

CREATE

+ INNOVATE

PROGRAM SUITES OUTLINE

Developing creative thinking and innovation culture by design.

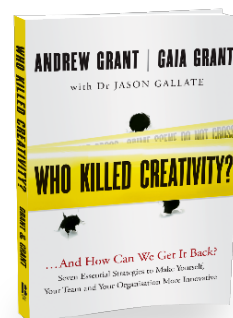
Interactive learning experiences that build creative thinking mindsets and toolsets and develop a culture of innovation.

We need to be creative to be innovative. But the relentless push to innovate faster is producing a toxic culture that may undermine the whole creative process. In our rush for end results fast, we could ironically be killing the very thing that will lead us to innovation: creativity. Creativity and innovation are not interchangeable words, and it's important for effective businesses to understand why. In these 2 suites we explore why leaders and teams need both, and the paradoxes behind this that can impact our work.

NOTE: Most sessions can range between ½ to a full day, but can then also be designed to integrate into a longer term customized intervention package. These programs can, but do not need to be sequential.

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Creative thinking for more innovative results

The full CSI Program Suite:

CSI 1: Who Killed Creativity? – 7 Blocks to Creative Thinking

CSI 2: The 7 Rescue Strategies AND CSI2+B (Biz Facilitation)_with Design Thinking

CSI 3: The Team Creativity (Utilizing teams to explore the full Creative spectrum – with profiling)

CSI 4: Organization Innovation

CSI5: The Chocolate Factory: (Customer Focus, Employee Engagement & Creative Re-Design) *Simulation*

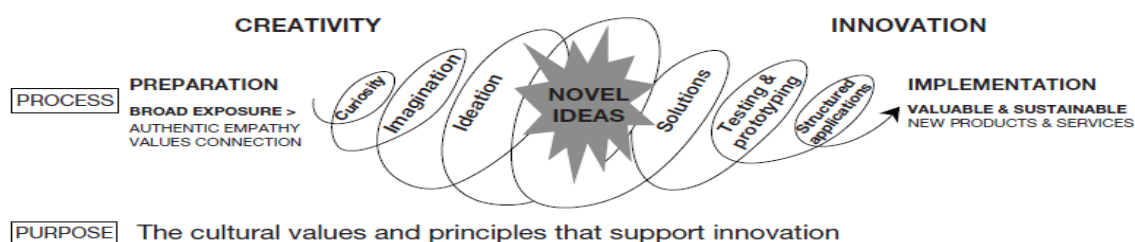
Session 1. Identifying the 7 Key Blocks to Creative Thinking (CSI -1) *Diagnose*

Creative thinking has been identified as the most important leadership competency needed for the future (according to a recent IBM survey of 1500 CEOs from 60 countries and 33 industries) – and yet CQ testing has shown that it is on a rapid worldwide decline. This session focuses on the potential psychological and neurological blocks to critical and creative thinking, and the practical process leaders can engage in with practical strategies to achieve more innovative results in themselves, their team, and their organization. This session is an interactive diagnostic exercise designed to provoke an engaging discussion about the potential blocks to critical and creative thinking at the individual, team and organization levels. Using a memorable (creative) crime scene gamified approach, participants have the opportunity to safely explore current state issues and challenges and identify desired future state goals. Gamification options can vary based on outcomes.

<i>Levels offered:</i>	<i>Lite, Standard & Exec (+ Keynote).</i>
<i>Time:</i>	<i>½ - 1 day.</i>
<i>Rec Group size:</i>	<i>5-150.</i>
<i>Method:</i>	<i>Facilitated Interactive Exploration with Diagnostic and optional Gamification / Experiential Learning Simulation. "Discover and Explore" focus.</i>

This program is recommended to

- Conduct a pre-diagnostic check up, before engaging in a full creative / design thinking process workshop / lab
- Learn how to truly think outside the box for better results faster
- Gain an appreciation of why creativity might have difficulty flourishing in individuals, teams and organizations.
- Understand how to leverage disruptive innovation and to develop a creative mindset in everyone.
- Create individual and/or organizational maps that show how creative thinking blocks can be dealt with.
- Become more knowledgeable in building a work environment & culture conducive to innovation.
- How to truly think outside the box (divergent thinking) and use it in a workplace environment



Session 2. 7 Creative Thinking Tools and Strategies (CSI-2) *Learn*

This full workshop focuses on the applied process leaders can engage in to build critical and creative thinking skills in themselves and their team, and to work towards more innovative solutions. It follows the case study of a successful multinational organization that was able to meet a global need through following a similar method. Specific critical and creative thinking tools from the popular design thinking approach are explained and demonstrated, and a practical problem-solving model for creating a culture of continuous development and improvement is revealed. Templates for future use are provided, ensuring long lasting impact. By the end of the session participants not only walk away with practical ideas and solutions to address current needs and challenges, they also have the tools and strategies for ongoing success.

