

Diagnose *effectively* / Collaborate *better* / Innovate *faster*.



www.tirian.com

PROFESSIONALLY FACILITATED INTERACTIVE EXPERIENCES

Instruction Lead Training - ILT

Designed by Andrew Grant & Dr Gaia Grant (PhD) *Discipline of Strategy, Innovation and Entrepreneurship* | *University of Sydney Business School, & the TIRIAN team*



TIRIAN PTY LTD AUSTRALIA
TIRIAN PTE SINGAPORE

Tirian on a page



ABOUT US

Diagnose *effectively* / Collaborate *better* / Innovate *faster*.

Do you need innovative and practical solutions to business challenges?

Are you looking for original interactive learning experiences designed to help you prepare for change?

We are experts in diagnosing and building innovation capability in leaders and teams, to support sustainable change for our clients & partners. This is how we do it.



THE BIG IDEA

At the core of our programs is a methodology designed to involve the deliberate use of authentic experiences and facilitated reflection to create a lasting impact.

- Our corporate experience ensures what we present is actionable.
- Our academic research provides original validated content & a deep understanding of the topics.
- Our dedication to sound educational methods ensures the learning experiences are memorable & measurable.
- Our published books, papers, and client list support us as recognized international thought leaders.
- Our global experience ensures we are contextually aware and culturally fluent.

CORE TOPICS WE COVER



CREATE:

Be more creative –
to come up with better solutions faster



INNOVATE:

Become ambidextrous leaders –
to strategically plan for future-ready growth



COMMUNICATE: Lead high performance teams –
for closer alignment



COLLABORATE: Work collaboratively in a competitive environment
to improve engagement, morale & results



NARRATE:

Design a contextualised vision mission & values –
to ensure a consistent competitive brand & behaviours

RESOURCES

Books / White Papers
Assessment tools /
Do It Yourself self led canvases

PLATFORMS & METHODS

Digital & Virtual Webinars, Workshops
Keynotes, Conferences, Exec Retreats,
Consulting, Business Facilitation, Coaching,
Research, Gamified Simulations,
Team Building, Online self-paced blended
learning, Licencing & Accreditation.

CLIENTS

Global fortune 500 companies have entrusted Tirian to develop their leaders, facilitate teams, manage innovation and integrate their brand (see below)

OUR GLOBAL REACH – CONTACT US

Tirian services international clients with regional hubs, representative offices, licensed local partners, agents & hand-picked accredited associates.



THE DIRECTORS

Andrew Grant

Author, speaker, facilitator

Dr Gaia Grant (PhD)

Associate Adjunct Faculty, Work-Integrated
Learning Hub | Discipline of Strategy, Innovation and
Entrepreneurship | University of Sydney Business School



The future of work

FOUNDATIONAL LEADERSHIP DELTA SKILLS & ATTITUDES:

Research by the McKinsey Global Institute has looked at the kind of jobs that will be lost, as well as those that will be created, as automation, AI, and robotics take hold, and what is needed to thrive in the future of work (18,000 people in 15 countries). It has inferred the type of high-level skills that will become increasingly important as a result. Demand for technological, social and emotional, and higher cognitive skills will grow. Defining foundational skills criteria included: 1) add value beyond what can be done by automated systems and intelligent machines, 2) operate in a digital environment, & 3) continually adapt to new ways of working and new occupations. The research identified a set of foundational skills showing that higher proficiency in them is already associated with a higher likelihood of employment, higher incomes, and job satisfaction. ...

McKinsey
& Company

TIRIAN'S KEY TOPIC SUITES & PROGRAMS



TIRIAN'S KEY TOPIC SUITES CONNECTED TO THE FOUNDATIONAL LEADERSHIP DELTA SKILLS & ATTITUDES

COGNITIVE SKILLS

<ul style="list-style-type: none"> ● Critical thinking ● Structured problem solving ● Logical reasoning ● Understanding biases ● Seeking relevant information 	<ul style="list-style-type: none"> ● Planning and ways of working ● Agile thinking ● Work-plan development ○ Ability to learn ● Time management & prioritization
<ul style="list-style-type: none"> ● Communication ● Storytelling & public speaking ● Asking the right questions ● Synthesizing messages ● Active listening 	<ul style="list-style-type: none"> ● Mental flexibility ● Creativity & imagination ● Translating knowledge to different contexts ● Adopting a different perspective ● Adaptability

KEY TOPIC SUITES CONNECTED TO THE FOUNDATIONAL LEADERSHIP DELTA SKILLS & ATTITUDES

INTERPERSONAL SKILLS

<ul style="list-style-type: none"> ● Mobilizing systems ● Role modelling ● Win-win negotiations ● Crafting an inspiring vision ● Organizational awareness 	<ul style="list-style-type: none"> ● Developing relationships ● Empathy ● Inspiring trust ● Humility ● Sociability
<ul style="list-style-type: none"> ● Teamwork effectiveness ● Fostering inclusiveness ● Motivating different personalities ● Resolving conflicts 	<ul style="list-style-type: none"> ● Collaboration ● Coaching ● Empowering

SELF-LEADERSHIP SKILLS

<ul style="list-style-type: none"> ● Self-awareness and self-management ● Understanding own emotions & triggers ● Self-control & regulation ● Understanding own strengths 	<ul style="list-style-type: none"> ● Integrity ● Self-motivation & wellness ● Self-confidence
<ul style="list-style-type: none"> ● Entrepreneurship ● Courage & risk-taking ● Driving change and innovation 	<ul style="list-style-type: none"> ● Energy, passion, & optimism ● Breaking orthodoxies
<ul style="list-style-type: none"> ● Goals achievement ● Ownership & decisiveness ● Achievement orientation ● Self-development 	<ul style="list-style-type: none"> ● Grit & persistence ● Coping with uncertainty

About the designers / directors: Andrew Grant & Dr Gaia Grant

[Andrew Grant](#) and [Dr Gaia Grant](#) (PhD) are innovation transformation specialists who have spent 30 years travelling the world to look at creativogenic cultures, and why is it that some societies & companies seem to have raced ahead with innovation, while others appear to have been left behind.

