

building proactive organizations

 INTEGRATED LEADERSHIP
and TEAM DEVELOPMENT



TIRIAN
www.tirian.com

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.

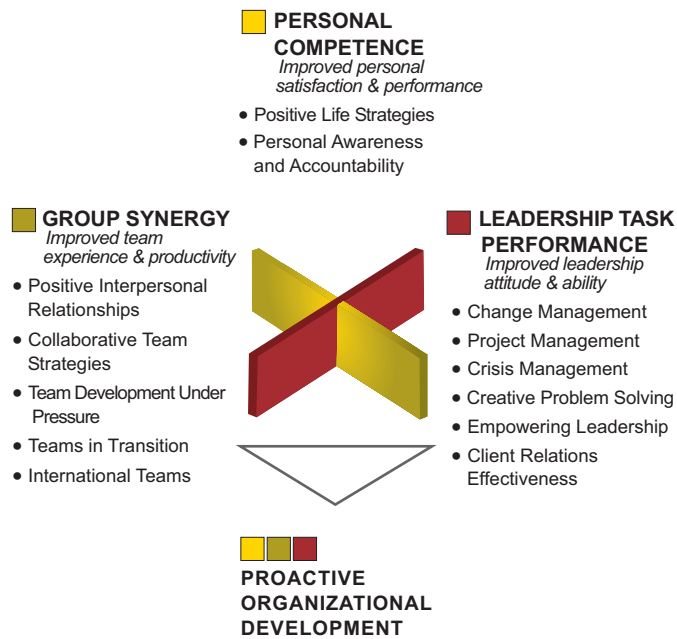
INDIVIDUAL PROGRAM MODULES: *An 'a-la-carte' selection of courses addressing specific individual issues*

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*

our program modules and services

SYNCHRONIZED SOLUTIONS		KEY DELIVERY METHODS	D1	D2	D3	
			Dimension 1 EXPERIENTIAL PROGRAMS	Dimension 2 EXPLORATION PROGRAMS	Dimension 3 EXTENSION PROGRAMS	
			<i>Simulations Team building Business theatre</i>	<i>Workshops Seminars Keynote addresses</i>	<i>Consultancy Coaching Business facilitation</i>	
KEY COMPETENCIES						
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		Personal Balance Plans	
	POSITIVE FOCUS		Whodunit	The Emotional Intelligence (EQ) Quest	 <p>Sample Resources</p>	
	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	 <p>Sample Resources</p>	
	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	 <p>Sample Resources</p>	
	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>	<i>"Changing the way people act"</i>	

* These programs can only be run in selected locations

integrated program plans

PERSONAL COMPETENCE

Positive Life Strategies

- The EQ Quest: *Increasing emotional intelligence*
- Ultimate Optimism: *Boosting positive thought strategies*
- The Life Rhythm : *Finding a lifestyle balance*

Personal Awareness and Accountability

- Dynamic Interaction I: *Discovering your unique personality profile*
- Maximum responsibility: *Personal accountability through engagement and empowerment*

GROUP SYNERGY

Positive Interpersonal Relationships

- No One is an Island: *Connecting individuals for team potential*
- Dynamic Interaction II: *Discovering unique connections*
- The Communication Package: *Improving communication*

Collaborative Team Strategies

- Get Over It: *Sharing resources to face challenges*
- The Collaboration Concept: *Promoting collaboration*

Team Development under Pressure

- On thin ICE: *Teams under pressure*
- The Reality of Virtual Teams: *Relating across barriers*

Teams in Transition

- What Happened to Wat?: *Sharing resources to face challenges*
- Ultimate Optimism: *Boosting positive thought strategies*
- The Collaboration Concept: *Promoting collaboration*
- Dynamic Interaction II: *Discovering unique connections*

International Teams

- On thin ICE: *Teams under pressure*
- The Reality of Virtual Teams: *Relating across barriers*
- The Communication Package: *Improving communication*
- The Conflict Code: *Positive methods for dealing with conflict*

