

# Results Talk

How Open  
Spaces  
Learning  
Helps  
Companies  
Excel



Profit  
with Purpose

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## Why

Open Spaces Learning is a learning and development company that gives Canadian corporations a proven, systematic approach to building and sustaining high performing cultures that drive corporate performance – while supporting and strengthening a company’s values and purpose.

## What

At Open Spaces Learning, we are corporate *culture game changers*. Together with our strategic business partners, we design and deliver strategic cultural programs, through which teams and companies become market leaders in profit, innovation, productivity and employee engagement.

*Open Spaces Learning can better enable you to meet or exceed your key business goals.*

## Benefits of implementing a Culture of Leadership

### 1. Increased Business Results:

- Develop concrete strategies to increase your overall business results by at least 30%.

### 2. Authentic Leadership:

- Cultivate leadership talent across all levels of your organization by re-igniting true passion for organizational success.
- Evolve your organizational leadership model from a “me” to “we” mindset.

### 3. A Transformed and Inspired Organizational Culture:

- Learn how to leverage their people to unleash their organizational culture.
- Create a framework and ongoing support system for the organization to be set up for success for years to come.

## What's the Open Spaces Learning approach?

1. **Proven techniques:** We use cutting edge, culture-shifting methodologies that have successfully transformed companies around the world.
2. **Best-of-Breed:** We hire only those associates who connect to our core values and purpose.
3. **Passion:** We leverage our assets, and create corporate social responsibility opportunities that speak to our passions.
4. **Alignment:** We strategically align the culture of your organization with its corporate social responsibility initiatives and support learning with dynamic, participant-centred programs.
5. **Continual Improvement:** We consistently research what best practices can be used to shift organizations to achieve corporate culture alignment and to increase overall business results by at least 30%
6. **Partnership:** We partner with our clients on their goals, and design programs to shift team / group / organizational cultures, strategy and structure to better achieve those goals and business initiatives.

*RBC, British Columbia  
Jennifer McCarthy,  
Regional Vice President*

## Client's challenge

In a large, complex organization like RBC there are many priorities and strategies on the go at any one time. Add to that the complexity of a large team spread out across a vast geographic territory. The challenge was to build a bonded team that could connect across the distance while focusing the team around a common set of values to drive results faster, minimize re-work, and provide even greater value to those they supported.

## Who was involved

Mid-Management Team

## Insights

- The team connected more deeply based on their values, built a stronger peer network and were able to onboard new members faster.
- Experienced noticeable improvements in time management.
- Relationships built at work are more rewarding and fulfilling. Resulted in less conflict and improved problem resolution when facing differing needs of stakeholders.
- This program shifted the environment of work and added a human dynamic that employees and teams crave and deserve.

*RBC, British Columbia  
Jennifer McCarthy,  
Regional Vice President*

## Type of learning program

Full year program based on monthly in-class group learning and monthly triad coaching

## Performance results measured

- Consistent structure for increased collaboration and innovation.
- Team members reported breakthroughs in the areas of impact and influence aligned with their 90 day goals.
- Team members felt they have the capacity to tackle new things.
- Increased collaboration with strategic partners.
- Conversations shifted. People began to hold others to account in an empowering way.
- New team members were on-boarded faster and with greater support.
- What was learned in the program has had a lasting effect that has made a difference with other teams and leaders.

*Spin Master  
Harold Chizick,  
Vice President,  
Global Communications  
and Promotions*

## Client's challenge

Re-engaging employee pride in organization during a time of staff reduction and budget cuts.