In this workshop the participants are TAUGHT and DISCOVER the value of, and the concepts of creative thinking / creative problem solving. The focus is on ways to become creative and a method is used containing memorable activities. It also shows the sequence and flow, and introduces design thinking process. CSI2 continues the theme and ideas from CSI1 introducing the 7 Rescue Strategies, SID model and makes deeper connections with the Torrance Testing CQ Attributes.

CASE STUDY: Running in parallel with the session the participants are introduced to a case study that tracks all stages in the process. They can either learn it OR “Experiment and Try” becoming the stakeholders. CS: Cracking the China Code. How P&G - a premium company entered into a challenging new market using Design Thinking.

PERSONAL TAKE AWAY: Through the session participants will learn to appreciate the importance of both an analytical approach and spontaneous creative insights, discovering what an AH HA moment really is, and you will learn how to design opportunities for breakthrough eureka moments.

<i>Levels offered:</i>	<i>Standard & Exec. & Biz Facilitation Deep Dive Lab (+ Keynote).</i>
<i>Time:</i>	<i>½ - 1 days.</i>
<i>Rec Group size:</i>	<i>5-50.</i>
<i>Method:</i>	<i>Interactive Exploration, with activities “Teach and Learn” focus. Recommended as standalone session OR preceding the CSI-1 workshop.</i>

Session 2+ Deep Dive Lab. Business Facilitation To Solve Problems & Design Thinking (CSI-2+) *Apply*

In the CSI2+ sessions the participants “DO” and “PARTAKE” in a design thinking process to solve a real problem. They add to the CSI2 learnings, & are introduced to a wealth of design thinking generic tools that can be used to support the process. CSI2+) is a facilitated deep dive experience that covers the 4 essential modes for taking a challenge from ideation to implementation, and focuses on solving real workplace challenges to develop practical solutions. Participants will walk away with the SID model for coming up with workable ideas and implementable solutions faster PLUS one or more business issues solved using the model. The facilitator takes the group through a series of well sequenced critical thinking steps to explore real ill-defined or tricky problems and come up with unique practical solutions. Take a deeper dive with our CSI-2+ Business Facilitation Session, using our CSI tools, work through your own company challenge to solve.

NOTE: Critical and creative problem-solving models have been developed over the last 60 years, and the popular design thinking approach has more recently emerged as a popular format. The design thinking model provides a process for innovation – we provide the tools for critical and creative thinking needed for the design thinking approach, along with a quick and easy model for working through the innovation process.

<i>Levels offered:</i>	<i>Exec. & Biz Facilitation Deep Dive Lab</i>
<i>Time:</i>	<i>½ - 1+ day.</i>
<i>Rec Group size:</i>	<i>5-20.</i>
<i>Method:</i>	<i>Interactive Facilitated Exploration, with extra design thinking tools, “Apply and Do” focus.</i>



Session 3: Team Creativity. (CSI-3) *Discover*

To stand out from the pack when it comes to creative thinking and innovation, it's critical to know how to harness the power of a team. The creative outcome of a team depends on the nature of the group of individuals assembled and the way they are encouraged and managed. If teams attempt to communicate, plan, and problem solve without coordinated creative thinking, they could end up using a lot of time with limited results. This session shows how heterogeneous groups of people from different backgrounds and experiences can solve difficult problems more effectively by being able to look at them from different perspectives. It utilizes some basic profiling tools (DISC, iCLi, & with MBTI, FourSight and HBDI), and as a result empowers teams in organizations to create more cohesive and productive groups through an understanding of the way the team thinks and acts. A main premise of the session is that every person on the team has a unique contribution to the creative thinking and innovation process.

<i>Levels offered:</i>	<i>Standard, Exec. & Biz Facilitation Deep Dive Lab</i>
<i>Time:</i>	<i>½ - 1+ day.</i>
<i>Rec Group size:</i>	<i>5-50</i>
<i>Method:</i>	<i>Interactive Exploration, with activities "Teach and Learn" focus with optional deep dive personal profiling tools and team assessments</i>

Session 4: Organizational Structures That Support Innovation (CSI-4) *Explore*

- Examine deeper platforms for building systematic organizational innovation and linking this to customer needs (outside innovation).
- A model for systematizing innovation in the organization: who where how and why
- *Participants will walk away with a blueprint for organizational innovation that is responsive to customer needs PLUS one or more innovation models for the organization ready for execution.*