LEADERSHIP PERFORMANCE

Change Management

- Take 2: *Scripting the future*
- Mission Possible: *Building a united vision*
- Building the Corporate Village: *Reshaping organizational identity for change management*

Project Management

- The Creative Appliance Project: *Cooking up values driven results*
- Maximum Responsibility: *Personal accountability through engagement and empowerment*
- Interactive Presentations: *Mastering the art of presenting*

Crisis Management

- Catch Me if you Dare: *Managing crisis*
- Risky Business: *Dealing with crisis*
- The Conflict Code: *Managing conflict*

Creative Problem Solving

- The Creative Appliance Project: *Cooking up values driven results*
- The Creative Connection: *Developing an innovative culture*

Empowering Leadership

- The EQ Quest: *Increasing emotional intelligence*
- Mission Possible: *Building a united vision and mission*
- Inspiring Leadership: *Enhancing leadership potential*
- Maximum Responsibility: *Personal accountability through engagement and empowerment*

Client Relations Effectiveness

- Dynamic Interaction III: *Positive client contact*
- Interactive Presentations: *Mastering the art of presenting*

INTEGRATED SAMPLER

INVENTING THE FUTURE

- Mission Possible: *Building a united vision and mission*
- Take 2: *Scripting the future*
- The Creative Appliance Project: *Cooking up values driven results*

DIMENSION 1: EXPERIENTIAL PROGRAMS

simulations / team building / motivation / business theatre

PERSONAL COMPETENCE

GROUP SYNERGY






LEADERSHIP TASK PERFORMANCE

	<p>THE SKY IS NOT THE LIMIT™ <i>Reaching maximum individual and team potential</i> A fascinating simulated journey into outer space, where teams are required to travel beyond the known boundaries of simple group behavior to discover the potential of individual focus and effective team networking through a series of simple but challenging exercises or 'missions'.</p>
	<p>GET OVER IT™ <i>Breaking down the silo mentality</i> Resource management exercise learning to deal with the changing seasonal challenges faced by fictional isolated mountainside communities.</p>
	<p>WHODUNIT™ <i>Solving the mystery</i> A hilarious murder mystery session run by professional actors in which participants work together in teams to solve clues and learn more about themselves and others in the process.</p>
	<p>LATERAL SPORTS™ <i>Discovering winning principles</i> An interactive sports challenge which assists with finding the 'links' between personal competence and performance.</p>
	<p>ON THIN ICE™ <i>Diverse teams under pressure</i> A dramatic themed program that simulates an expedition to Antarctica to look at the effects of pressure on diverse teams.</p>
	<p>WHAT HAPPENED TO WAT?™ <i>Sharing resources to face challenges</i> A complex team puzzle challenge based on historical accounts from the ancient era of Angkor Wat involving cooperative negotiation and collaborative problem solving.</p>
	<p>NO ONE IS AN ISLAND™ <i>Connecting individuals for optimum team potential</i> Developing survival strategies through participating in simple physical initiative exercises in a 'deserted island' environment to achieve effective team work.</p>
	<p>TEAMOGRAPHY™ <i>Mapping the team</i> An exciting adventure journey that involves racing through an unknown area and mapping the key features in order to reveal team dynamics.</p>
	<p>FACTOR X™ <i>Building team awareness</i> A fun reality game show-like program with simple mental and physical team building exercises.</p>
	<p>VILLAGE CELEBRATIONS™ <i>Creating global communities</i> An opportunity to explore the dimensions of corporate culture and community through recreating the elements of a unified authentic Balinese celebration.</p>
	<p>THE SULTAN'S QUEST/RAMAYANA RESCUE™ <i>Alignment for the journey ahead</i> A colorful 'cultural adventure' that involves coordinating the re-enactment of famous cultural myths through designing, building and racing traditional devices.</p>
	<p>CATCH ME IF YOU DARE™ <i>Managing crisis</i> A realistic, fast paced and intellectually demanding simulation exercise designed to promote dialogue and assist individuals with understanding the issues related to crisis and reputation management.</p>
	<p>TAKE 2™ <i>Scripting the future</i> An energetic interactive program that provides the opportunity for participants to create their own movie representation of the company culture.</p>
	<p>THE CREATIVE APPLIANCE PROJECT™ <i>Cooking up values driven results</i> Designing, building and marketing a new appliance in an 'Apprentice' style project which focuses on finding the identifying features of the organization and representing them through the product.</p>
	<p>THE COMMUNITY CONSTRUCTION CHALLENGE™ <i>Practical culture-to-culture development</i> A program which encourages positive supporting values by building equipment and/or structures for developing communities in need.</p>
	<p>ENDANGERED™ <i>Strategic planning for survival</i> Jungle themed initiative activities involving tribal competitors which focus on learning effective planning and multi-tasking to achieve set goals.</p>
	<p>RAPID RIVER RESCUE™ <i>Facing the unpredictable</i> An exciting whitewater rafting adventure which emphasizes effective project planning, coordination and communication in the face of unpredictable challenges.</p>







