We are big believers of the importance of learning through interaction, dialogue, facilitation and experiential learning, but when face to face interaction becomes a challenge, or is not sufficient: we have designed digital opportunities, with pre and post blended learning.

Our ‘online learning - offline interaction’ solutions have been created to further extend any face to face engagement &/or help you to stay creative whilst staying put. We can create both stand alone and fully integrated complementing digital programs, customised to suite any specific needs.

**Our PROFESSIONALLY FACILITATED ONLINE EXPERIENCES combine:**

1) Interactive Webinars *... with*
2) Gamified Simulations *... run by*
3) Professional Facilitators *... integrated into*
4) Full Blended Learning Experiences *... resulting in*
5) Actional Takeaway Business & Strategic Planning
6) ... designed by professionals with 20+ years’ experience in: education, design, facilitation, business and academic research.

https://www.tirian.com/digital-solutions/
Leading organization transformation through innovation – core topics

**INNOVATE**
Creative thinking & strategic solutions for designing an innovative organizational culture

**LEAD**
Leadership & team development solutions for building an effective organizational culture

**TRANSFORM**
Coaching & business facilitation for sustaining long term individual and culture transformation

INNOVATION SOLUTIONS
- Creative & critical thinking
- Mission, vision & values
- Innovation culture

LEADERSHIP & TEAM SOLUTIONS
- Self leadership
- Team leadership
- Organizational leadership

TRANSFORMATION SOLUTIONS
- Business facilitation
- Coaching
- Consulting
Our key digital topics

Interactive Zoom based webinars & workshops, coaching, biz facilitation with gamification / experiential learning

CREATE
Creative & Critical
Thinking for dealing with wicked problems

Future-Ready Leadership for greater agility and sustainable innovation & growth (with gamification / simulation)

The Reality of Virtual teams: Dealing with virtual and remote team challenges (with gamification / simulation)

COLLABORATE
The Collaboration Deception: Building collaboration in a corporate competitive context (with gamification / simulation)

NARRATE
The Creative Appliance Project: Reinventing the future to build confidence and capability.

https://www.tirian.com/digital-solutions/
## Why it is now important to consider these topics as digital options.

<table>
<thead>
<tr>
<th>CREATE:</th>
<th>Creative &amp; Critical Thinking for dealing with wicked problems.</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Why now?</td>
<td>Leaders will need to learn to tackle wicked undefined challenges, where both the problem and solution are unknown and are morphing daily. To overcome this requires the use of a tested design-thinking style process.</td>
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<tr>
<th>INNOVATE:</th>
<th>Future-Ready Leadership for greater agility and sustainable innovation and growth</th>
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<tr>
<td>- Why now?</td>
<td>Leaders will need to effectively deal with the competing demands a crisis bring. This involves managing the tension between those who recognise the need to explore new options and innovate, and those who want to preserve the current status quo. This added tension can either rip a team or company apart – or if led well– can fuel sustainable innovative growth.</td>
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<tr>
<th>COMMUNICATE:</th>
<th>The Reality of Virtual teams: Dealing with virtual and remote team challenges (with gamification)</th>
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<tbody>
<tr>
<td>- Why now?</td>
<td>Leaders and teams need to understand the unique dynamics of virtual teams. They will need to be able to adapt to effective remote communication, and not just think they can simply recreate the physical office online. A well led virtual team can outperform most office-based teams, but only where the communication is maximised.</td>
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<thead>
<tr>
<th>COLLABORATE:</th>
<th>The Collaboration Deception: Workshop with a gamification social experiment.</th>
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<tbody>
<tr>
<td>- Why now?</td>
<td>Collaboration under crisis and competition can be a significant challenge. We are learning from world leaders what happens when true collaboration is utilised to solve difficult problems – and the consequences from when it is not. So how does a leader promote collaboration in a complex competitive environment?</td>
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<tr>
<th>NARRATE:</th>
<th>The Creative Appliance Project: Reinventing the future to build confidence and capability.</th>
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<tbody>
<tr>
<td>- Why now?</td>
<td>Companies need to reinvent themselves as the world constantly changes. In doing so they will need to be clearer than ever about the core values that should never change, and what will need to change to adapt around that. This can allow an organisation to remain true to their core purpose while redefining their unique offering. Revisiting the Mission Vision Values Brand</td>
</tr>
</tbody>
</table>
Diagnosis & Strategies for Creative, Critical & Design Thinking—
for better Innovations
CREATE: Digital Online Workshops v Face to Face sessions

