help thousands of people and organizations. The fable is about a penguin colony in Antarctica. A group of beautiful emperor penguins live as they have for many years. Then one curious bird discovers a potentially devastating problem threatening their home and pretty much no one listens to him. The characters in the story, Fred, Alice, Louis, Buddy, the Professor, and NoNo, are like people we recognize even ourselves. Their tale is one of resistance to change and heroic action, seemingly intractable obstacles and the most clever tactics for dealing with those obstacles. It's a story that is occurring in different forms all around us today but the penguins handle the very real challenges a great deal better than most of us. *Our Iceberg Is Melting* is based on pioneering work that shows how Eight Steps produce needed change in any sort of group. It's a story that can be enjoyed by anyone while at the same time providing invaluable guidance for a world that just keeps moving faster and faster.

## Book Information

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## Customer Reviews

About the Author John Kotter has been on the faculty at Harvard Business School since 1972. He is the author of eleven award-winning titles and frequently gives speeches and seminars at Harvard and around the world. He lives in Cambridge, Massachusetts. Holger Rathgeber spent his early

professional career in Asia. He has worked in industry since the early 1990's and is now with one of the leading medical technology companies, Bectom Dickinson. Raised in Frankfurt, Germany, Rathgeber currently resides in White Plains, New York. Watch a video clip featuring author John Kotter --This text refers to an out of print or unavailable edition of this title.

Harvard Business School professor Kotter, author of the bestselling *Leading Change* (1996), teams up with executive Rathgeber to offer his contribution to the "business fable" genre. Kotter presents his framework for an effective corporate change initiative through the tale of a colony of Antarctic penguins facing danger-inspired, perhaps, by today's real-life global warming crisis (or, perhaps, by *March of the Penguins*' box office). Under the leadership of one particularly astute bird, a small team of penguins with varied personalities and leadership skills implement a thoughtful plan for coaxing the other birds in their colony through a time of necessary but wrenching change. The logic of Kotter's fictional framework is wobbly at times-his characters live and act very much like real penguins except that one carries a briefcase and another ("the Professor") cites articles from scholarly journals-and the whimsical tone will not be to everyone's taste. However, this light, quick read should fulfill its intended purpose: to serve as a springboard for group discussions about corporate culture, group dynamics and the challenges of change. Copyright © Reed Business Information, a division of Reed Elsevier Inc. All rights reserved. --This text refers to an out of print or unavailable edition of this title.

I was attracted to this book because...I'm researching leading with a sense of urgency and I have been reading a lot of John Kotter. I was intrigued by the fable concept. This book was about one penguin releases the iceberg they are living on is melting. This is the story of how he gets others involved to discover what they should do as a group to avoid disaster. Things I liked about this book As a fable, it tells a great story of these penguins, coming together and finding a way to reasonably work and find a solution to their community's impending problem. Why you should read this book This book is a great encouragement that if we listen to each other and find ways to work together, we can solve many problems in community. This book lived up to the back cover copy The fable is a great illustration of how problems can be identified, tackled and solved by working together. If you enjoyed *Who Moved My Cheese?* you will enjoy this story, too.

Excellent book for facing change: I work as a psychiatrist with persons with intellectual developmental disorder(IDD) (earlier called mental handicap) and their families. The chief challenge

of my work is to bring a positive approach to training efforts by the parents. As parents with a special child parents face many challenges in bringing up and in planning for the child's future. This responsibility is not what parents wanted, when the child was born into their family. The needs of a special child requires parents to think completely differently about a number of areas like day to day care, training the child, schooling, health care, planning for the future etc. It is these challenges that require you to take up the challenges and find new ways of succeed. The central theme of my work, is to **EMPOWER YOUR CHILD AND YOUR FAMILY TO FACE THE CHALLENGES**. It is in this context, that the book **Our iceberg is melting** has a special meaning to you and your family. Most parents pass through life denying the special needs of your child. From the book, parents learn to accept the situation, by accepting your child's special needs that they can be of greatest help to him/her. The book introduces the 8 principles of problem solving, which is useful to parents in a slightly modified form, as below.

1. Recognise the special needs of your child and importance of training
2. Pull together all members of your family
3. Develop a vision for your child and a Strategy
4. Reach out professionals for help and support
5. Acquire skills to train your child
6. Plan for Short-term gains
7. Don't give up
8. Make effort continuous and regular.

Change Management 101. Of all the principles, models, and frameworks I've learned through my recently completed MBA program, the Kotter model for change management will undoubtedly stick with me the most. And I really believe that this book is the reason for that resonance. Written in a style that everyone can understand, even possibly my 3 year old daughter, this short, illustrated book, offers a crash course in effective change management. I couldn't help but look at my organization in a different light after walking through the 8 steps explained in the book. Ever since, I can assess any new situation where change is in question by asking how it applies to the "penguin book." If you haven't read this and are involved in any organization that could benefit from any type of change, I highly recommend you give it a read.

This book was pretty fun to read. I had to read it for an assignment and the entire analogy is pretty obvious, but it really comes together at the end when the 8 steps are written out and explained. It is a very useful book as I used the 8 step method in one of my student groups and we saved 3 days of planning when an event we wanted to put on was not working. It was really impressive how effective the result was and how stupid I felt for how obvious it was to get to these results. Very effective book and very helpful as well to any student of management or even officers of a student group.

I had to read this for school and the theme was just repetitive. We get it, the Penguins work together blah blah blah synergy working together ugggghhhh. IT WAS SO BORING! Skip it and just look up the summary it will save you time and money.

Great little book about change management, collaboration, team roles during crisis and finding your way to improving conditions! Love the penguin story and great to use with both business and other groups!

I enjoyed reading this story about penguins in a crisis. The approach of using a fable like story to address the complexities of implementing dramatic change is both entertaining and informative. I only rated it 4 stars because I felt that at times it was too simplistic. It certainly gave examples of the issues and the resistances and steps to follow to sell and implement change, but it didn't really do much to address the bigger issues or conflict resolution in the actual solution of a major problem.

Fantastic book. A real must read for anyone in a leadership position. I was told about this book by a Chief Master Sergeant in the USAF and really enjoyed reading it.

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