

## **KTSofSkills - Soft Skills for Knowledge Transfer - Project n. 2022-1-IT02-KA220-HED-000089663**



This document reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



© 2025, Soft Skills for Knowledge Transfer Project. This work is licensed under the Creative Commons Attribution 4.0 International License (CC BY-SA 4.0) (<https://creativecommons.org/licenses/by-sa/4.0/>), which enables reusers to distribute, remix, adapt, and build upon the material in any medium or format, so long as attribution is given to the creator. The license allows for commercial use. If you remix, adapt, or build upon the material, you must license the modified material under identical terms. CC BY-SA includes the following elements: BY: credit must be given to the creator; SA: Adaptations must be shared under the same terms.

# THE ICEBERG

A Tool For Systemic Thinking in Knowledge Transfer