<i>Levels offered:</i>	<i>Exec. & Biz Facilitation Deep Dive Lab</i>
<i>Time:</i>	<i>½ day (recommended to connect with other CSI sessions)</i>
<i>Rec Group size:</i>	<i>5-20</i>
<i>Method:</i>	<i>Exploration, with activities "Teach and Learn" focus</i>

Session 5: The Chocolate Factory simulation: Using creating thinking to Design Breakthrough Innovation Processes. (CSI-5) *Experience*

The Chocolate Factory is a unique hands-on experiential learning simulation (and team building program) that demonstrates the power of effective creative design and strategic implementation. Using both game theory and gamification, the program simulates the problems of a non-productive company, and addresses the connected issues of customer dissatisfaction, customer centricity, change management, staff morale, leadership, silos, accountability, and organizational processes (as relevant) in a safe environment. Through using unique CSI (creativity / design thinking) tools, participants learn to analyze the current state of a dysfunctional factory, and to identify potential parallels in their own business. Participants are then shown how to redesign and trial a workable desired state, and as a result they experience how the factory can improve its efficiency by up to 200% with simple creative solutions. This learning becomes a powerful 'ah-ha' moment as they discover all the connected elements that lead to truly breakthrough innovations. The Chocolate Factory also shows how results can skyrocket when the following 3 elements are effectively connected through smart design: (1) a true customer focus, (2) intrinsically engaged employees, and (3) effective innovation processes. Through exposure to immediate breakthrough results, the group then identifies how they can find innovative solutions and improve systems and processes in their own organization. The deep dive lab sessions can help the teams apply this to their own leadership and workplace with actionable business takeaways.

<i>Levels offered:</i>	<i>Standard, Exec. & Biz Facilitation Deep Dive Lab</i>
<i>Time:</i>	<i>½ - 1+ day.</i>
<i>Rec Group size:</i>	<i>25-100</i>
<i>Method:</i>	<i>Game theory gamification simulation, with deep dive innovation lab</i>



CREATE: Optional enhancements & blended learning

Memorable themes to enhance learning & engagement-

CSI: Creative Scene Investigation AND a Chocolate Factory.

GAMIFICATION VERSION: The 'gamification' focus can be adjusted depending on the needs of the group. Executive groups can focus more on pure outcomes, whilst teams can enjoy the engaging and motivational aspect the gamification learning method. *Experiential learning is style of teaching that allows the participant to discover the learnings through 'active doing' rather than 'passive listening'.*

CSI-1: Participants become Crime Scene Investigators & detectives to explore a crime scene and solve "Who killed creativity and how to get it back?" A diganositc discussion in a safe enviroment.

CSI-5: A game theory gamified simulated around a Chocolate Factory to bring key issues to the surface.



YouTube CSI channel
<https://goo.gl/VpTDLt>

The 7 Rescue Strategies
 Design Thinking: *Playlist*
<https://bit.ly/2yV8YJy>



CREATIVE +INNOVATE [CREATE+INNOVATE Descriptions \(181205GG\)](#)

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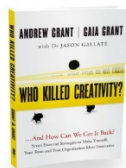
www.tirian.com www.whokilledcreativity.com the-innovation-race.com/ info@tirian.com

CSI Collaterals: to ensure the learning lasts



Package includes:

CSI game*, WKC book, Workbook, Flipcharts, Survey, PDF pre reading docs



Book

"Who Killed Creativity?" (280 pages) [book](#)



Notebook:*

workbook for participants to use in the sessions (16 & 24 page)



[Online Survey*](#)

20+ page report integration with sessions



Flipcharts & banners*



PDF

pre reading participants' summary docs (downloadable)

Why start with a diagnostic (CSI-1)?

No one comes to work on their first day unengaged, and yet research shows that 79 % of workers are disengaged. This happened through what we believe is a death spiral of creative thinking. It starts with a controlling environment that leads to fear. This in turn allows for pressure causing the employee to become insular, that leads to apathy, narrow mindedness then finally a fatalistic pessimism. The Tirian CSI model integrates the Torrance Testing CQ attributes, with Design Thinking and the CSI-1 Blockers of creativity. A recent IBM survey of 1500 CEOs from 60 countries and 33 industries has revealed that creative thinking is the most important leadership competency needed for the future – and yet CQ testing shows that it is on a rapid worldwide decline. Creative thinking will help to ensure that a strong culture of improvement is established and new innovations are implemented. It is critical for leaders to be able develop this skill and teach it to those they work with. These sessions focus on the practical process leaders can engage in to build creative thinking in themselves and their team.

What is design thinking (CSI-2 & CSI-2+)?