DIMENSION 2: EXPLORATION PROGRAMS

workshops / seminars / keynotes

PERSONAL COMPETENCE

	<p>DYNAMIC INTERACTION I™ <i>Discovering your unique personality profile</i> A unique self-discovery process exploring individual behavior styles as revealed by the DiSC profiling tool.</p>
	<p>THE EQ QUEST™ <i>Increasing emotional intelligence</i> Understanding the importance of EQ and knowing how to build it in leaders and teams for developing effective organizations.</p>
	<p>ULTIMATE OPTIMISM™ <i>Boosting positive thought strategies</i> Practical thought strategies for improving personal and interpersonal satisfaction and effectiveness.</p>
	<p>THE LIFE RHYTHM™ <i>Finding a lifestyle balance</i> Building a balanced lifestyle and finding positive personal engagement strategies through managing energy levels effectively.</p>
	<p>MAXIMUM RESPONSIBILITY™ <i>Personal accountability through engagement and empowerment</i> Developing individual, team and organizational responsibility through building engagement and ultimately empowerment.</p>

GROUP SYNERGY

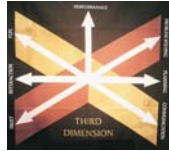
	<p>DYNAMIC INTERACTION II™ <i>Discovering unique connections in teams</i> A unique self-discovery process exploring individual behavior styles as revealed by the DiSC profiling tool.</p>
	<p>MISSION POSSIBLE™ <i>Building a united vision</i> Forming a positive vision and mission strategy through examining core values in a creative and collaborative context.</p>
	<p>THE COLLABORATION CONCEPT™ <i>From coexistence to full cooperation</i> An interactive introduction to the essential concepts of teamwork and collaboration for maximum results.</p>
	<p>THE COMMUNICATION PACKAGE™ <i>Connecting with others across barriers</i> Developing positive communication strategies through appreciating the challenges of connecting across potential barriers.</p>
	<p>THE CONFLICT CODE™ <i>Managing disagreements effectively</i> Learning the triggers for conflict and tools for practical conflict resolution through analyzing and reflecting on potential conflict situations.</p>
	<p>THE REALITY OF VIRTUAL TEAMS™ <i>Relating across barriers</i> Recognizing the unique challenges of virtual and international teams and learning how to deal with these through participating in targeted experiential exercises.</p>

LEADERSHIP TASK PERFORMANCE

	<p>DYNAMIC INTERACTION III™ <i>Discovering unique connections with clients</i> Using the DiSC profiling tool to help identify internal and external client needs and relate to these more effectively in order to improve client relations.</p>
	<p>INSPIRING LEADERSHIP™ <i>Enhancing leadership potential</i> Discovering contemporary principles of proactive leadership through specific analysis of case studies and practical applications.</p>
	<p>BUILDING THE CORPORATE VILLAGE™ <i>Developing a corporate identity to cope with change</i> Introducing the concept of focusing on building supporting communities rather than empires in order to cope with the challenges of change.</p>
	<p>THE CREATIVE CONNECTION™ <i>Developing an innovative culture</i> Unlocking individual and team creativity and building an innovative culture through a sequential seven step discovery process with unique concepts and practical applications.</p>
	<p>RISKY BUSINESS™ <i>Dealing with crisis</i> Developing strategies to cope with crisis effectively and deal with risk management issues through a series of revealing challenge exercises.</p>
	<p>INTER/ACTIVE PRESENTATION™ <i>Mastering the art of dynamic communication</i> Learning the art of making an impact in presentations through connecting with people, and mastering these skills in focused presentation sessions with targeted individualized feedback.</p>