THE FULL CSI SUITE

- Choose from a full integrated suite, full day workshops, Keynotes, Online digital, Deep Dive Labs and Mini focus sessions.
- There are 5 key programs in this suite. CSI:1-CSi:5. Each of these programs has as special focus (content) and are an integration of workshop, activity, experiential learning, business facilitation and outcomes, all blended into an education experience. The advantage of the full workshop sessions is the flow process and conclusions they come to. Designed to fit around a 1 day face to face timeframe, to allow the full process to flow through and reach substantial & actionable conclusions. They can be integrated together as a longer term interventions with customised outcomes to meet specific solutions.
- Digital versions we recommend 2-3 hours per session, so the original 1 day face to face sessions can be broken down into 4 shorter digital sessions, each one stand alone value OR as part of a larger online learning set.

CSI -1: CREATIVE THINKING FUNDAMENTALS ‘Who Killed Creativity?’ “Diagnose”

CSI -2: THE CREATIVITY PROCESS - The 7 Creative Thinking Strategies for Designing Thinking & Innovations “Learn & Apply”

CSI -3: TEAM CREATIVITY - Innovative Team Actions “Discover”

CSI -4: SYSTEMATIZING INNOVATION –Organization Applications “Explore”

CSI -5: INNOVATION PROCESS - The Creative Connection “Experience”

MINI FOCUS CSI SESSIONS

1. Harnessing CQ (Creative intelligence) skills as a competitive business advantage.
2. Gamified Experience “Who Killed Creativity? simulation
3. Business &/or Personal Implications & Applications

1. Creative Thinking Skills: Personal creativity to redesign your brain
2. Critical Thinking Skills: How to use critical thinking for more effective problem solving
3. Implications & Applications: Business Facilitation with Case study.

1. The importance of collaboration and team work.
2. Team Tools: DISC (behavior), iCLi (innovation), MBTI (temperament), HBDI (whole brain).

1. Learn and use the creative and critical thinking tools in practice (ie agile design thinking )
2. Design, Build Pitch “The Creative Appliance Project” simulation
3. Business implications and applications deep dive lab,

1. Becoming truly customer centric & developing employee engagement
2. “The Chocolate Factory” simulation
3. Business Facilitation with Case study: Implications and Applications / Deep dive lab
Future Ready ‘Ambidextrous’ Leadership

Exclusively Designed by Dr Gaia Grant, (PhD) Associate Adjunct Faculty, Discipline of Strategy, Innovation and Entrepreneurship | University of Sydney Business School & Andrew Grant, https://the-innovation-race.com/
FUTURE-READY LEADERSHIP:

Change (and unknown / unexpected change) creates tension. This tension can either fuel or frustrate innovation. Leaders need to manage this tension to ensure the organisation / team can sustainably transition to new ways of working.

Once organisations are over an initial crisis phase, leaders will know that it’s going to be ‘adapt or die’. But how, will cause untold tension. There has never been then a more important time to facilitate the tension that this rapid change enforced on us will bring. Some will be itching to explore and others will bunker down and want to preserve. Our iCLI and innovation suites contents covers this tension.
For many years people have believed that innovation is about being open and taking risks. Risk takers like Steve Jobs have been venerated for their innovation accomplishments, and cutting edge companies like Google appear to be leading in the ‘innovation race’ due to their ‘open’ strategies. Yet Gaia Grant’s research from interviews with more than 70 global innovation leaders and surveys with more than 1,000 – along with our international consulting work with leading innovative companies over 30 years – has revealed that most leaders and organisations today have only half the story right. Few are set up for long term survival. This session is based on Gaia’s recent book The Innovation Race: How to change a culture to change the game and identifies the unlikely paradoxical elements needed to be ‘fit for the future’. It includes an interactive game board exercise with a global challenge and connected case studies to identify the principles for sustainable innovation. Through the session Gaia reveals her unique research findings on how to fuel innovation through successfully and dives deeper into the 4 key innovation ‘Paradox Pairings’ and the ‘Innovation Change Leader (iCLi) Profiling tool. This session can also be delivered as business facilitation- for a live group of leaders needing to explore these issues in real time.