Design Thinking (DT) is a methodology for practical, creative resolution of problems or issues that looks for an improved future result. In this regard it is a form of solution-based, or solution-focused thinking that starts with the an outside-in perspective of the customer needs goal or what is meant to be achieved, instead of starting with a problem framed from an inside-out business perspective. Design thinking is an 'abductive' solution-based approach to solving problems, and is especially useful when addressing "Wicked Problems. Wicked problems are wicked in the sense that they are ill-defined or tricky, not wicked in the sense of malicious. For ill-defined customer needs, both the problem and the solution are unknown at the outset of the problem-solving exercise. This is as opposed to "tame" or "well-defined" problems where the problem is clear, and the solution is available through some technical knowledge. Design Thinking is a process popularised by IDEO and Stanford d-school. *The model is also related to the Creative Problem Solving (CPS) Model, which was developed in the 1950s as a practical problem solving process.*

Key models: The SID creative life/death cycles - connected to the Torrance CQ and Design Thinking





+ INNOVATE



Leading a sustainable innovation culture

It has been found that certain principles support innovative growth. Historically, researchers have focused on specific factors in a working environment that can promote this sort of thinking (eg a foundation of freedom, openness to new ideas and access to multiple resources, engagement and flexibility). More recently, however, some researchers have identified that it can in fact be the tension between apparently opposing elements (*Exploration and Preservation*) related to each of these principles that can assist with resilience and leading change.

The full IR Program Suite:

IR-1: The Innovation Paradox

IR-2: The Innovation Race

IR- 3. Are you an Innovation Leader?

IR-4 Managing Innovation. An executive deep dive lab

Session 1. The Innovation Paradox – why we need both breakthrough and incremental innovation (IR-1)

Companies like Google may appear to be leading in the 'innovation race', but do they have all the solutions and can they be simply copied? Our research has revealed that most companies today only have half the story right, and that a new perspective and model is needed to overcome the challenges. This presentation identifies core sustainable innovation strategies for surviving and thriving in 'the innovation race'. It reveals that by simply changing perspective, new ideas can be better supported through to implementation. Discover how to lead and manage innovation through successfully navigating the 4 key innovation paradoxes. Practical strategies and the 'polar positioning' tool are introduced to show how to navigate these paradoxical tensions successfully. The fast-paced global adventure reveals how different cultures and companies around the world have effectively managed the key Exploration / Preservation innovation paradox, along with the 4 contributing sub-paradoxes.

Levels offered:	Standard, Exec & Keynote.
Time:	½ - 1 day.
Rec Group size:	5-30.
Method:	Facilitated Interactive Exploration with Diagnostic Organization mapping.

Session 2. The Innovation Race: Creating a sustainable innovation culture? (IR-2)

A fascinating look at a global innovation map to identify the unique perspectives different countries and cultures globally offer in terms of innovation. From Jugaad innovation in India to collaborative innovation in Asia, this session recognizes and celebrates all innovation contributions. Discover the factors that have led to Scandinavian countries topping the global innovation list, and learn why the USAs optimistic approach produces so many patents. On the flipside, identify the dangers of 'creative disruption', 'disruptive innovation', 'premium position captivity', what going public can mean for innovation, and how language & geography can foster & stall innovation. This is a practical session that involves mapping and navigating key innovation 'Paradox Pairings' successfully through using the 'Polar Positioning' tool. It also introduces how to set up systems and structures that will support sustainable ongoing innovation implementation. The session structure is based on an interactive workshop with case studies and action planning and is appropriate for senior & executive level groups. Includes exploring & negotiating 4 key innovation culture paradox pairings with the polar positioning technique:

Levels offered:	Standard, Exec & Keynote.
Time:	½ - 1 days.
Rec Group size:	5-30.
Method:	Facilitated Interactive Exploration with Diagnostic and optional Gamification / Experiential Learning Simulation, Organization mapping.



Session 3. Are you an Innovation Leader? (IR-3)

Preparing leaders for rapid change and sustainable innovation: How to identify innovation strengths to assess your own and your team's readiness for innovation, and to chart the best innovation path ahead.

How can leaders prepare for the complexities and challenges of constant change? This session includes a fascinating validated assessment and interactive exercises to help explore your unique Innovation Change Leadership profile (iCLI) and to learn how it is possible to lead a culture for more sustainable innovation. Gaia Grant's latest research reveals how understanding individual, team and organisation 'Paradoxical Innovation Orientations' (PIOs) can assist with navigating innovation challenges. By learning how to manage the dynamic tension between the need for *exploration* (leadership for rapid breakthrough innovation) and *preservation* (leadership for controlled incremental innovation), participants discover how to lead teams so they are propelled forward rather than ripped apart. They are shown how to become an *ambidextrous* innovation leader in practice through analyzing case studies of contemporary innovation leaders and organisations and building their own action plan.

