

about us

a leading international organizational learning and development company

unique experiences

Tirian transcends the boundaries of traditional corporate experience, providing a dynamic foundation for proactive organizational growth. We specialize in building competence for organizations at all levels. Our range of innovative learning programs and consulting services create positive intervening experiences that build platforms for open discovery and exploration of important issues. These experiences break down barriers. They drive individuals and teams to work toward structured outcomes and to achieve full potential in the organization.

competency focus

Our programs and services target the development of personal competence, group synergy and leadership task performance. We help individuals reassess:

- ATTITUDE
- APPROACH
- ACTION

engaging approaches

We design engaging change catalyst programs. These programs integrate experiential learning simulation exercises, interactive workshops and presentations, as well as facilitated consultation and coaching. Learning is maximized through Tirian's unique and high impact 3D multi-dimensional system.

professional services

- Specialized consulting services from a network of experienced organizational development professionals
- Original and totally unique concepts, resources and learning methods combining the latest management ideas with tested tools
- Targeted programs designed to meet individual client needs
- A strong established client base with top Fortune 500 multinational companies
- A broad international presence and reputation for excellence including experience with over 20 different cultures in over 30 different countries
- A wide range of original products and resources to support learning outcomes, including program licensing, self-facilitation kits, books, DVDs and themed resources

fortune 500 clients

Accenture, American Express, Aman Resorts, AT&T, BASF, BNP Paribas, Cisco Systems, Citigroup, Coca Cola, Credit Suisse, Deutsche Bank, Ernst & Young, Four Seasons Hotels, FedEx, GlaxoSmithKline, HP, IBM, Newmont, Pepsico, PWC, Procter and Gamble, Starwood Hotels, Seagate, Standard Chartered Bank, TNT, UBS and more.

synchronized solutions

targeted and integrated programs and services

outcomes identified

Tirian's synchronized solutions are designed to identify the client's needs and provide the most complete solution from the range of programs and services.

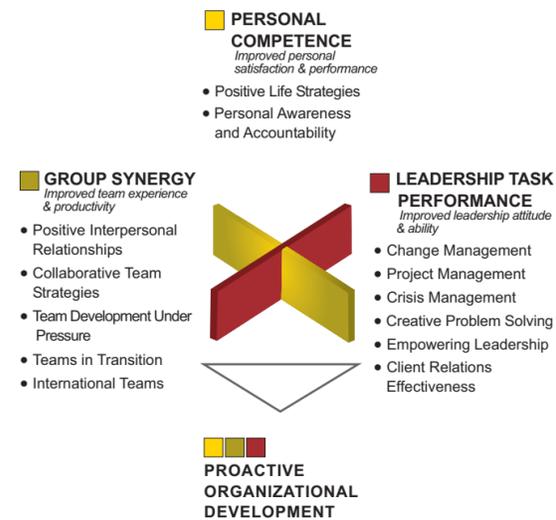
INDIVIDUAL PROGRAM MODULES: An 'a-la-carte' selection of courses addressing specific individual issues

INTEGRATED PROGRAM PLANS: Module combinations providing a specialized solutions focus

TOTAL TARGETED SOLUTIONS: Complete programs including full needs analysis and ongoing strategies for implementation

outcomes achieved

Through focusing on key areas of organizational development, positive growth is achieved in a systematic and dynamic way. Proactive organizational change comes naturally - from the inside out.



outcomes delivered

Tirian's methods work together to deliver consistent and comprehensive outcomes. The three dimensions in Tirian's unique 3D process build on each other sequentially to ensure change is relevant and long-lasting.

- D1 EXPERIENTIAL PROGRAMS** *Revealing potential issues and attitudes*
- D2 EXPLORATION PROGRAMS** *Exploring tools and techniques for finding strategic solutions*
- D3 EXTENSION PROGRAMS** *Ensuring practical implementation in the organization*



"Tremendous program. You brought learning to life."

REGIONAL CEO & PRESIDENT AT&T

"Transferred to the workplace, the skills discussed will improve the speed in which our teams get started and increase the quality of their results."

INTERNATIONAL DIRECTOR OF TRAINING & DEVELOPMENT NEWMONT MINING

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

VP CITIGROUP

"I was extremely impressed with how everyone responded."

NATIONAL SALES MANAGER GLAXOSMITHKLINE

our program modules and services

SYNCHRONIZED SOLUTIONS		D1	D2	D3
KEY DELIVERY METHODS		Dimension 1 EXPERIENTIAL PROGRAMS	Dimension 2 EXPLORATION PROGRAMS	Dimension 3 EXTENSION PROGRAMS
KEY COMPETENCIES DEVELOPED		<i>Simulations</i> <i>Team building</i> <i>Business theatre</i>	<i>Workshops</i> <i>Seminars</i> <i>Keynote addresses</i>	<i>Consultancy</i> <i>Coaching</i> <i>Business facilitation</i>
PERSONAL COMPETENCE	SELF AWARENESS	The Sky is not the Limit	Dynamic Interaction (DiSC Profiling Part 1: Personal behavior profiling)	Personality Profiling
	SELF MANAGEMENT	Get Over It	The Emotional Intelligence (EQ) Quest	Personal Balance Plans
	POSITIVE FOCUS	Whodunit		
	LIFE BALANCE	Lateral Sports	Ultimate Optimism	
	DECISION MAKING		The Life Rhythm	
	PERSONAL ACTION		Maximum Responsibility	
GROUP SYNERGY	GROUP BEHAVIOR AWARENESS	On Thin Ice	Dynamic Interaction (DiSC Profiling Part 2: Team interaction)	Team Profiling
	SHARED VALUES & VISION	What Happened to Wat?	Mission Possible	Team Positioning System (TPS)
	COMMITMENT TO A TEAM	No One is an Island	The Collaboration Concept	
	COMMUNICATION	Teamography	The Communication Package	
	DEALING WITH DIFFERENCES	Factor X	The Conflict Code	
	COPING WITH TEAM PRESSURE	Village Celebrations*	The Reality of Virtual Teams	
LEADERSHIP TASK PERFORMANCE	INTERNAL & EXTERNAL CLIENT RELATIONS	Catch Me if you Dare	Dynamic Interaction (DiSC Profiling Part 3: Client Relations)	Leadership Profiling System (LPS)
	CULTURAL TRANSFORMATION	Take 2	Building the Corporate Village	4-Angles ACTION Planning Process
	GUIDING OTHERS	The Creative Appliance Project	Inspiring Leadership	
	CREATIVE PROBLEM SOLVING	The Community Construction Challenge (IMPACT)	The Creative Connection	
	DEALING WITH PRESSURE	Endangered	Risky Business	
	PRESENTING IDEAS WITH IMPACT	Rapid River Rescue*	Inter/Active Presentations	
			<i>"Changing the way people feel"</i>	<i>"Changing the way people think"</i>

* These programs can only be run in selected locations

