Our Iceberg is Melting
by John Kotter

Changing and Succeeding
Under Any Conditions
GOALS

• To understand the fable *Our Iceberg is Melting*
• To analyze the characters in the fable
• To understand Kotter’s 8-step process of successful change
• To apply the 8-step process to change initiatives in Asheboro City Schools
Meet the author!

Summarize the Fable . . . In Sections

1. pp. 6-19
2. pp. 20-45
3. pp. 46-71
4. pp. 72-99
5. pp. 100-123
Your Task

- **PLOT**--Summarize the main events of your group’s section by writing three statements
- **SETTING**--Identify the setting in your section
- **CHARACTERS**--List the characters in your section
- **AUTHOR’S PURPOSE**--Determine the purpose and significance of this section
- Report out!
# CHARACTER ANALYSIS

<table>
<thead>
<tr>
<th></th>
<th>Distinguishing Characteristics</th>
<th>Personality Traits</th>
<th>Character’s Challenge</th>
<th>Character’s Role</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fred</td>
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<tr>
<td>Alice</td>
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<tr>
<td>Louis</td>
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<tr>
<td>Buddy</td>
<td></td>
<td></td>
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<tr>
<td>“Professor”</td>
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<tr>
<td>NoNo</td>
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</table>
Meet the Penguins!

• http://www.kotterinternational.com/kotterprinciples/our-iceberg-is-melting/understandingiceberg
Which character do YOU most resemble?

• Reflection . . . Can you make a connection to your Myers-Briggs personality traits?

• Reflection . . . Can you make a connection to your conflict style?
The 8-Step Process

1. Create a sense of urgency.
2. Pull together the guiding team.
3. Develop the change vision and strategy.
4. Communicate for understanding and buy-in.
5. Empower others to act.
7. Don’t let up!
8. Create a new culture.
The 8-Step Process

• http://www.kotterinternational.com/kotterprinciples/changesteps
# The 8-Step Process

<table>
<thead>
<tr>
<th>Your Step</th>
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<tbody>
<tr>
<td><strong>1. Define the step.</strong> What does it mean?</td>
<td><strong>3. What qualities or tactics made this step effective in the fable?</strong></td>
</tr>
<tr>
<td><strong>2. How did this step play out in the fable?</strong></td>
<td><strong>4. What qualities or tactics would make this step effective in a school setting?</strong></td>
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</table>
Applying the 8-Step Process for Effective Change

- Choose a change initiative for your school or our school district.
- Apply the 8-Step Process to the change initiative to assure effective or successful change.

OR
Applying the 8-Step Process for Effective Change

• Choose a past change initiative in which you have been involved or led.

• Reflect on how effectively the 8-Step Process was applied. What could have been done differently to have a more successful change?
Thank you for a great day!

• Please complete evaluation.