



Gaia Grant

Bestselling international author, director of Tirian International Consultancy and recognised thought leader

Gaia Grant (PhD) is the creator of the unique 'Innovator's Profile', a researcher on innovation with the University of Sydney Business School, a director of Tirian Consulting, and author of a number of books including: *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?'

Gaia's biography

Gaia Grant's background

Gaia is a lecturer on sustainable [innovation](#) culture in international business and a doctoral (PhD) researcher at the University of Sydney Business School.

She also has an MSc in Creative Leadership from the University of New York, along with a Grad Dip Change Leadership, BD (Hons) and BA Dip Ed.

Gaia researches how to create a [culture](#) that supports sustainable innovation and draws on data she's collected from multiple survey responses and interviews with global leaders. This has also included a one-year long intensive organisation immersion to share breakthrough insights on innovation [leadership](#) and innovation culture.

Dr. Grant has been appointed by The Australian Institute of Company Directors and the peak Australian Superannuation Association Fund to research & report back on the importance of creating cultures in organization that promote accountability & integrity in innovative ways following the outcomes of the Haynes Royal Commission.

She has helped to design sustainable solutions for emerging countries program for Nestle headquarters in Switzerland and she has also worked with Duke Executive Education to help design and run a social responsibility program for Google headquarters in the US.

Gaia's corporate clients have included: Google (US), JP Morgan (Asia Pacific), Visa (US), Salesforce (Asia Pacific), Boeing (& Partner airlines), Four Seasons Hotels & Resorts (Canada), Citibank (Asia Pacific), AMP Bank (Australia), Baker & McKenzie (Asia Pacific), Colgate Palmolive (Innovation Lab

America), Deutsche Bank (Asia Pacific) & many other MNCs who can all attest to her insightful approach. She contributes regularly to a number of major magazines and newspapers and she has also been featured in a number of international media including BBC and ABC TV along with commercial TV, Reuters, Harvard Business Review, Fast Company and the Wall St Journal. She has also co-authored over 30 corporate educational resources, simulations and programs in total, which is used by Fortune 500 companies worldwide.

Dr. Grant is a recognized thought leader and a highly skilled presenter, [facilitator](#) and consultant who has developed a wide range of strategies and tools that can be used to find solutions to the most difficult challenges.

Along with her corporate client work, Gaia has also researched, designed and delivered long-term innovation culture solutions for a number of not-for-profit organisations, including directing a one-year project working on innovation solutions for an Australian government project that supports impoverished farmers with improving agriculture techniques in Indonesia, coordinating strategies for refugee organisations to overcome challenges internationally and producing a health curriculum for more than 25 million teachers and students in India.

Gaia's talks

- **Create**

‘Who Killed Creativity?’ gamified simulation for identifying creativity blocks (CSI1) + ‘Creative & Critical Thinking’ for dealing with wicked problems (CSI2) with Design Thinking/CQ (CSI2).

- **Collaborate**

‘The Collaboration Deception’ collaboration challenge session including a live gamified social experiment.

- **Innovate**

‘Ambidextrous Future-Ready Leadership’ for greater agility and sustainable innovation and growth + ‘Becoming Accredited Innovation Change Leader (iCLi) Coach’.

- **Narrate**

‘The Creative Appliance Project’ designed to assist with reinventing the future to build mission-ready confidence and capabilities.

- **Communicate**

‘The Reality of Virtual Teams’ (with gamification simulation ‘On Thin ICE’) for dealing with virtual and remote team challenges.

- **The magic of creative thinking and how to really think outside the box**

Uses magic illusions as an illustration for how the creative thinking process can be blocked psychologically, segueing to challenging people about their mindset and mental models.

- **Who Killed Creativity?... And how can we get it back?**

Why ‘design thinking’ doesn’t always work. Profiling the potential creative thinking killers, and identifying how to counteract these through building creative thinking skills and an innovative culture.

- **The forensic lab and the neuroscience of creative thinking**

How to re-train the brain to access and harness unique creative thinking skills –including fascinating insights from the latest research in neuroscience.