They are authors and professional speakers who are best known for their innovation culture development work with top companies worldwide. They have created a number of unique corporate simulations and resources, and have published two international bestseller books: *The Innovation Race: How to change a culture to change the game* and *Who Killed Creativity?... And How Can We Get it Back?: 7 essential strategies for making yourself, your team and your organization more innovative*.

Gaia is recognized internationally for her (PhD) breakthrough doctoral research into innovation sustainability through the discipline of Strategy, Innovation and Entrepreneurship at the University of Sydney Business School, having previously studied creative thinking and innovation with the State University of New York. (MSc & Grad Dip Change Leadership). Gaia was appointed by The Australian Institute of Company Directors and the peak Australian Superannuation Association Fund to research the importance of creating cultures in organization that promote accountability and integrity in innovative ways following the outcomes of the Haynes Royal Commission. They have been featured in/on Harvard Business Review, CCTV, Reuters, Fast Company and the Wall St Journal.

The Grants are recognised as global authorities on creative thinking and innovation, having been engaged by market innovation leaders for the following sample projects: Nestle – ‘*Innovation for Sustainability*’; Disney – ‘*Creating Compelling Ideas*’, Mercedes Benz – ‘*Innovative Brand Positioning*’; Estee Lauder – ‘*Reimagining Regional Retail Models*’, Salesforce – ‘*The Future of Marketing*’, Duke University (UAE Prime Minister’s office) – ‘*Building Future Leaders*’, along with many large finance institutions including: Citibank, Deutsche Bank, Visa, Goldman Sachs, Allianz, Alibaba (Dana) & UBS.

High profile international conference keynote presentations have included: Young Presidents’ Organisation (YPO) Global Edge, PwC US National Conference, Four Seasons Hotel International CEO Conference, The World Innovation Conference, TEDx, Salesforce Roadshow, HR Summit & HR Smart Workforce, Innoday, Gartner, APEC CEO Summit / APEC University Leaders’ Forum.

“Masterful story tellers who have compiled a rich set of tools for sustainable innovation methods.”

Salesforce

“You engaged our teams to really think through the value of creativity in business.”

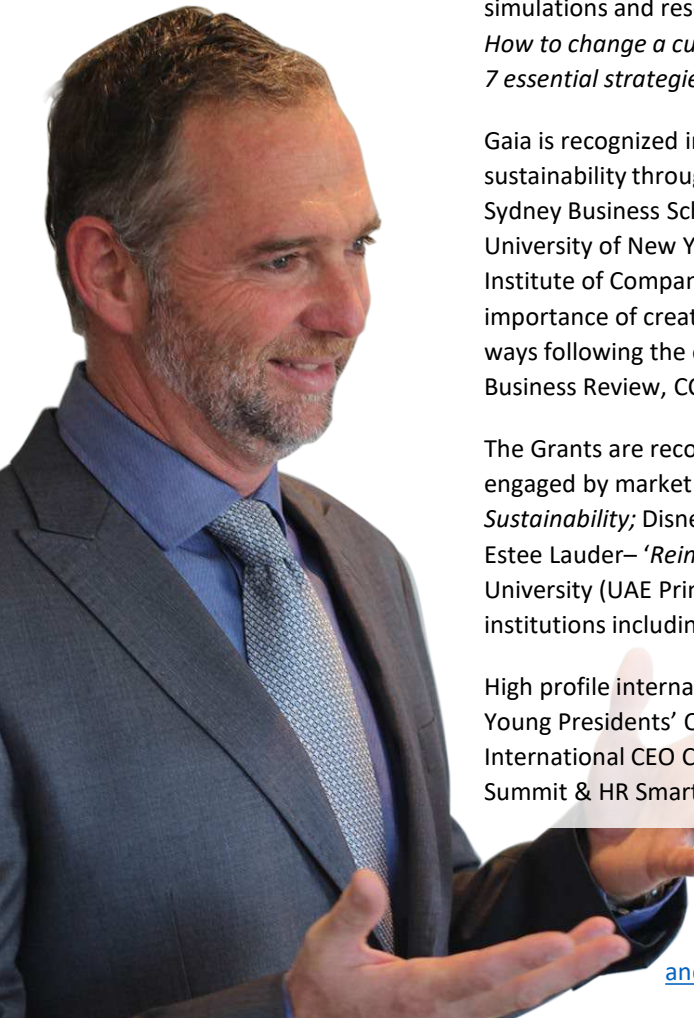
Erik Skramstad | Partner / Director PwC (USA)

[More ... YouTube endorsement playlist](#)

Andrew and Gaia’s 30+ years of international presenting & facilitation ensures a risk-free, actionable and highly engaging sessions that are always targeted and relevant. They are available as independent presenters and as co-presenters. As personal and professional partners, they can provide unique business, educational and academic perspectives with plenty of interaction in any context. They are both globally minded and culturally fluent.

Not-for-profit organisations, Education & Government projects include: designing programs for impoverished farmers (Indonesia), aid work (El Salvador), strategic planning for refugee organisations, drug education for tribal groups (Thailand), leadership development for the World Bank, and producing health curriculums for more than 25 million teachers / students (India).

<https://tirian.com/team/andrew-grant-gaia-grant/>



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SYDNEY
BUSINESS SCHOOL

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