Key benefits & takeaways:
• Challenges popular perspectives on ‘innovation winners’
• Gaia’s research from interviews with more than 70 global innovation leaders and surveys with more than 1,000 has revealed that most contemporary organisations have only half the story right. 
• Through the unusual ‘monk and mobile’ perspective, the session reveals unique research findings on how to fuel innovation through successfully navigating 4 key innovation ‘Paradox Pairings’.
• The validated ‘Innovation Change Leader (iCLi) Profiling Tool’ is introduced to demonstrate how to build individual innovation leadership strengths
• The session is a fascinating blend of researched facts, case studies, and humorous insights as revealed in the latest breakthrough book by Gaia and Andrew: ‘The Innovation Race: How to change a culture to change the game.’
Corporate Virtual Teams (CVT) have become the norm. Yet the skills required to lead a CVT are not the same as those required for leading face to face. The leader must take on the additional role of managing unique virtual team challenges complexities. Developing mutual goals and implementing these independently is hard work, so early wins are paramount. “Recreating the Office Online” is not a sustainable solution for effective CVTs, and a full functioning CVT needs to transition to a point where the new distributed team works better than any in-person team ever could.

Research on Antarctic teams in Isolated and Confined Environments (I.C.E.) provides a wealth of information about the challenges of achieving success in these contexts. In this program we draw on decades of research from I.C.E. teams and apply it to contemporary CVTs using an authentic Antarctic theme. This provides a memorable and engaging experience with clear actionable outcomes. This session includes 2 interactive gamified simulations to recreate the dynamics of a virtual team and then use this experience to debrief in a safe environment and facilitate action planning outcomes.

The research conducted on virtual teams over the last 20+ years shows that:

- 50% of VT fail to meet their objectives
- There is little or no loyalty to the team and is limited trust between team members
- Well managed virtual teams can access precious skills and expertise and are more flexible (in terms of resourcing and support.)
- Whilst leaders think digital methods will assist, digital communication too often helps to create & accentuate these above problems.

INTRODUCTION TO VIRTUAL TEAMS

INTERACTIVE WEBINAR / KEYNOTE
- The challenges of I.C.E. teams
- Antarctic research for NASA
- 5 Levels of Distributed teams and why you can’t just take an office to “online”
- The I.C.E. Strategy
- Antarctic explores real challenges
- Shackleton leading ICE teams
- Winter Over Mystery Game
- Debrief & reflections
- Practically Speaking (Con calls)

- Rec Time: 60-90mins
- Rec Size: 5-20
- Rec Audience: leaders & teams

TO THE CORE OF VIRTUAL TEAMS

SIMULATION
- The Virtual Navigation Game Simulation
- The I.C.E. Strategy in action
- Debrief (Feelings, Assessment, Improvement)
- At work implications (Feelings, Assessment, Improvement)
- Creating solutions for our Virtual Team
- Presenting solutions for our Virtual Team
- Practically Speaking (Action planning)

- Rec Time: 60-90mins
- Rec Size: 5-20
- Rec Audience: leaders & teams that need to work remotely and perform

PART 3 Executive level only

DEEP DIVE IMPLICATIONS & APPLICATIONS - BIZ FACILITATION
- Balancing speed and accuracy
- Case studies & Strategic planning
- Making use of the full teams strengths in a Virtual setting
- Mapping our team
- Creating V-Team sociographs (current & desired states)
- Alignment, Communication and Relationship issues action planning
- Creating a VT code of conduct
- Virtual Team Syndrome - issues to get ahead of the challenges
- Practically Speaking (Strategic planning)

- Rec Time: 60-90mins
- Rec Size: 5-20
- Rec Audience: leaders & teams that need to work remotely and perform better than in the office.