Levels offered:	<i>Exec & Keynote. & Biz Facilitation Deep Dive Lab</i>
Time:	<i>45 mins - 1.5 days.</i>
Rec Group size:	<i>5-30</i>
Method:	<i>Facilitated exploration session with diagnostic assessment, case studies, interactive exercises and personal & team mapping and action plans.</i>

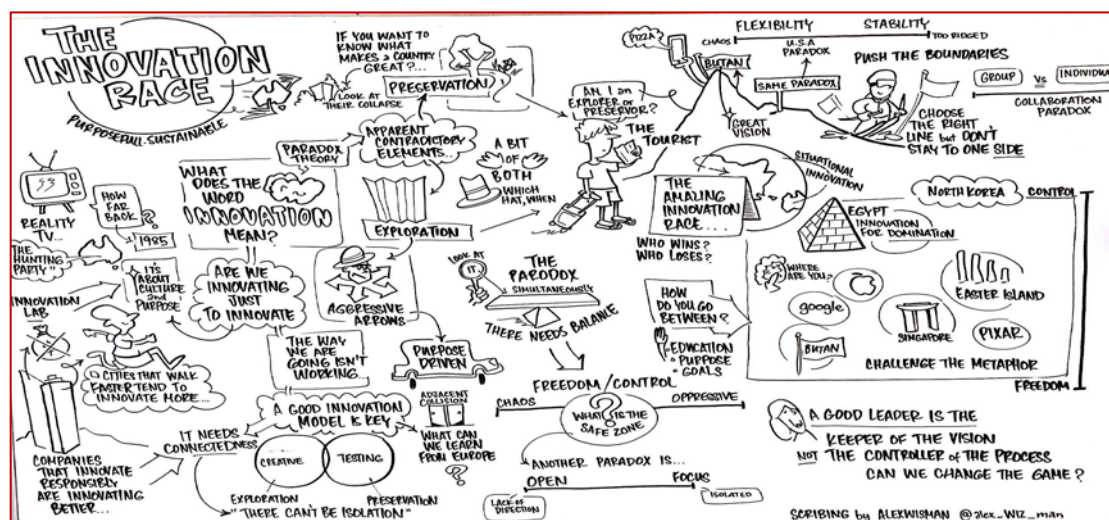
Academic versions: Managing Innovation. An executive deep dive lab (IR-4)

Strategic alignment: The significance of senior teams and the need for strategic alignment. The work of senior leaders often involves the entrenchment of paradoxes in organization strategy, yet they are often ill-prepared to deal with the resulting paradoxical demands. This latest research reveals how. **Intervention:** How deliberate awareness of individual, team and organisation biases can assist with alignment.

Levels offered:	Exec & Biz Facilitation Deep Dive Lab
Time:	45 mins - 1.5 days.
Rec Group size:	2-15.
Method:	Facilitated Interactive deep dive with Diagnostic, Assessment, Leadership team mapping.

INNOVATION KEY TAKEAWAYS:

- Discover from sociology what breeds a sustainable innovation culture.
- Learn the core sustainable innovation strategies for surviving and thriving in ‘the innovation race’
- Identify how to lead and manage innovation through successfully navigating the 4 key innovation paradoxes.
- Understand the ‘Paradoxical Innovation Leadership Orientations’ (PILOs) and how they can assist with strategic alignment and enable leadership ambidexterity
- Practice using the Polar Positioning (PoP) tool for strategic innovation alignment
- Learn your own bias towards innovation through the validated ‘Innovation Change Leader’ (iCLi) profile measure, and identify if you are ready to be an innovative leader



INNOVATION: Optional enhancements & blended learning

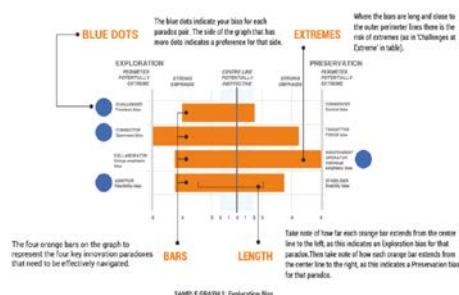
Memorable theme to enhance learning & engagement: Global adventure / race

THE INNOVATION RACE

HOW TO CHANGE A CULTURE TO CHANGE THE GAME



Gamification & Simulation option: The Innovation Race can also be delivered in this gamification style model. Using interactive gamification techniques, teams race around the world, gather clues and solve challenges to find the destinations on the itinerary, then decide on the best way to 'travel' to each destination together. They learn about how to survive the Innovation Race through facts and multiple case studies. Each destination ends with the participants reflecting on their own leadership styles, and organizational structures that best support innovation allowing them to create action plans to move ahead. With a hands-on interactive format, table group teams are encouraged to work through to the best solutions in a safe environment. The gamification version cumulates in teams investing the money they earned in what they believe are the most innovative companies and reflecting on the process. The 'gamification' focus can be adjusted depending on the needs of the group. Executive groups can focus more on pure outcomes, whilst teams can enjoy the engaging and motivational aspect the gamification learning method.



