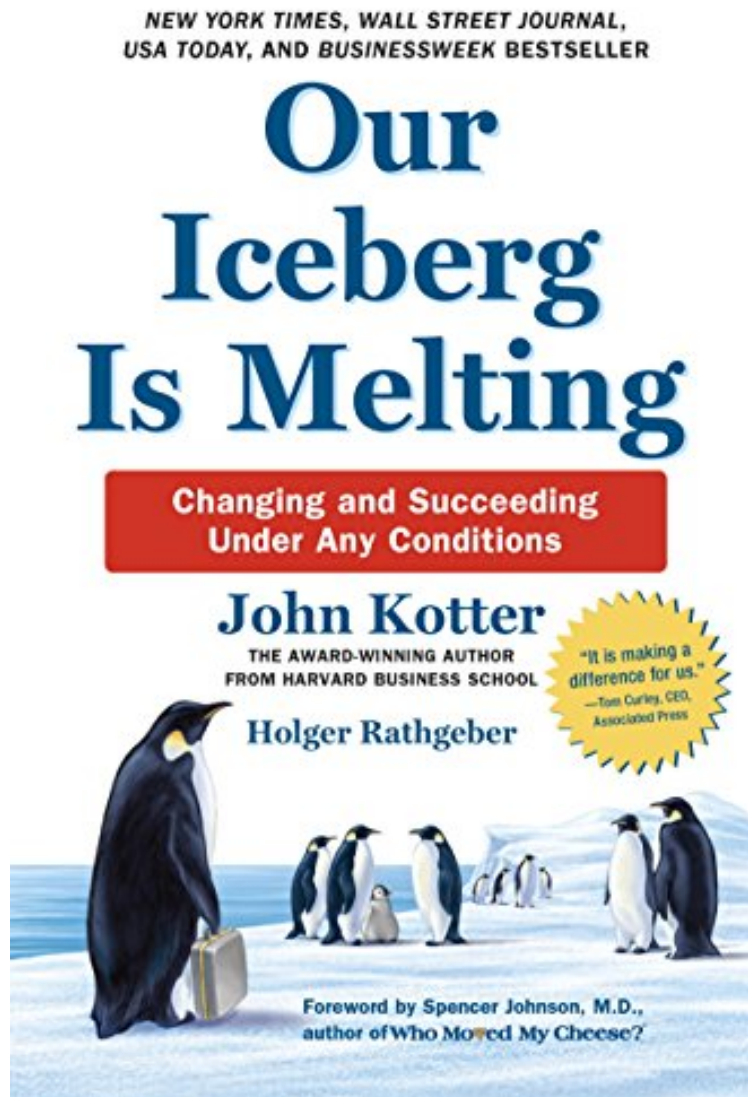


[Free pdf] Our Iceberg Is Melting: Changing and Succeeding Under Any Conditions

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

*John Kotter, Holger Rathgeber*

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**John Kotter, Holger Rathgeber : Our Iceberg Is Melting: Changing and Succeeding Under Any Conditions** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Our Iceberg Is Melting: Changing and Succeeding Under Any Conditions:

2 of 2 people found the following review helpful. Oh, no a melting iceberg! By Lynda L. Blevins 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. 1 of 1 people found the following review helpful. Excellent book for facing change By Dr R Srinivasa Murthy 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 "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. 0 of 0 people found the following review helpful. The "Penguin Book" Knows All... By Jeremy Hawk 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.

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. From the Hardcover edition.

.com 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. Copyright copy; Reed Business Information, a division of Reed Elsevier Inc. All rights reserved.

“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