## Who was involved

Executive team

## Insights

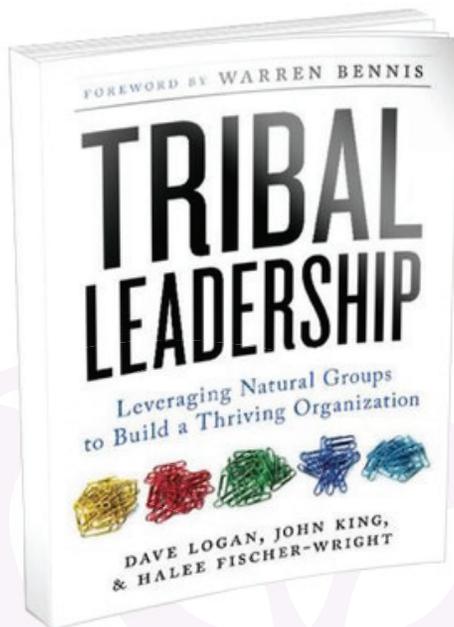
Success of team could only be realized by holding each other accountable and supporting the team in all aspects of achieving their goals, work and personal lives included.

## Type of learning program

Executive Triad Coaching

## Results

Ability to effectively make better decisions driven from individual's values.



*“Leslie brings energy, passion, and commitment to her work supporting and engaging leaders in empowering their teams. With Leslie, leaders create work environments that nurture the human soul and generate greater results in all key organizational areas. Best of all, Leslie brings her generosity of spirit and her commitment to fun to everything she does. The time flies, the impact is tremendous, and organizations Leslie supports flourish. Leslie works with each client to design and facilitate trainings and workshops that profoundly shift workplace cultures. Leaders and executives interested in empowering their teams and creating high performance work environments driven by results, acceptance and inclusion will be blown away by what Leslie brings to the table.”*

**Deirdre Gruendler**

Approved Tribal Leader, CultureSync (business partner)

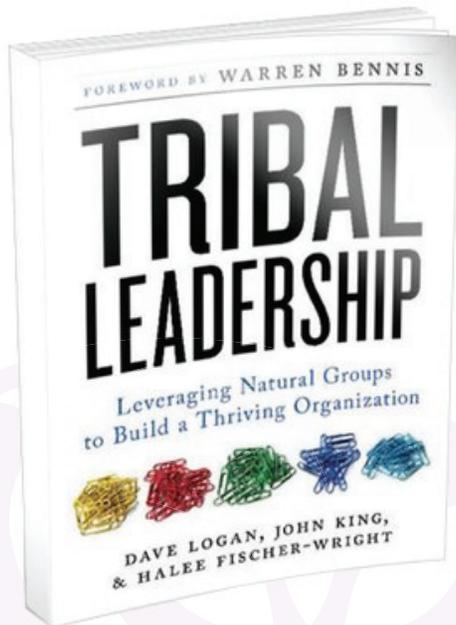
February 2, 2011

*“The art of accomplished outcomes is not a ‘To Do’ list with Leslie. She will draw forth your values during any job, developing and honoring what is close to your heart in the work. Thus, expect robust satisfaction with outcomes, creative expansion, and having things in your life operate at high levels, when you work with her!”*

**Cecilia Rossiter**

Approved Tribal Leader, Culture Sync (business partner)

January 6, 2011



*“As one of our senior Tribal Leadership Intensive facilitators, Leslie is masterful at creating an atmosphere where participants flourish. I have observed her in action. She is highly skilled and always a thoroughly prepared presenter. Participants learn quickly because of the safe learning environment she creates, coupled with her ability to rapidly develop partnership in the classroom.*”

*“She is very effective at teaching our collaborative behavior-based tools in a way that has participants be able to grasp, retain and apply what they learn in their own lives and workplaces. Leslie is thoughtful and always direct with the participants. She is able to call forth one’s leadership, which further develops them as one who can facilitate, collaborate and accelerate others getting things done, thus enhancing their team’s performance.*”

*“Leslie is a CultureSync Approved Tribal Leader, a process that takes place over two years of instruction, coupled with community-based leadership projects to complete and demonstrate one’s abilities in real life applications. Her style mirrors the best of Tribal Leadership. Thus, she was asked to lead our programs. She consistently leads from core values and purposefulness. How Leslie works with both our students and our leadership team, are moving demonstrations of her commitment to empower all people in their leadership.*”

*“I highly recommend her as a trainer and facilitator.”*

**Jack Bennett**

Chief Operations Officer, CultureSync



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