
Synchronized Team Solutions

We appreciate your interest in learning more about our company and what we offer. We would like to outline here some information that we trust will be useful for your future reference.

Our approach

Tirian creates positive intervening experiences that build platforms for open discovery and exploration of important issues. These experiences break down the barriers and drive individuals to work toward structured outcomes and to achieve full potential within the context of the organization.

We use innovative high impact engaging group experiences covering the spectrum of human development. We do this by:

- Balancing strengths
- Focusing direction
- Aligning commitment

We believe that good teams and inspired leadership doesn't just happen by chance, so a positive environment for open discovery and discussion of the pressures teams face today and how they can be addressed needs to be deliberately created.

Our programs

Tirian has designed a 'synchronized team development system' that works at three levels, or through 'three dimensions'. By starting with experiential exercises (DIMENSION 1), moving through to focused workshops or seminars that address the specific issues raised (DIMENSION 2), and then looking at how to effectively implement the learning experiences back into the organisation (DIMENSION 3), our learning is integrated and has greater long term impact. Please see the brochure folder and menu for more information about how these programs create dynamic sequential learning opportunities.

Tirian's own 'Team Positioning System' (TPS™) – which is based on a survey of thousands of client participants we have worked with – allows us to isolate issues that need addressing. We then choose the relevant modules from each of the dimensions in the menu to tailor a program that will meet those needs.

Our exclusively designed DIMENSION 1 experiential programs include such diverse experiences as: **Catch Me If You Dare™**, a futuristic simulation role play which helps teams deal with crisis, risk and reputation management; **The Sky Is Not The Limit™**, a journey into outer space which highlights team issues of balancing cooperation and competition through a series of missions; **Endangered™**, an active tribal challenge to save an endangered animal, which focuses on teams learning to deal with change and multi task in order to survive; and **Take 2™**, a program that allows teams to understand the core values of their company through a creative and often hilarious movie making process.

Through our exclusively designed Tirian programs, including **On Thin ICE™** – an ‘expedition to Antarctica’, participants are made aware of the importance of managing stress within teams. In the ‘ICE’ program a simulated ‘Antarctic expedition’ creates the context for this. As part of the expedition, participants are invited to complete a mission to examine the effects of global warming on the continent and the rest of the world, while at the same time learning to combine the different strengths of the team through planning and communicating team strategies. This program can be run as an interactive exercise with simple props – or can be supported by a full Hollywood set up to create a special visual impact.

All of these programs are supported by interactive DIMENSION 2 seminars, keynotes and workshops, which enable the group to dive deeper into the relevant subject areas in a way that engages each participant and brings the issues to life – also assisting with practical implementation into the workplace. These seminar modules can easily be integrated into a comprehensive team or leadership program, which can address issues at all levels. Our **Contemporary Leadership Excellence** program, for example, focuses on enhancing leadership potential through the **Dynamic Interaction, Inspiring Leadership, Account / Ability** and **Maximum Potential** modules.

The impact

Tirian’s innovative programs have helped **Disney** participants explore their **creativity**, **Hewlett Packard** consider how they can make their **vision** and **mission** statements more relevant to their local staff, **Federal Express** work more effectively with **virtual teams**, and **Standard Chartered Bank** deal with personal **risk management** and dealing with crises as a team. We have also worked multi award winning **Four Seasons Hotels** in developing **branded customer service**. These are but some of the practical applications of Tirian’s range of programs.

regards

Andrew and Gaia Grant

DIRECTORS

About Tirian

Tirian was established in Australia in 1988, and began to open offices around Asia in 1997. Tirian now works extensively throughout the Asia Pacific region and further a field with presenters and facilitators based in Bali, Jakarta, Sydney, Melbourne, Singapore, Kuala Lumpur, Tokyo and Hong Kong – as well as in Europe and the Middle East. Tirian is fast becoming known for the unique and creative programs they design, and they continually receive rave reviews from clients. Specializing in customized programs for executives, Tirian programs are in high demand. Tirian's Directors and program designers Andrew Grant and Gaia Grant, who are based in Bali, are regularly invited all over the world to speak about team and leadership development in Asia. They have written several books and had feature articles on them in the Australian Financial Review and the Asian Wall Street Journal along with appearing on TV and radio. www.tirian.com email info@tirian.com

