

"I've spent over 12 years on the speaker's circuit working with the biggest name speakers in the world, and Andrew's talk today was one of the best I've ever seen. He had the audience spellbound for over 90 minutes straight."

Nick Swisher USA



Andrew Grant Gaia Grant

unlocking the secrets to getting
BETTER SOLUTIONS FASTER

International Company Founders and Directors

Andrew and Gaia Grant are the Founders and Directors of Tirian International – a company which specializes in developing people to improve organizational effectiveness. Tirian's programs have been delivered successfully to Fortune 500 companies around the world over the last 15 years and are now being sold under license internationally.

Cross-cultural adventurers

Originally from Australia, Andrew and Gaia travelled the world before settling in Indonesia for 14 years – making the 'seachange' move that most only dream of. Starting from a thatched beach hut in Bali as a business base, they now work with top corporate clients worldwide. Along the way they have encountered various inspirational personalities such as, world champion sports achievers, CEOs, Hollywood celebrities, tireless aid workers, & politicians – as far afield as Europe, the Middle East, Asia and the US. Andrew and Gaia now have a unique understanding of cross-cultural issues and working in emerging markets, having now presented in over 30 countries and to more than 40 cultures.

Pioneering creative thinkers

The latest research into creativity reveals that the more diverse your cultural experiences, the more creative you will be – which would explain why Andrew and Gaia Grant are recognized as creative thinking pioneers. Andrew and Gaia bring a unique contemporary perspective to the field of innovative thinking and problem solving, having written over 30 original and sophisticated organizational development programs on the market today. They have also authored several books.

Committed change agents

Andrew and Gaia have successfully facilitated organizational transformation at all levels through targeted self, team and organizational leadership strategies. As well as their corporate work, Andrew and Gaia's international development work has included: wilderness programs for teenagers at risk, plus work with drug dependant tribes of Burma, an orphanage in war torn El Salvador, an education program for a Philippines University, and development of a comprehensive health curriculum for 25 million children in India.

Engaging presenters

Andrew and Gaia's backgrounds in Education & Psychology and their experiences in the dramatic arts have ensured they engage and entertain audiences, blending fascinating personal stories and interactive exercises with the latest research and case studies. The end result is intelligent & humorous motivational sessions with solid personal & business outcomes.

keynote presentation topics

GETTING BETTER SOLUTIONS FASTER

The Creative Connection™

Hands up: Who killed creativity? Practical tools for creative thinking and problem solving.

Inventing the Future™

What stories do customers & staff tell? How does that impact an organizational culture? Driving sustainable change through consistent values and vision.

EMPOWERING LEADERS AND TEAMS FOR ACTION

Building the Corporate Village

Redefining teams to create a solid corporate identity.

Risky Business

Understanding teams in crisis situations.

The Reality of Virtual Teams

Challenges virtual & cross cultural teams face.

The Collaboration Concept

Collaborative principles for enduring transformation.

Dynamic Interaction

Optimising team strengths.

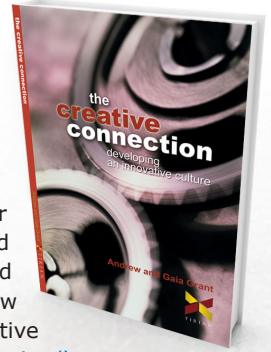
Mission Possible

Creating an authentic engaging vision, mission and values.

The Creative Connection™ Hands up - Who killed creativity?

Understanding the current creativity crisis + practical tools for getting it back

Are we facing a creative thinking crisis? Do people lose creative ability or confidence over time and if so who or what is responsible? This session reveals what can kids teach us about creativity and how this is supported by the latest research from Harvard. The future of business will clearly require superior innovative thinking and problem solving skills and yet so many feel paralysed to act quickly and confidently when it comes to finding new ideas and solutions. Discover how leaders can create and nurture an environment that supports genuine creative thinking and development. (more info <http://www.tirian.com/programs-services/dimension-2/creative-connection/>)



Combine this keynote session with: The Chocolate Factory™

Overindulge in a chocolate feast, and at the same time participate in a unique experiential learning hands-on exercise which simulates the problems of a non-productive company and addresses the issues of customer dissatisfaction, low staff morale, and failing organizational processes. Discover what can happen to the bottom line with effective creative thinking and problem solving. (More: <http://www.tirian.com/programs-services/dimension-2/creative-connection/chocolate-factory.php>)

