



Why OpenSesame?

VISION

A world where everyone can easily access the training they need to advance their purpose

MISSION

We help companies improve the productivity and admiration of their workforce



**Courses for Every Individual.
Solutions for Every Objective.**

Business Skills

Leadership / Management
Accounting
Telephone Skills
Time Management
Sales
Communication



Technology

Microsoft Office
Desktop
Social Media
IT
Cisco
Web Development



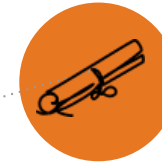
Safety

Workplace Safety
OSHA
Fire Safety
Forklift Safety
Defensive Driving



Certifications

Microsoft Certification
Project Management
(PMI / PMBOK)
Human Resources
CompTIA



Compliance

Ethics
GDPR
Privacy
Cybersecurity
Code of Conduct
Bribery & Corruption
Harassment Prevention



Industry Specific

Finance
Healthcare
Hospitality
Banking
Manufacturing
Oil & Gas
Foreign Languages



Diversity, Equity & Inclusion

Unconscious Bias
Inclusive Leadership
Mental Health Awareness
Building Diverse Teams
Generational Diversity
Intercultural Competence



Wellness

Corporate Wellness
Stress Management
Mindfulness and Meditation
Exercise and Fitness
Resilience
Work/Life Management



5 ways coaching culture drives high performance

The future of coaching and development





Bob Rysavy

Bob Rysavy has 25-years' experience in the Training and Development and Instructional Design arena, holding both leadership and direct implementation roles as well as being an expert LMS administrator. Bob is a coach in and out of work and believes coaching is a lifestyle choice. His support includes the fields of For-Profit Education, Recruiting, Human Resources, Medical Administration, Food Manufacturing and Cold Storage Logistics.



5 Ways coaching culture drives high performance



**Build Team
Trust**



**Provide
personalized
training &
feedback**



**Measure &
close gaps in
employee
performance**

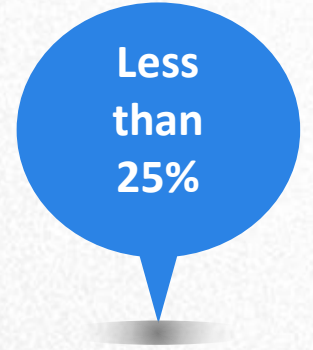
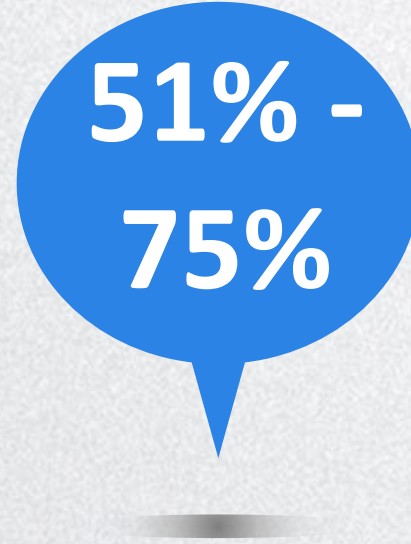
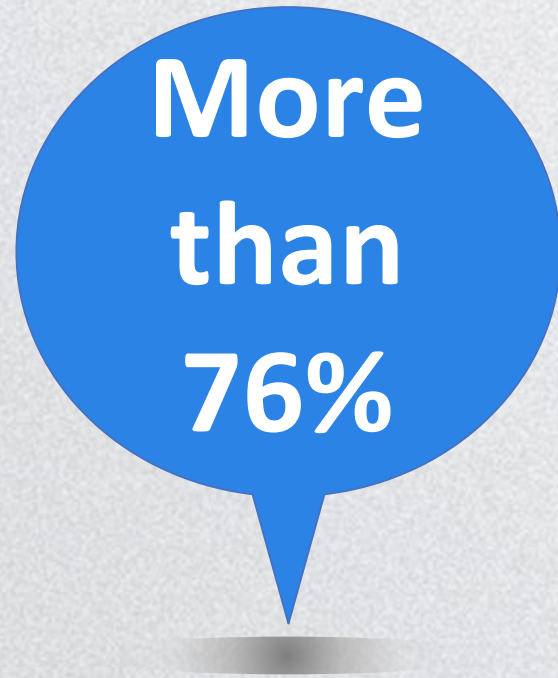