ILCI Diagnostic tool

Innovative Change Leader Inventory (iCLi): Personal Profile
[Check your leaders & organizations preparedness for innovation.](#)
 Validated assessments based on research into how to identify alignment in leaders and cultures, and how leaders can lead for innovation and effective change management. The assessments measure the innovation climate in an organization (iCi), along with individual innovation biases (iCLi). The iCi is also a valuable model for understanding the merging of two different cultures that allows dialogue to create shared understandings. These assessments enable the opportunity to identify potential gaps and opportunities and improve current systems and come up with new strategies and / or structures for internal implementation.



Book [The Innovation Race](#) takes readers to over 30 countries and unique cultures, along with researching multiple companies, to explore how to foster a culture that supports innovation.

White Paper: What it means to be an ambidextrous innovation leader
Developing greater agility for sustainability in a rapidly changing world

"Engaging insightful and very useful."

Dr. Roger Firestien – Senior Faculty, International Center for Studies In Creativity Buffalo State – State University of New York

"Read this book before it's too late"

Margaret Heffernan, Author, BBC TV producer, CEO & entrepreneur

"An engrossing journey that gathers insights from the fields of economics, anthropology, ethics and psychology."

Peter Martin, Economics Editor, The Age

ACADEMIC PEER REVIEWED PUBLICATIONS (ALSO AVAILABLE AS SPECIALIST SESSIONS)

- **'Can we meaningfully compare creativity across cultures?'**, Grant, G. (2015). in Culpepper, M. & Burnett, C., Big questions in creativity (vol 3), ICSC Press, State University of New York, Buffalo.
- **'Between community and corporate: How the top management teams experience paradoxical demands in strategizing'**. Grant, G., Knight, E. & Cuganesan, S. (2017). Presented at the 33rd European Group for Organizational Studies Colloquium, Copenhagen, Denmark, 8 July 2017.
- **'Dual leadership dynamics: Identifying how dual executive leaders navigate competing innovation sustainability demands in growing organisations'**, Grant G., & Cuganesan, S. (2018). 34th European Group for Organizational Studies (EGOS) Colloquium, Tallin, Estonia, 7th July 2018 (Forthcoming)
- **'From detecting dichotomies to navigating dipoles: A theoretical and practical model for identifying paradoxical innovation leadership orientations'**, Grant G. (2018). 34th European Group for Organizational Studies (EGOS) Colloquium, Tallin, Estonia, 7th July 2018 (Forthcoming)
- **'Profiling innovation leaders: Developing and applying a multidimensional measure of paradoxical innovation leadership orientations for identifying ambidexterity across different occupational profiles'** (Forthcoming) Grant G., & Dowson, M. (2018).
- **'Baptising dirty deeds vs what's right: Identifying paradoxical leadership orientations in relation to innovation sustainability.'** (Forthcoming) Grant G. (2018).



Innovation Race Channel <https://goo.gl/E79Rkx>
Media the-innovation-race.com/media/
whokilledcreativity.com/media/ tirian.com/in-the-media/



THE CLIENT EXPERIENCE

Our team have been engaged by market innovation leaders to help create a culture of innovation including: **Google** – working at their HQ in the US to introduce future solutions thinking; **AMP** (CEO / exec team level) – assisting them with dealing with changes to finance regulations; **Dyson** (COO, leaders & R&D) – to ensure their culture remains creative; **Four Seasons Hotels** (CEO & GMs) – preparing teams to embrace the potential future of the hospitality industry; **Disney** – creating compelling ideas to use for marketing; **Estee Lauder** – dealing with rolling out SAP; **Mercedes** (regional CEO and team) with new brand positioning, **Colgate Palmolive** – equip their HQ innovation lab (Mexico), **Salesforce** (looking at the future of marketing and the customer journey), **Duke University** & the **UAE Prime Minister's office** (to help Dubai and the region develop future leaders in innovation). Programs / lectures have also been designed /delivered for **Sydney University**, **International Center for Studies in Creativity** the State University in New York - **CKGSB** (Cheung Kong Graduate School of Business) China, **Royal Thimphu College** Bhutan, & **YPO/WPO** Global Edge. <http://www.whokilledcreativity.com/endorsements/presentation/>

"Both the book and the "roadshow" are captivating. Andrew Grant has star quality and uses it positively. Andrew has worked on leadership and team development around the globe for more than 15 years, but his presentation still yields the bravado of youth, nicely seasoned with the wisdom of a recognised leader in his field. He's young at heart, and ferociously clever with it".