- **The Traveller and the Tourist. Why innovation doesn't always work. Who wins, who loses and who gets eliminated?**
Companies like Google may appear to be leading in the 'innovation race', but do they have all the solutions? Our research has revealed that most companies today only have half the story right and that a new perspective 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.
- **What is Your Innovator Profile? Are you Innovation Ready?**
How to identify and develop your individual, your team's and your organization's innovation strengths for maximizing innovation at all levels. Includes a fascinating validated assessment and interactive 'speed dating' and 'in or out' exercises to help people explore their unique perspectives and potential.
- **The Monk and the Mobile - The Paradox Theory of Innovation**
This session 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.
- **Dinosaurs and Disruptions.What's next? (A 'futurist keynote' with a difference)**
The surprising future of innovation & Embracing The Forth Industrial Revolution
Most conference attendees seem to want to hear market leaders share their predictions, hoping to pick up the latest trends in innovation and stay ahead of the curve. But at best, this can just be an adrenaline hit for the audience, and not offer any real actionable solutions to see just how innovation ready we are, and what we need to do about it.
- **The Innovation Game Changers-Sustainable Innovation**
How often do we stop to think about why and how we innovate? Are we in danger of innovating for the sake of innovating?
This session dives deep below the surface of the most innovative cultures and challenges the typical assumption that innovation is simply about designing bigger, better, and faster products and services. It suggests, instead, that innovation should be about creative culture change, and explores how to create a purpose-driven innovation culture.
- **The Creativity Process - The 7 Creative Thinking Strategies for Designing New Innovations (Introducing Design Thinking)**
How to rescue creative thinking and problem solving -7 enabling 'critical', 'creative' and 'design'-thinking strategies for creative thinking success. Uses real workplace case studies and focuses on developing practical solutions.
Takeaways: Practical tools for coming up with workable ideas and implementable solutions faster PLUS one or more business issues solved using the tools.
- **Innovation Process -'The Chocolate Factory' Organisation Implementation**
'The Chocolate Factory' simulation provides the opportunity to practice creative thinking tools and examine how customer-centric innovation can be systematized through the organization. (Simulation).

Takeaways: An understanding of innovative process redesign PLUS a recommended solution for an improvement to a practical workplace challenge.

- **Systematising Innovation - Innovative Organization Applications**

A model for systematizing innovation in the organization (Workshop & real workplace case studies)

Takeaways: A blueprint for organizational innovation that is responsive to customer needs PLUS one or more innovation models for the organization ready for execution.

- **Interactive Diagnostic Tool - 'Who Killed Creativity?'**

An interactive diagnostic tool for identifying the blocks to creative thinking and innovation in individuals, teams, organizations and cultures (Simulation board game).

Takeaways: An understanding of why creativity has difficulty flourishing in a typical work environment PLUS learn the traits of a creative mindset & innovative work environment.

- **Team Creativity - Innovative Team Actions**

Identifying individual strengths within a team to ensure a team is able to innovate together to maximize potential (Workshop with profiling).

Takeaways: An efficient high performing team able to maximize individual strengths and collaborate effectively to come up with innovative new ideas and solutions PLUS one or more practical new business applications ready for implementation.

- **Liberate: How to unlock a culture of innovation through freedom and guidance**

Takeaways: Action statements and strategies for building a foundation for innovation culture.

- **Initiate: How to initiate the innovation process through diversity and focus**

Takeaways: Cultural principles and practices for exploring the generation of the best possible ideas.

- **Motivate: How to inspire and engage individuals and teams towards unified solutions**

Takeaways: Leadership behaviour plans to support innovative engagement.

- **How to lead a culture of innovation**

Negotiating 4 key innovation culture paradox pairings with polar positioning.

- **Preparation for innovation**

Developing a united vision and values for building a purpose-driven and sustainable innovation culture. The session covers the importance of developing innovation from multiple perspectives -and the key element of authentic empathy and the critical insights this process can provide.

Takeaways: Organization vision, mission and values connected to innovation process and empathy maps.

- **Transform: How to transform a culture for implementing innovation through flexibility and stability**

- **The Forth Industrial Revolution**

- **Human Intelligence 2.0: Thriving in the age of Acceleration**

- **Ethical challenges for organizations in the future**

- **General Design Thinking to Deal with the Future of Work (CSI2)**

- **How to be an Effective Innovative Leader**
- **The Paradox of Innovation**
- **The Future of Work - Are you innovation Ready?**
- **Becoming Innovation Ready: Again!**
- **The Innovative Optimist**
- **Thinking out of the Box / Design Thinking**

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