Frequently asked questions

Who is Tirian? www.tirian.com/intro/about_us.htm

Tirian is a leading training and consulting company specializing in organizational development. Tirian works closely with individuals, teams and organisations in a broad range of industries and has built up a strong reputation with an exclusive selection of top clientele. Tirian's programs involve the deliberate use of action events and facilitated reflection to bring about lasting change and learning. Tirian's deliverable outcomes are to re-balance, re-focus and re-align teams ...

What can Tirian achieve?

- How much is a Tirian program worth? See what people have said about the results we can produce... www.tirian.com/intro/measuring_value.htm
- Why are Tirian programs effective? www.tirian.com/intro/learning_opp.htm
- What is the difference between a keynote speaker, facilitator & a trainer? What is experiential learning? What does Tirian mean by "debriefing" www.tirian.com/intro/definitions.htm

What methods does Tirian use to ensure results? www.tirian.com/intro/method.htm

Tirian has a strong educational background that provides for quality learning experiences, and ensures what is learnt lasts. *"You brought learning to life" President AT&T Asia*

How can Tirian ensure deliverable outcomes? www.tirian.com/_private/proposal/3step.htm

By using TIRIAN's 3 step assessment tool: 1) assesses the situation, 2) design and delivery of suitable programs 3) follow up to ensure outcomes are implemented into the workplace.

Where can Tirian run programs? www.tirian.com/settings/setting_intro.htm

Tirian is an Australian founded company with a wealth of experience in overseas cultures and countries. We have bases and teams in Singapore, HK, Bali, Jakarta, Australia and KL. We are available and experienced to run programs throughout the world.

Who are Tirian's clients, what programs have they participated in, and what do they say about the impact of Tirian in their organisation?

www.tirian.com/endorse/nfendorsements.htm - www.tirian.com/news/past_programs.htm
Clients include: Accenture, ANZ, AT&T, Cisco Systems, Citigroup, Deutsche Bank, E&Y, Four Seasons Hotels, Goldman Sachs, GSK, Nokia, PWC, MTV, Starwood Hotels, TNT.
"Well organised, tremendous and extremely worthwhile" Dir Channels Asia/Pac Cisco Systems

Who are Tirian's presenters? www.tirian.com/profiles/nfprofiles.htm ...

All our presenters and facilitators are professionals who bring with them years of experience along with the relevant qualifications. We have both local and international people to draw on who understand both the corporate needs of groups and the local environment.

What are Tirian's Unique Selling Points? http://www.tirian.com/_private/proposal/diff.htm

Creative...Educationally sound...Unique...Delivered in a way that is relevant and impacting.
"Stimulating in approach – Intelligent in content"

How unique are Tirian's programs? www.tirian.com/_private/proposal/license.htm

When you choose a Tirian program you are receiving an exclusive program. All Tirian's programs are original and designed by Tirian and then customized to the client as needed.

How can I present Tirian to a committee or team?

- 5 minute pps slide presentation containing general information about Tirian download a power point pps doc from <http://www.tirian.com/intro/TIRIANslidiv4.4.pps>
- Web linked Video samples (Low resolution). www.tirian.com/_private/video/index.htm

Client comments

"The experiences you took us through brought learning to life. At AT&T we are undergoing so much change, and a lot of the learnings will equip us well in a very memorable way to deal with the changes. What we saw in the program was an incredible attitude, an attitude characterised by team work and a spirit of collaboration rather than competition, and a lot of creativity. This program really reinforced the importance of respect and diversity on multiple levels. It was fascinating."

