

## **A note to business owners/managers**

If you are considering sending members of your workforce to Open Enrollment courses, in order to maximize your investment, we recommend:

- Enroll all members of a team/crew, including supervisors/crew leaders and subsequent new hires
- Establish policies and procedures to support practice, practice, practice, which will lead to skill development and proficiency after the training program.

### **The benefit of your investment can include:**

- standardize skill and knowledge within crews
- be able to immediately implement new skills - everyone will be on the 'same page'
- experience excellent team and morale building
- send the message that the owners/managers care about worker safety and well being
- reduce turnover
- know if a worker is working safely (or not safely) because supervisors have been to training
- increase the probability that skill and knowledge will be implemented once back at work

### **Oh and did we forget to mention, the bottom line results will speak for themselves.**

- ArborMaster has been training tree workers since 1995. Our experience shows, time and time again, that: sending an entire crew is much more effective than sending only 1 or 2 employees
- it is dangerous to expect that an ArborMaster student can 'train' the rest of his crew upon his return
- training will fail if new skills and knowledge are undermined back on the job
- even the most skilled and experienced arborists learn valuable lessons at ArborMaster programs
- no safety, skills, or productivity training program is effective if the working environment does not support safety, skill and productivity. If you aren't sure how to support safety, skill, and productivity, we will be happy to help.

### **Ken, Juan & the whole ArborMaster team,**

*I am finally taking the time to send a sincere thank you to your organization. I have to admit I was more than a bit skeptical about bringing in "professionals" to train my employees, especially the ones with years of experience. As it turns out they were the ones that got the most out of the training. Your approach is great and you keep it all interesting. We are using what we learned every day and whenever I help one of the crews that does not yet have a lowering device or a pulley or even a sling, I wonder how we ever managed to make a dollar in the past. ~ Bill Jacobsen, Jacobsen Tree Service*

*Me, the guy that knows it all, been there, done that - humbled by how much I learned*

*After 25 years in tree care, I'm learning how much I still have to learn!*