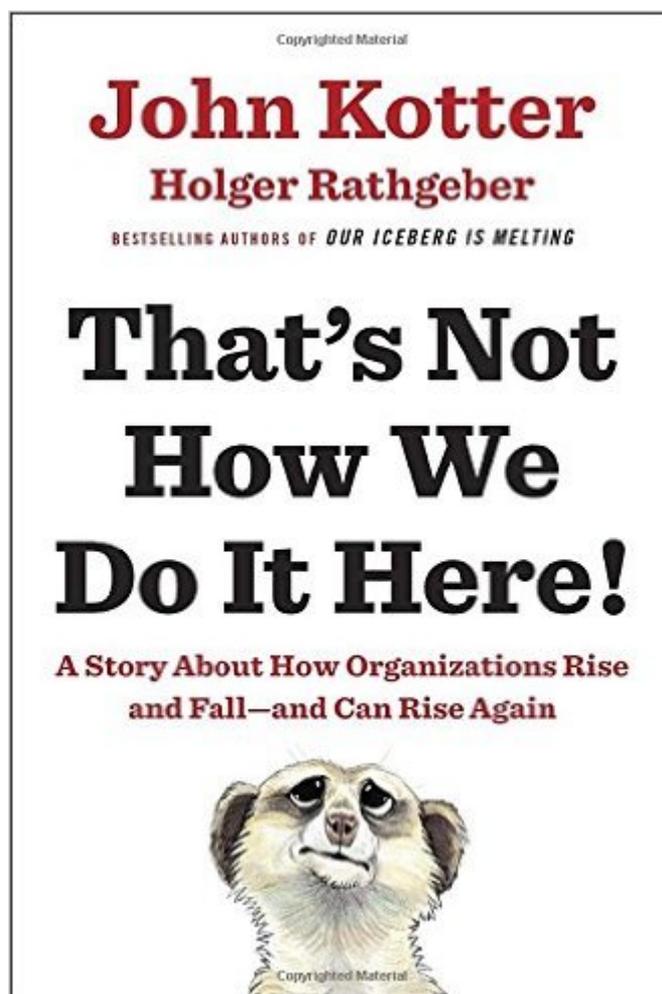


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# That's Not How We Do It Here!: A Story About How Organizations Rise And Fall--and Can Rise Again



## Synopsis

What's the worst thing you can hear when you have a good idea at work? That's not how we do it here!

In their iconic bestseller *Our Iceberg Is Melting*, John Kotter and Holger Rathgeber used a simple fable about penguins to explain the process of leading people through major changes. Now, ten years later, they're back with another must-read story that will help any team or organization cope with their biggest challenges and turn them into exciting opportunities.

Once upon a time a clan of meerkats lived in the Kalahari, a region in southern Africa. After years of steady growth, a drought has sharply reduced the clan's resources, and deadly vulture attacks have increased. As things keep getting worse, the harmony of the clan is shattered. The executive team quarrels about possible solutions, and suggestions from frontline workers face a soul-crushing response: "That's not how we do it here!"

So Nadia, a bright and adventurous meerkat, hits the road in search of new ideas to help her troubled clan. She discovers a much smaller group that operates very differently, with much more teamwork and agility. These meerkats have developed innovative solutions to find food and evade the vultures. But not everything in this small clan is as perfect as it seems at first.

Can Nadia figure out how to combine the best of both worlds—a large, disciplined, well-managed clan and a small, informal, inspiring clan—before it's too late?

This book distills Kotter's decades of experience and award-winning research to reveal why organizations rise and fall, and how they can rise again in the face of adversity.

## Book Information

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## Customer Reviews

I don't think the purpose of this book was to make me wish that I was a meerkat, but the meerkats in this book are open to trying a change in order to survive. I work in environment where the alphas and the betas (the names of the leaders in the book) are absolutely not open to trying anything new that does not come from the top, so yes, I wish I was a member of the tribe of meerkats in the book. This little story about meerkats and their environment changing in unexpected ways, was the perfect fable to see how organizations can rise and fall, and re-rise. The story is very interesting and really well written. Throughout the entire story I was comparing the meerkat's situations to situations I have been in. The story does a great job of showing how management and leadership need to be used in the same environment in order to survive these changing times. In bigger companies I've seen managers that call themselves leaders. They simply do not understand that they are not the same thing. I have also seen leaders that were so far from reality, they never delivered anything. They made a ton of motion but never got anything implemented. Something needs to be delivered eventually, and it should be what the user needs, not what the so called leader thinks the user needs. This book does an excellent job of showing the dynamics of the environments and how different types of change call for different types of leaders and managers. If you have read *Accelerate*, you know this story. What is different about this is how the story is delivered. It also has a much greater chance of being read if you hand it off to a friend.

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