**President and CEO
AT&T Asia Pacific**

"You quickly and perceptively understood our strong company culture. What you gave us was a better understanding of the group dynamics and a better way to benefit from unrecognized strengths, opening up important sources of talent and energy that we had not recognized. Even to this day your input still has an impact on how we solve problems and work together as a team."

**General Manager
(Multi award winning) Four Seasons Resort Bali Indonesia**

"You gave us compelling ideas that are worthwhile for use in our marketing."

**General Manager & Senior Vice President Consumer Products
Disney Asia/Pac**

"A very memorable program that will not be forgotten for a long time. Everybody got something out of it. We had a lot of fun, but we also learned and internalized the message about what we can do to work as a team."

**Managing Director & Regional Head of Human Resources
Deutsche Bank Asia Pacific**

"You guys exceeded my expectations. You motivated us with a lot of enthusiasm and appropriate leadership."

**Manager (NES)
Accenture Japan**

"Not just a day of fun, but something that will contribute to our success."

**Vice President Marketing Asia Pacific
FedEx**

"Extremely well received, thoroughly enjoyable, very professionally put together ... with some great takeaways."

**Economist
Citigroup Hong Kong**

Tirian in the Media

Full articles can be found at www.tirian.com/media/index.htm) If you would like to run one of Tirian's articles, or have Tirian write a specific article, please contact us.

Happiness and Lifestyle Balance

Asian Wall Street Journal - 'A Wealth of Happiness' (feature)

A 3 week special series looking at happiness research throughout the world. The final week features Andrew & Gaia Grant's lifestyle change that carefully balances a successful work and family relationship, and how they are now able to help other executives manage this balance. Relates to Tirian's 'Finding the Balance' sessions.

Creativity

Asian Wall Street Journal: 'Wanted A Breath of Fresh Air'

"Creativity is like air, hard to see and difficult to find, but if companies don't get enough of it they will die. Andrew Grant (Managing Director of Tirian) says that creativity should be at the core of everything from team building to brainstorming ..." Relates to Tirian's 'Unlocking Creativity' program.

Crisis Management and Issue Reputation in Teams

Australian Financial Review: 'Coping in a Culture of Perpetual Crisis'

An Australian company is helping businesses in Asia learn how to deal with a crisis. As Bill Pheasant discovers, it's now being put to the test.
More on Crisis Management

HR Monthly Australia: 'Are you Secure?' (Cover Story)

"Tirian: Surviving Bali: For organisational development company Tirian, the Bali bombings were just one more crisis ..." More on Crisis Management

Asia Times Online: 'Crisis on, chicken off the menu'

Gary La Moshi from Asia Times Online interviews Andrew Grant, MD of Tirian and designer of Catch Me if you Dare, to look at how organisations can prepare themselves to avoid costly mistakes. "As usual, the costs of government failure to deal with looming crises until it is too late will be eaten by ordinary people, who will also be force-fed a diet of doubletalk."

Relates to Tirian's 'Catch Me If You Dare' crisis simulation role play program.

Team Development

Incentive & Meetings Asia Lateral Golf: 'A culture mix'

"Lessons they learn in the way we present golf can be taken back and applied in an office context, while we challenge them that the wisdom they learn as managers, should be applied to win the golf games..." Relates to Tirian's Lateral Golf program

Incentive & Meetings Asia Team Building Bonding Rituals - Looking for strong returns.

"Discerning clients are starting to distinguish between team activities and team development and want much more than childish games. Clients are looking for clearly defined outcomes..."

Human Resources Exotic Adventures

Tirian's cultural adventures encourage participants to learn about themselves through eyes of others... relates to Tirian's 'Cultural Adventure' programs.