Nick Walker: Columnist | SOUTH CHINA MORNING POST [Full article](#)

"Exceeded expectations... your program made our team more comfortable working with these issues, gave the topic more credibility, and it was actionable."

Director of Food SBU, Switzerland | NESTLE [Video](#)

"Totally impressed, a great event. It was both logical and fun, with real take aways "

Managing Director, Czech Republic | 3M (YPO) [Video](#)

"This was the best program I've ever seen."

Regional CEO | DAIMLER (DFS) [Video](#):

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

General Manager & Senior VP Consumer Products, Asia Pacific | DISNEY

"A well-received session with value adds for attendees". (Keynote to a 600 strong plenary session, and a workshop for the top 60 high achievers, which also included the CEO of AMP, and executive management team) 4.39/5

Professional Development Conference Manager, Australia | AMP (CHARTER)

"A truly magnificent achievement, particularity since the audience was from a multitude of cultures and listened in 5 different languages. This event scored the highest feedback in our 10 year history." (4.6/5)

Asia Pacific Manager, Premier Partners Global Network | FUJI XEROX



"This transformed a jetlagged audience into an open & receptive group, to talk about change towards more innovation".

Frank Wiegand MD PhD

VP Neurosciences Global Medical Affairs, Janssen (JOHNSON & JOHNSON)

"One of the highest ranked seminars of the year for YPO scoring an amazing 9.6/10"

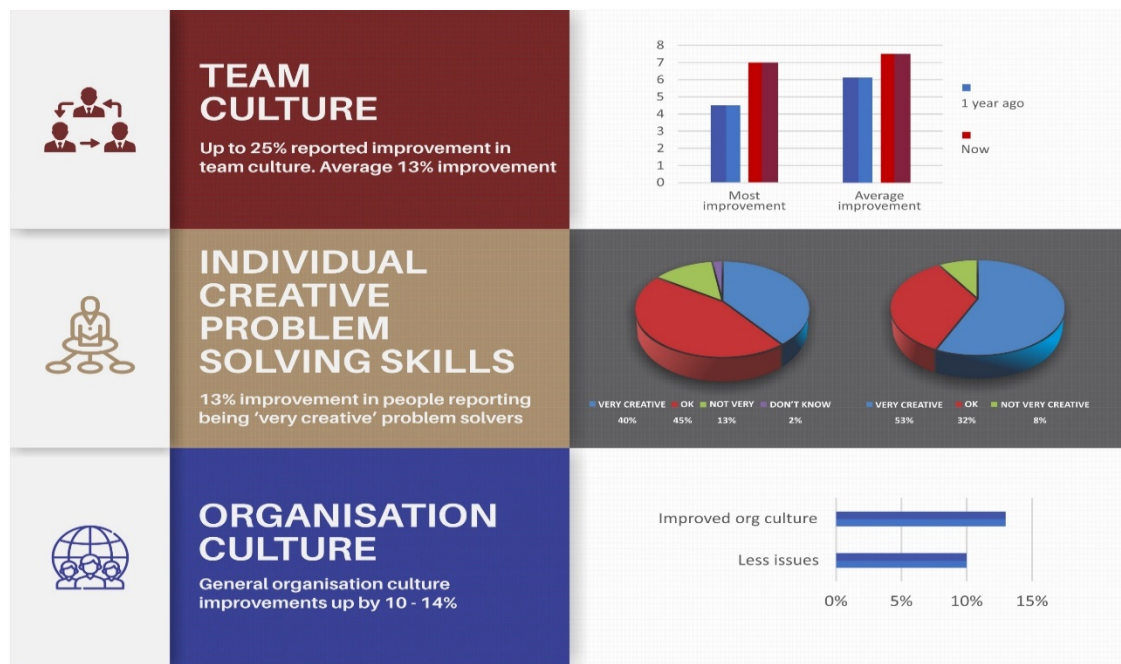
Board Member | YPO (Young Presidents Organisation)

"You delivered important outcomes."

