



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

*John Kotter, Holger Rathgeber*

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**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.

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