Others**INTERVIEWS with Gaia Grant**

Author of a "A Patch of Paradise" about living and working in Bali during turbulent times. (2002)

- Asian Wall Street Journal '3 hours in Bali' with Gaia Grant
- Malaysian Sun
- Adelaide Herald
- The Australian
- Garuda Inflight Magazine
- Qantas Inflight Radio
- Good Morning Australia TV
- Radio Stations Australia and Singapore

INTERVIEW with Anita Billings

Setback propels executive along dynamic career path. (South China Morning Post- feature article 2005)

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TIRIAN DIRECTORS
Gaia Grant


(BA Dip Ed BD Hons
MEd Hons Cand)

[more comments](#)

Gaia Grant (BA Dip Ed BD Hons MEd Hons Cand) is a perceptive communicator who is able to use her unique insights into individuals and cultures to enlighten groups. Gaia is the author of several books, including: "Living in Three Dimensions", "A Patch of Paradise" (Random House) and "The Rhythm of Life" (Transworld), which examine cross-cultural principles in relationships and work. Gaia's research and extensive travel to many unique countries has given her an appreciation of society's values and the affect these have on the individual. With a background in Education and Psychology, Gaia is able to utilise a diverse range of ideas to ensure her audience can relate to and integrate new concepts quickly and easily. Gaia continues to write for travel magazines and on personal and relationship issues, and is regularly asked to speak about her thoughts and experiences. She is a highly skilled and creative program designer with the ability to perceive deeper needs and find ways of exploring these positively and purposefully. Gaia has featured on Australian radio and TV, & in several international business magazines.

**Andrew
Grant**

(BEd Dip Tch)



*"You brought
learning to life"
(CEO, AT&T Asia
Pacific)*

Andrew is enthusiastic about expanding people's views of themselves, their work and their personal environment. His creative, innovative and motivating approach to individual and group development adds energy and depth to any conference or training program. A skilled communicator in all areas, from keynote speaking to facilitating, he is able to bring groups to new levels of understanding and appreciation of themselves and others. Andrew has been in high demand as a keynote speaker & facilitator in over 14 countries, and has successfully worked with over 30 different nationalities. He has consulted to, addressed and trained some of the top executives in multinational companies throughout the world, including AT&T, Aman Resorts, Accenture, Deutsche Bank, Citigroup, Cisco Systems, Disney, GSK, MTV, Salomon Smith Barney, Starwood and the Four Seasons Resorts.

Andrew has also co-authored several books including "Living in Three Dimensions" and several educational resources in the area of Personal Development. He is the founder of Tirian, the writer and designer of Tirian's programs, and has featured on Singapore radio, Australian & BBC TV, and several international magazines including the Asian Wall St Journal. Drawing from his background as an Educator, Andrew is able to ensure that his methods of input have a significant impact.

Along with business and corporate work, Gaia and Andrew have been involved in many other fields of training, including working with aid projects in El Salvador and tribal groups in Thailand/India. They have been a lecturer in Education at the Central Philippines University and has worked with TAFE teaching communication modules, and more recently she has worked with the International and Indian Schools Total Health Program as an Associate Director, writing for and training senior education, health and political officials to produce a program that will become the standard text throughout India and other developing countries. This project is targeted to reach over 25 million children worldwide. Gaia and Andrew are the founders and directors of Tirian.

www.tirian.com/profiles/gaia_grant/index.htm

SOME OF OUR SPECIALIST PRESENTERS

Dr Peter Downey
BEd, MA, EdD



A dynamic and entertaining speaker and facilitator, Peter uses his background in education and public relations to apply realistic principles to the corporate world. He holds a doctorate in education and is the author of three internationally best-selling parenting and marriage books. His specialties include men's issues, burnout, the principles of high achievement and the family/work balance. Peter is a popular commentator on a range of television and radio programs and was recently featured on the ABC Television special "Australian Story". His aim is to bring the sometimes dry academic and intellectual world to the wider audience with a pleasing mix of humour.