COLLABORATE

The Collaboration Deception social experiment.
Building collaboration in a corporate competitive context.
Gamified Simulation & Facilitated Online Experience

Exclusively Designed by Andrew Grant, Dr Gaia Grant, (PhD) Associate Adjunct Faculty, Discipline of Strategy, Innovation and Entrepreneurship | University of Sydney Business School

How to really build a collaborative team in a corporate environment. An interactive in-depth online experience that looks at how to build a collaborative culture in a competitive environment.

- The Collaboration Deception is a powerful game-theory style interactive session, where the participants become involved in a social experiment and discover firsthand what happens when trust is removed from the equation. Leaders and teams can benefit from this program through learning how to build long lasting trust with fellow team members, vendors, partners, & associates. They will understand what to look for in a healthy teams and business relationship, and how to collaborate to avoid those that are in it for themselves. Going beyond simple academic, inspirational and theoretical collaboration, there are good reasons to collaborate – and good reasons not to do, so the key question that needs to be asked is, under what conditions will people collaborate? This advanced session focusses on 4 important feeding questions based on ‘Cooperation Theory’ exploring the paradoxes between: Individualism and Group Engagement / Collaboration and Competition resulting in Collaborative Engagement.

If you can’t answer these 4 questions – you need this session

1. What happens when the right decision for the individual is the wrong one for the group?
2. How can a potentially cooperative strategy get an initial foothold in an environment that is predominantly uncooperative?
3. What type of strategy can thrive in a diverse environment composed of other individuals using a wide range of more or less sophisticated strategies?
4. Under what conditions can such a strategy, once fully established among a group of people, resist invasion by a less cooperative strategy?

This session is Paradox 3 in THE INNOVATION RACE suite

“Outwit — Outplay — Outlast”
“Survivor” isn’t really about enduring life on a deserted beach, “The Bachelor” isn’t about marriage, & “The Amazing Race” leaves little time to appreciate any amazing cultures. These ruthless racing, singing & cooking shows are this generation’s ‘Stanford Prison Experiment’. They are not team building nor build any sustainable collaboration. The fake reality of ‘Team Building’ disguised on the concept of a “competitive race” and often trumpeted through the genre of contemporary Reality TV needs to be challenged for what it really is. Corporate teams need to look at the alternatives, and unpack the real concept of collaboration, so it becomes a constructive, more meaningful and actionable metaphor, to allow sustainable innovation. (full article)

Sample Blended Learning
Pre and Post options and support

Integration of blended learning through a learning management system (LMS) online courses. Complementing the ‘Present’ session, we have designed ‘PRE’ and ‘POST’ learning options to make sure the learning lasts.
We have available full integration of blended learning: The final package can be designed to be integrated as below. Ranging from a straight webinar, to a full customised package – flowing seamlessly from: pre, present to post sessions.

### Blended learning options

<table>
<thead>
<tr>
<th><strong>PRE work</strong></th>
<th><strong>Examples include</strong></th>
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</thead>
<tbody>
<tr>
<td>Pre briefing</td>
<td>Briefings from / with stakeholders, focus groups, design, research</td>
</tr>
<tr>
<td>Assessments</td>
<td>iLCi leadership, teams, organisations</td>
</tr>
<tr>
<td>Surveys &amp; polling</td>
<td>Specially designed surveys as diagnostics and polling as pulse checking, to gain data prior to, and then to use in the “present” session.</td>
</tr>
<tr>
<td>Pre learning of key content</td>
<td>TIRIAN YouTube playlists: (TEDx talks &amp; video graphics), pre reading, podcasts, interviews, White papers, Audible / digital books, audio stories, with leaders guide</td>
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<tr>
<th><strong>PRESENT live action</strong></th>
<th><strong>Examples include</strong></th>
</tr>
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<tbody>
<tr>
<td>Virtual workshops (can be broken down into chunks and integrated into the above / below options)</td>
<td>Activities, case studies, gamification, Q&amp;A, polls, assessments, with breakout groups that can discuss topics and share back.</td>
</tr>
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<tr>
<th><strong>POST follow up</strong></th>
<th><strong>Examples include</strong></th>
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<tbody>
<tr>
<td>Learning journeys</td>
<td>Weekly follow up reflections with summaries of each key point, online refresher videos, podcasts and action planning goal setting</td>
</tr>
<tr>
<td>Report / feedback to key stakeholders / Coaching / Biz facilitation</td>
<td>Coaching and group facilitation to ensure implementation of action plans</td>
</tr>
</tbody>
</table>
Blended learning with PRE and POST online work to ensure the PRESENT (webinar/workshop) sessions are effective and the learning lasts.

