



Our Iceberg Is Melting

By John Kotter, Holger Rathgeber

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Most of the denizens of the Antarctic penguin colony sneer at Fred, the quiet but observant scout who detects worrying signs that their home, an iceberg, is melting. Fred must cleverly convince and enlist key players, such as Louis, the head penguin; Alice, the number two bird; the intractable NoNo the weather expert; and a passle of school-age penguins if he is to save the colony.

Their delightfully told journey illuminates in an unforgettable way how to manage the necessary change that surrounds us all. Simple explanatory material following the fable enhances the lasting value of these lessons.

Our Iceberg Is Melting is at once charming, accessible and profound; a treat for virtually any reader.

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Our Iceberg Is Melting By John Kotter, Holger Rathgeber Bibliography

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Editorial Review

Amazon.com Review

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, Becton Dickinson. Raised in Frankfurt, Germany, Rathgeber currently resides in White Plains, New York.



Watch a video clip featuring author John Kotter

From Publishers Weekly

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.

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Review

"Penguins illustrate how to conquer change

At first glance, *Our Iceberg Is Melting* seems easy to dismiss as an attempt to fuse a few hot topics - global warming, marching penguins - into a *Who Moved My Cheese?* fable-as-business-lesson best seller.

But this penguin parable has a pedigree in the form of Harvard Business School's John Kotter, author of *Leading Change*, the 1996 business guide that also sported our flat-footed, feathered friends on the cover. *The Heart of Change* was his 2002 follow-up.

This time out, Kotter moves the penguins inside, using how a colony of them copes with a potential catastrophe - yes, their iceberg is melting - to illustrate his eight-step process of successful change.

Their story is short and peppered with the personalities organizations inevitably include: the naysayers and nitpickers, the innovators and agitators, the leaders and followers. The idea is that everyone in a group must play a role in navigating change.

In that vein, Kotter and co-author Holger Rathgeber write that their goal is to use a good story with visual stimuli (full-color, cartoon-like illustrations) to influence a broad range of people to better handle change and produce results. In other words, companies should buy a copy for everyone from the CEO to the stock clerk.

This approach paid off for Spencer Johnson of *Who Moved My Cheese?*, who writes the foreword.

Kotter's process advocates quick action to confront issues, group thinking and the buy-in of the whole organization. The goal: replace old habits with new behaviors and make them stick.

Whether you're a fan of lowest-common-denominator reading or not, there's no denying the logic behind Kotter's steps and the at-times clever way they are woven into the penguins' journey." ?Michelle Archer, *USA TODAY*

Users Review

From reader reviews:

Steven Zakrzewski:

What do you consider book? It is just for students since they are still students or the idea for all people in the world, the actual best subject for that? Simply you can be answered for that concern above. Every person has various personality and hobby for every other. Don't to be obligated someone or something that they don't would like do that. You must know how great and also important the book *Our Iceberg Is Melting*. All type of book is it possible to see on many resources. You can look for the internet resources or other social media.

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