Video: www.tirian.com/_private/video/keynote_pd.wmv (0.2 mb very low res/sound and picture quality)

www.tirian.com/3d/d2/keynotepd.htm

John Harvey
LLb
(Special presenter)



John's specialty is the psychology of the subconscious mind. With a background as a Barrister, Corporate Accountant, and Television presenter/executive, John has a broad range of professional experience. As well as excelling in each of these fields, John worked as a co-scripter / writer for the popular TV series LA Law. After personally combating terminal illness through special training and use of the subconscious mind, John has redirected his energies to helping others realise their own potential and achieve in their chosen field. Recently John has been in high demand as a personal and team coach, helping people develop their minds to achieve extraordinary goals. He has coached Olympic and Commonwealth games athletes, professional champions in water skiing, tennis, hockey, and several players from the West Coast Eagles AFL team. In his new role he has been responsible for creating the Mission Statements for Shell Australia subsidiary, the Robert Holmes Acourt Bell Group and Toyota franchises. For the last fifteen years John has successfully fought terminal cancer – after originally being told he only had 14 months to live. He has gone on to win several gold medals at the Australian indoor rowing championships and bronze at the world titles. John featured in a television documentary called "In Search of Excellence", which looks at the secrets to his success as a self-talk coach. The program was televised to over 200 million people in more than 9 countries.

www.tirian.com/profiles/john_harvey/index.htm

Bruce Haddon
MA Grad Dip AFAIM



Bruce Haddon gets paid for how he thinks. Originally trained as a music arranger at the NSW Conservatorium, he became one of few Australians to write a global TV jingle and toured as musical director for US Soul legends "The Drifters". Recipient of major advertising awards, Bruce wrote and directed Singapore's largest business press campaign for global bank ABN AMRO and the Caltex brand 'Starmart' now seen in thirteen countries. Bruce named billion dollar superannuation brand "LifeTrack" and international company Business Thinking Systems. He joined speakers from 16 countries at the Fourth World Innovation and Strategy Conference. Bruce holds a Masters Degree in Management from Macquarie University and a Graduate Diploma in Marketing. He was called as a witness to two Federal Government Enquiries and is in demand as a speaker on creative thinking for corporate innovation and personal development. (Sydney Based)

www.tirian.com/profiles/bruce_haddon/index.htm

April Swando Hu MBA
BSc




HK / China Business
Development Manager


*English / Mandarin (some
Cantonese)*


April has over fifteen years of executive learning management experience in major countries in Asia. She is firmly committed to the provision of learner-based, results-oriented, behavioral-oriented experiences for the adult learner. Her strength is being able access a wide range of inputs from e-learning technology to academic accreditation endorsements for high quality, affordable executive development programmes. April has served as VP in Business Development for NextEd Limited, a Hong Kong based firm that offers web-based services for the delivery of accredited education programmes. From 1999 to 2001, she was CEO to Global University Alliance, which consists of ten universities from around the world providing quality education to corporate and individual students primarily using the Internet. She has worked as a Principal Consultant for PA Consulting Group where she headed the Human Resources Unit to develop customized management assessment and training services for the corporate market. Previously, she worked with Honeywell and IBM. She has consulted British Telecom; AT&T; Bristol Myers-Squibb (China); Lufthansa; and Northwest Airlines. She holds a BS Electrical Engineering from Yale University and an MBA from Stanford University Graduate School of Business.