DIMENSION 3: EXTENSION PROGRAMS

consultancy / coaching / business facilitation



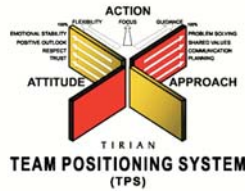
PERSONAL BALANCE PLANS

BEHAVIOR STYLE PROFILING

Highlighting individual strengths and weaknesses

PERSONAL BALANCE PLANS

Identifying potential areas of stress and assisting with finding a balance



TEAM POSITIONING SYSTEM (TPS)

TEAM PROFILING

Highlighting team strengths and weaknesses

TEAM POSITIONING SYSTEM

Identifying areas for team development and designing strategies for team enhancement



COMPANY POSITIONING SYSTEM (CPS)

LEADERSHIP PROFILING

Highlighting leadership strengths and weaknesses

COMPANY POSITIONING SYSTEM

Identifying areas for organizational development and designing strategies for change management

RESOURCES AND PROGRAM DELIVERY OPTIONS



Tirian's original books DVDs and CDs, action resources, program packages and licenses are designed to assist with reinforcing key messages and ensuring practical implementation of ideas and strategies.

SNACK PAK™ BOOKS

Compact power packs - full of the latest facts, information and ideas on specific topics of contemporary business interest.

SNACK PAK™ DVDs and CDs

Thought-provoking audio visual journeys of discovery include keynote presentations, expert opinions, hilarious reality interviews, PowerPoint slideshow guide motivating images and stories, and inspirational desktop screen savers.



NEW SNACK PAK™ TITLES NOW AVAILABLE

- ON THIN ICE: Teams under pressure
- THE SKY IS NOT THE LIMIT: Maximizing team potential
- BUILDING THE CORPORATE VILLAGE: Reshaping organizational identity
- THE CREATIVE CONNECTION: Developing an innovative culture
- INVENTING THE FUTURE: Building a united vision and mission
- RISKY BUSINESS: Dealing within crisis

client feedback

"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

"You opened up important sources of talent and energy. Your input still has an impact on how we solve problems."

REGIONAL MANAGER FOUR SEASONS HOTELS AND RESORTS

"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

pricing

SAMPLE PRICING

(Guideline only / per day. Note: most programs are custom built)

- Consulting/Facilitation : from USD\$1,950 for up to 10 participants per day
- TIRIAN Lite Programs : from USD\$3,975 for up to 20 participants + \$65 - \$85p/p
for additional participant.
(low ratio/non specific facilitators, no customisation, basic theming)
- TIRIAN Standard Programs : from USD\$5,500 for up to 20 participants + \$85 - \$95p/p
for additional participant.
(medium ratio/non specific facilitators, standard theming)
- TIRIAN Executive Programs : from USD\$7,250 for up to 20 participants + \$120 - \$140p/p
for additional participant.
(higher ratio/ specific pre-booked team of facilitators &/or director,
customisation, needs analysis, executive theming,
written evaluation)

- Inclusive of all program materials / workbooks / face to face program time and pre design / IP / director and facilitators.
- Most programs are available at 3 different levels. (* Available as executive program only)
For more details see www.tirian.com/_private/proposal/basic_stand_exec.htm
- Special p/p rates can apply for larger groups. Half day programs are 75% of a full day cost. Keynote talks from 50% of full day program. Additional extra consulting and pre design are also available POA .
- Tirian has had experience with group sizes ranging from 4-400 and is also very experienced in cross functional, multicultural, and inter-regional groups.