Chairman and CEO | CARL ZEISS AG



MEASURED RESULTS



ABOUT THE CREATORS / DESIGNERS



Andrew Grant and Gaia Grant are the directors of **Tirian International Consultancy**, and authors of the breakthrough new book *The Innovation Race: How to change a culture to change the game along with international bestseller 'Who Killed Creativity?... And How Can We Get it Back?'*. Andrew and Gaia have been engaged by market innovation leaders to help create a culture of innovation including: Google – working at their HQ in the US to introduce future solutions thinking; Nestle (Switzerland) – facilitating a workshop on sustainable solutions for emerging markets at the HQ; Large finance institutions (international) – assisting them with dealing with changes to the regulations; Four Seasons Hotels (Canada & international) – preparing the executive team and all GMs to embrace the potential future of the hospitality industry; Disney (HK) - creating compelling ideas to use for marketing, and Mercedes (Germany and APAC) with brand positioning, Duke University, & the UAE Prime Minister's office (to help Dubai and the region develop future leaders in innovation). They have presented keynotes at major international conferences including: TEDx (HK), World Presidents / Young Presidents Organisation Global Edge, Gartner ITXpo (Australia), Innoday (Stockholm), The World Innovation Conference (France) & HR Summit (Singapore), EGOS (Denmark) and consistently receive top rankings for their presentations. The Grants have authored over 30 corporate educational resources, simulations and programs that are used by Fortune 500 companies and are sold under license worldwide. Gaia is conducting PhD research into the role of culture change and transformation in sustainable innovation at Sydney University Business School, where she is also a lecturer. Gaia also has an MSc (in Creative Leadership), a Grad Dip in change leadership, and BA Dip Ed, BD (hons).



DEFINITIONS / METHODS / ROLES

A **keynote** is like a light- designed to inspire, engage and motivate.

A **workshop / simulation** is more of a window to the world - to look outward, to see best practices and new ideas.

Experiential learning / gamification is designed to create safe places where people can self-discover & explore ideas and behaviours, using inductive style learning.

Business facilitation is like a mirror - allowing the group to reflect back and strategically plan.

FULL DESIGN AND STRATEGIC PLANNING:

for long term interventions style integrated programs.

Includes: Diagnose, Design, Development, Customisation. Understand client business strategies, Determine desired outcomes, Link learning to needs and desired outcomes, Develop content & delivery methods to reach outcomes, Prepare best teams & resources.

- PRE: SCOPING DESIGN WORKSHOPS: Future Thinking Strategic Planning Sessions to design a long-term intervention, and/or a full design thinking innovation lab experience.
- POST: BLENDED LEARNING including follow up, action panning, OGSM, Strategic deployment facilitation, articles / reference books videos etc

FACILITATION: Facilitators provide stimulus to encourage the group to discover the answers. Since reflection is the key to deeper learning that leads to more lasting change, anything that a "facilitator" does to enhance reflection before, during, or after an experience is called "facilitation". The central purposes of facilitation are to

- Enhance the quality of the learning experience (inductive methods)
- To assist clients in finding directions and sources for functional change, and
- To create changes that are lasting and transferable*.
- Facilitators need to be very skilled in working with group dynamics as what they work with is "live" and "fluid". They need to be able to deal with difficult people and win them over to positive participation. Facilitators keep the environment conducive for self-discovery – such as through using experiential learning methods. They assist with the process of education.

KEYNOTE SPEAKING: Keynote speakers have original material about an area of expertise or tell about significant achievements / research they have made in a particular field. They can present their material in an interesting, motivating, engaging and stimulating way, reaching cynics and interested people alike. For this reason, keynote speakers fees are higher.

TRAINING: Trainers refer to existing material or tell you stories about other people. Thus, trainers must be good communicators and perhaps technical experts. Training is about developing a specific skill set, imparting knowledge (while education is about developing skills for ongoing learning and enquiry). Training uses more of a deductive method, telling people what or how to do something, with little emphasis on why it is the case.

LEVELS OF PROGRAMS: *Good, Better, Best ...*

1. **Lite Recreational introduction** level programs introduce the content.
2. **Standard Educational** level programs jump into help people think about the concepts, focusing on how people feel and think, and helps a group solve a problem by facilitating an effective process. Basic action planning (Senior level facilitator)
3. **Executive Developmental** level programs focuses on how people feel and think and behave. It includes: the program + specific business facilitation, assessment with coaching options, behaviour modification tools, action planning, full immersion deep dives innovation labs, strategic business applications, and more academic validation. An executive level facilitator can help people maintain ownership of the process and outcomes and promote dialogue, allowing people become observers of their own thinking.
4. **Licensing:** Full Train the Trainer internal licensing for internal scalable delivery
5. **Hollywood Style Theming:** for an extra WOW factor to make the experience memorable – great for conferences