www.tirian.com/profiles/april/index.htm

<p>Robin Speculand MBA</p> 	<p>Robin Speculand's specialty is in enhancing whole organisation performance. Robin was Citigroup's Regional Vice President / Service & Quality Manager for Corporate Bank, Asia Pacific. He assisted the 13 countries in the region, where Citigroup has a Corporate presence, to implement the global breakout strategy, based on Six Sigma and behaviour change. He moved to Singapore at the invitation of the Service Quality (SQ) Centre, a joint venture between Singapore Government and Singapore Airlines where he managed the International and Local Business Development team. He is the founder and President of BRIM – Business Roundtable for Innovative Management, (a Singapore based think tank) and a holder of a Silver Medal in public speaking. He is also a Singapore (Quality Award) Class Qualified Assessor. Robin is a specialist in the implementation of strategies and initiatives into organisations. He is an excellent event facilitator and engaging public speaker.</p>
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<p>Carol Fusek BA(Art) BA(Hist) Singapore Manager</p> 	<p>Carol Fusek has lived and worked in the Asia region since 1991. Prior to joining the Tirian team she worked as a Supply Chain and Customer Service professional and brings with her 26yrs of experience in the Procter & Gamble Company (P&G). During her first 11 years in Asia with P&G her responsibilities included developing Customer Teams with major retailers in Australia, creating robust distribution and customer service teams in Malaysia and Singapore, and improving the reliability of snack food imports from the US into Asia. As Associate Director of Customer Service Logistics, Asia, she helped lead a radical organization re-design which led to the creation of a regional Customer Service Logistics centre in Singapore. While at P&G she received a Lifetime Achievement Award for her work leading the development of Customer Service training and mastery across the P&G service teams in Asia. www.tirian.com/profiles/carol_f/index.htm</p>
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<p>Paul Brown</p> 	<p>As a highly sought after international keynote speaker and renowned authority on health and fitness, Paul combines contagious energy, researched facts and amusing anecdotes to deliver a dynamic message of great relevance to the entire business community. Four times Australian Aerobics Champion and a former Health Club owner, his Australian based consultancy, Paul Brown Global Fitness, now works with over 30 health and fitness businesses around the world.</p> <p>Having taught about health and fitness for the past 11 years, Paul has featured in and opened some of the world's largest industry conventions in the United States, Australia, New Zealand, Asia and India, ranking as one of IHRSA's (International Health, Racquet and Sports Club's Association) top speakers. See video link www.tirian.com/_private/video/keynote_pb.wmv</p>
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<p>Dr Martyn Newman Bapp Sc (PrestonIT) DipEd (LaT) MA (Berkeley) Grad Dip Ed Psych MPsych (Monash) PhD (Syd) MAPS <i>Guest Associate</i></p> 	<p>Dr Martyn Newman has developed an international reputation as an expert in unlocking the power of emotional intelligence for business success. As a corporate psychologist he has worked with a variety of companies in building their emotional capital such as GlaxoSmithKiline, Worldcom and Dixons (UK) among others. He is a founding Director of Byzedium, a leadership and management development company that focuses on releasing the power of people to create more successful businesses by bringing the power of Emotional Intelligence (EQ) to the workplace. Martyn is a leading Australian authority on applying Emotional Intelligence to business and has developed proven strategies and practical programs that assess, develop and deliver commercial value.</p> <p>Martyn holds several post-graduate degrees in psychology, philosophy and religion, and ethics and is a member of the Australian Psychological Society's College of Counselling Psychologists, the Australian College of Clinical Psychologists, the British Psychological Society, and the Society for Personality Assessment.</p> <p>The effectiveness of his unique, well-researched Leadership Development Profiling system has been documented by the American Psychological Association and taught to hundreds of professional people in England, France and Australia. An inspiring and popular communicator, he regularly addresses international conferences and events and presents cutting edge thinking on personal and professional development skills in a lively and entertaining form that combines a light touch with serious reasoning and research based practices. Martyn recently chaired the symposium at the British Psychological Society's Conference 2000 on the application of psychological assessment to business practices. In 2003 Martyn was the keynote speaker at the Psychological Society of Ireland's National Conference, speaking on the power of building Emotional Intelligence in the workplace. http://www.tirian.com/profiles/newman/newman.htm</p>
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High resolution photos

Andrew Grant www.tirian.com/profiles/andrew_grant/photos.htm

Gaia Grant www.tirian.com/profiles/gaia_grant/gaia_higres.htm

Tirian Logos www.tirian.com/art/logos.htm