Inventing the Future™ Building a sustainable organisational culture

What stories do customers & staff tell? How does that impact organization culture? Driving sustainable change through consistent values and vision

Rapid change, increasing demands, fewer resources > no wonder people are reporting higher levels of stress than ever before. Almost a half of employers and employees recently surveyed* have reported an increase in workload, and at the same time less than half employees have been found to be satisfied by their work. The future of business will be all about establishing and maintaining a proactive organisational culture that can support positive transition. Through this session groups learn to identify patterns and from these define enduring principles for creating a sustainable organization and avoid breakdown and collapse – before it's too late. By identifying the stories people tell and analysing these, leaders and teams gain an understanding of significant experiences and issues that may need to be acknowledged and managed. Through the deliberate use of narrative, the power to shape the organisation's culture is then also introduced. The session ultimately aims to empower organisational vision and mission, to increase morale, create more opportunities for buy in, and establish positive principles and actions for moving forward collaboratively. (*Metlife & Conference Board 2010)
(More: <http://www.tirian.com/programs-services/dimension-2/inventing-future-leader-story-teller/>)



Combine this keynote session with: What Happened to WAT™

Based on actual historical events with connected case studies that range from Angkor WAT to the Tower of Babel and the more recent sub-prime recession, this clever game-theory simulation enables individuals and teams to discover first hand why it's so important to prevent a collapse by creating a strong organisational narrative and values. Challenge your team to dig for clues and gather the resources to rebuild the historic temple of Angkor WAT, and in the process see if they can avoid becoming victims to the values that destroyed a whole civilisation. (More: <http://www.tirian.com/programs-services/dimension-1/what-happened-to-wat/>)

The Life Rhythm™ Building mental resilience for greater life balance

Achieving more, enjoying more. Strategies for achieving greater life and work satisfaction

From their sea change experience of living in Bali to working with top business executives around the world, Andrew and Gaia Grant share enduring principles on how to build mental resilience and balanced life strategies to cope with fast paced contemporary demands. The session introduces clear methods for managing energy levels, and provides inspiration from a range of individuals – including world champion sports people and high achievers interviewed by the Grants – on how to create a mindset that will see anyone through life's challenges. After working with CEOs through to aid workers in worn torn El Salvador, the Grants have built up a wealth of experience and formed a unique perspective that has helped them create a riveting and motivating session.
(More: <http://www.tirian.com/programs-services/dimension-2/life-rhythm/>
<http://www.tirian.com/programs-services/dimension-2/ultimate-optimism/>)

client feedback



"Your opening keynote at our YPO & WPO Global Leadership Conference received one of the highest rankings ever for an event like this."

**Board Member YPO
(YOUNG PRESIDENTS ORGANIZATION)**

"Compelling ideas that are worthwhile for use in our marketing."

Regional General Manager & Senior VP DISNEY

"You really brought learning to life"

Regional CEO AT&T

"You gave us a great understanding of our team."

Regional President KIMBERLEY CLARKE

"Extremely impressed, all of us could identify with the points being drawn out & relate them back to the workplace."

**National Director of Business Development
GLAXOSMITHKLINE**

"Top marks for helping us develop our key strategic initiatives"

Global Operations UBS INVESTMENT BANK

<http://www.tirian.com/presenters-facilitators/andrew-grant/>

<http://www.tirian.com/presenters-facilitators/gaia-grant/>

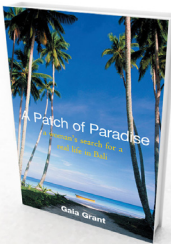
video endorsements



<http://www.tirian.com/multimedia/client-experiences-feedback.php>

- Nick Swisher: Nelson Motivation (USA)
- Jon Niermann: President Electronic Arts (EA) Asia / TV Host Asia Uncut (Star TV)
- Shobie King: Professional Conference Organizer (Australia)

in the media



As told in Gaia's book "A Patch of Paradise" (Random House), & "the Rhythm of Life" (Transworld) Andrew and Gaia's personal story of struggle and success provides the authenticity and integrity of a unique approach to life and work. Andrew and Gaia's story has been featured in the Asian Wall Street Journal and they have also been interviewed in a number of other key media, including BBC TV, ABC TV and Channel 9's Good Morning Australia, and a range of Australian and international radio programs & newspapers.

a selection of resources