**Help employees
develop
leadership
qualities**



**Leverage
coaching to
drive
performance &
development**

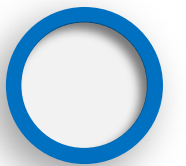
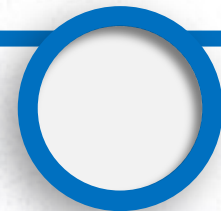
What percent of your turnover is due to poor communication, leader miscommunication or training related issues?





What is Trust

- Positive Relationships
- Good Judgement/Expertise
- Consistency





Build Team Trust

- Trust needs to be a competency
 - If not on paper, expressed frequently



Build team trust



Trust

- Demonstrate Respect
- Listen First
 - Transformation begins with listening

The art of giving a crap

- Pay attention
- Show you are listening
- Defer Judgement
- Be curious

I Give
A
CRAP.

IMPACTFUL COACHING IS
THE ART
OF GIVING A CRAP

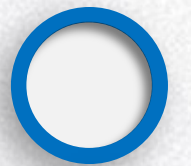


Deliver deliberate & truthful feedback

- Deliver feedback with intention

“People don't care what you know until they know that you care.”

- If your intention is not to genuinely help someone learn, grow, or lead, then you shouldn't be the one giving the feedback.



What are the
benefits/outcomes
in support of
feedback?



Benefits of effective feedback

Feedback



01

It's timely and specific

02

It uncovers blind spots

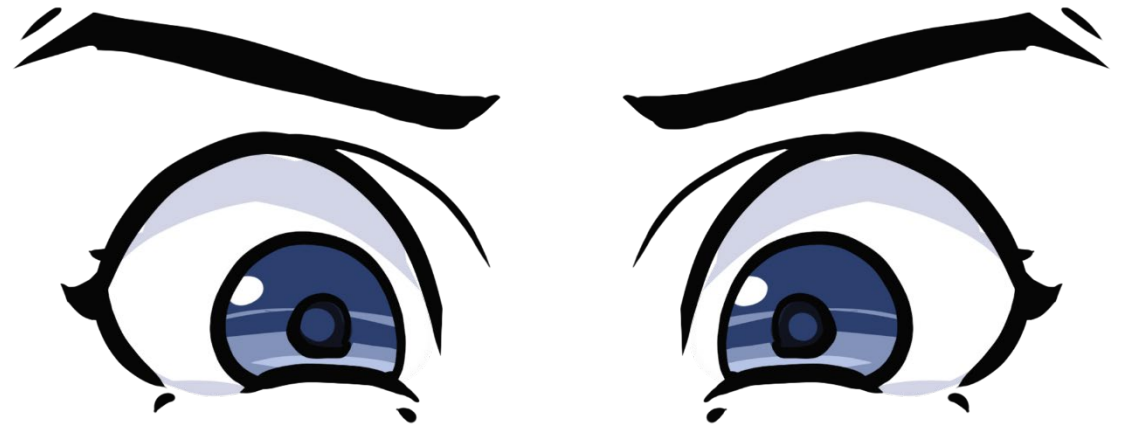
03

Behavior improves

04

Helps you to see around corners;
yields suggestions & ideas

“They only look at you when you do something wrong.”





Feedback needs to be delivered daily

- Balanced = Supportive & Developmental
 - *Eliminate the sandwich model*



How to give effective feedback: SBI Method



Situation

Describe the situation
Where? When?

Behavior

Describe the behavior
What I saw or heard

Impact

Explain the Impact
Result or outcome

Coaching for the future

- Reduce the we vs. they barriers
 - Absence of Ego through mini-interviews
 - Ask the question:
 - What do you need to do your job more effectively and feel safe?