Become an accredited Future Ready Leadership coach, to help your team, organisation or clients manage the tension disruption & change brings, through understanding the value of ambidextrous leadership.
CSI YouTube support channel

Creative Scene Investigation
Promo & Licencing
https://youtu.be/oMTVJ6Nfsw

The Creative Crisis Explained
Infographic
https://goo.gl/zT4Mqb

Who Killed Creativity?
Andrew Grant TEDx
https://goo.gl/482nMy

Why Design Thinking Fails
Andrew Grant –Innoday Stockholm
https://youtu.be/-DFSPVz0PG0

The 7 Suspects
Infographic
https://goo.gl/fCeGNj

The 7 Rescue Strategies
Design Thinking: Playlist

Has Innovation Killed creativity?
Gaia Grant Vivid Sydney
https://youtu.be/2uob2uL43FM

How to implement big ideas
Gaia Grant AMP
https://bit.ly/2T1HBDv

Created by: Andrew Grant / Dr Gaia Grant (PhD)
Sample Keynote Presentations

YouTube Keynote Channel: https://www.youtube.com/user/tirianinfo

Who Killed Creativity?
Andrew Grant TEDx
https://goo.gl/482nMy

Why Design Thinking Fails
Andrew Grant – Innoday Stockholm
https://youtu.be/DlSPVz0PGG

The Collaboration Deception
Andrew Grant & Gaia Grant – IR USA
https://bit.ly/2U2mOAK

Does Innovation Kill Creativity?
Gaia Grant: Vivid Sydney
https://youtu.be/2uob20oJ3FM

Being an Innovative Leader:
Gaia Grant – Gartner
https://youtu.be/xOfLDRSK-0c

How to implement big ideas
Gaia Grant AMP
https://bit.ly/2T1HBDv

Promo Show-Reel
Andrew Grant
https://youtu.be/lRANxUKfFZs

Promo Show-Reel
Gaia Grant

All our signature keynote topics can be made available as interactive digital virtual sessions.
Who Killed Creativity?...
And How Can We Get It Back?
7 essential strategies for making yourself, your team & your organization more innovative.
Available in multiple languages, Kindle, iBook & Audible

The Innovation Race:
How to change a culture to change the game
4 culture change actions to navigate the key innovation paradoxes – using the polar positioning technique.
LMS Blended learning designed pre / post integration: Communicate

Interactive Surveys & Polls

Actionable Takeaways for Strategic Planning

Full Blended Learning LMS Experiences

Inspirational Antarctic Interviews & Research

Online Gamified Simulations

Access this new streaming blended learning audio course for amazing conversation starters
Enterprise License and Corporate Discount Coupons Available: contact info@tirian.com or WD@WisdomDestinations.com

https://www.wisdomdestinations.com/creativity
Tirian’s global reach

We are the original designers of unique interactive learning experiences based on validated research, and our programs are delivered through a range of platforms including: licensed partners, agents, executive education institutes, speakers bureaus and associates. This ensures we have both a global reach and local contextualization.
TIRIAN INNOVATION SOLUTIONS
DIGITAL LEARNING

INTERACTIVE ONLINE PROFESSIONALLY FACILITATED EXPERIENCES

https://www.tirian.com/digital-solutions/