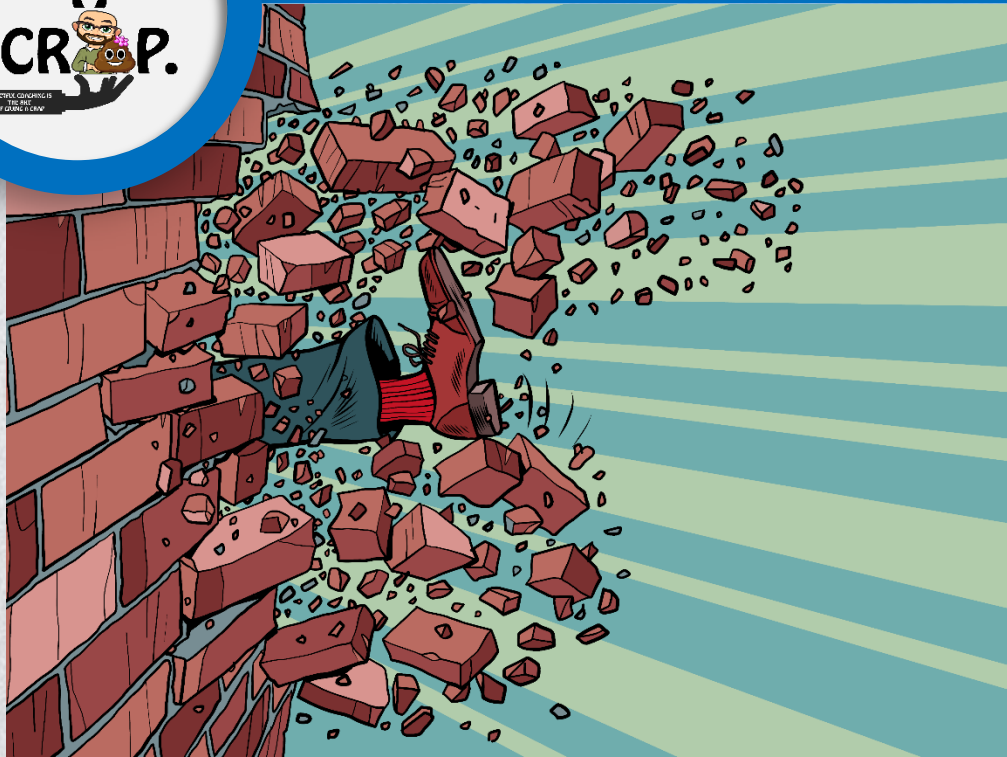


Leverage coaching to drive performance

- Before developing training
 - *ask your learners for input*
- Recognize and Encourage Talent
- Be an optimist and encourage ambitious goals
- Create a growth plan

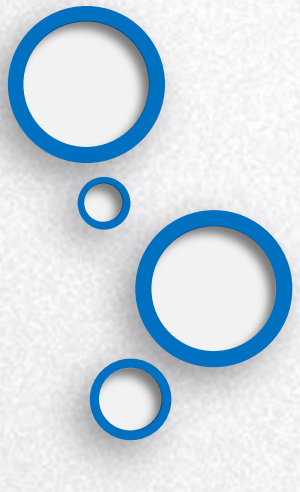
I Give
A
CRAP.

#WHYDUCATORS
THE STATE
OF CALIFORNIA



Impactful coaching is the art of giving a crap

- Coaching is a culture, not a task
 - Pay attention
 - Show you are listening
 - Defer Judgement
 - Be curious

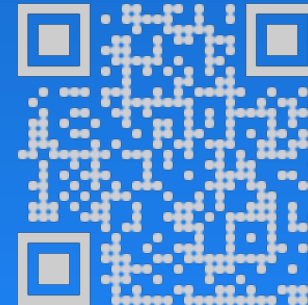


Questions?



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The future of coaching and development



*For more information or
to connect with Bob*



Check out our course catalog!



SCAN ME