



WELCOME TO GREENIUS

THE #1 TRAINING SOFTWARE FOR LANDSCAPERS

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AGENDA

- 01 Why Do I need a Training Program? (10 min)
- 02 Common Employee Mistakes. (10-15 min)
- 04 Where do I start? How to build an onboarding plan (10 min)
- 03 Q&A - Ask Us Anything About Training / Onboarding (5 min)



WHY TRAINING?

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FAST FACTS

12X

Employees who feel they cannot develop in the company and fulfill their career goals are **12 times more likely to leave the company.**

24%

Companies that invest \$1500 on training per employee can see an average of **24% more profit than companies who invest less.**

8.6%

In a study of more than 3,100 US workplaces, a 10% increase in training **produced an 8.6% gain in productivity.**

BENEFITS OF GREENIUS TO OWNERS

TRAINING = DECREASED OPERATING COSTS

- Increase in profits.
- Consistency with staff.
- Turn-over now has training.
- Raised the bar for existing employees.
- **Due Diligence requirements.**

BENEFITS OF GREENIUS TO MANAGERS

- **Crew leaders have insurance:** Due Diligence complete.
- Employees are not “green” on Day 1 of work.
- Consistency of safety messages to all staff.
- Safety checklist is a good guide; nothing gets missed.
- **Accountability for new employees.**

BENEFITS OF GREENIUS TO EMPLOYEES

- **Ready to work safely on Day 1.**
- **High confidence** and comfort level on Day 1.
- Young people = online.
- Morale booster: **employer cares.**
- **Training is a serious business! With serious results.**



COMMON EMPLOYEE MISTAKES

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COSTLY MISTAKES THAT ANYONE CAN MAKE



SUGGESTED
COURSE

Engine & Fuel Basics

Tow Truck \$350.
Truck Repair \$2500.

Every hour a single employee is
unable to work equals \$60 of
missed revenue on average. (Crew
of 3 x Avg Rev/Employee/Hour
(\$60) x 8hr workday)

The Missing Diesel Sticker

Repairs and Relocation \$2,850

Schedule adjustments \$500

Lost Revenue \$1,440

Unhappy Customer Priceless

Cost of a Missing Diesel Sticker \$4,790

Cost of a diesel Sticker + Training \$126

Delayed jobs, employee
rescheduling or overtime.

Your reputation precedes
you – having a bad one
from unhappy and
dissatisfied customers
will cost your business.

DIESEL
FUEL ONLY

THE **REAL COSTS** OF NO TRAINING

DAMAGE TO ASPHALT FROM FUEL



REPAIR COST

\$375

SALES / SERVICE REQUIRED

\$3,750

THE **REAL COSTS** OF NO TRAINING

DAMAGE FROM A PROJECTILE



REPAIR COST

\$450

SALES / SERVICE REQUIRED

\$4,500

THE **REAL COSTS** OF NO TRAINING

WRONG FUEL – WRECKED ENGINE



REPAIR COST

\$500

SALES / SERVICE REQUIRED

\$5,000

THE **REAL COSTS** OF NO TRAINING

ENGINE DESTROYED ON SMALL WALK BEHIND



REPAIR COST

\$625

SALES / SERVICE REQUIRED

\$6,250

THE **REAL COSTS** OF NO TRAINING

BROKEN CRANKSHAFT IN LARGE WALK BEHIND



REPAIR COST

\$1,500

SALES / SERVICE REQUIRED

\$15,000

THE **REAL COSTS** OF NO TRAINING

DAMAGED CAR



REPAIR COST

\$2,000

SALES / SERVICE REQUIRED

\$20,000

THE **REAL COSTS** OF NO TRAINING

INJURED WORKER, MISSING FINGERS



REPAIR COST

IRREPLACEABLE



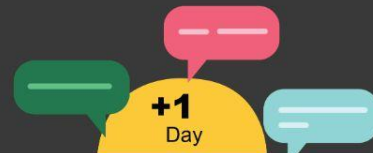


WHERE DO I START?

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START
You're Hired!



- ADD EMPLOYEE TO GREENIUS

COMPLETE FIELD CHECKLISTS (CREW LEADER)

- (Start Slow) Assign Basic Training.
- 5-7 Courses related to their job.
- Give notice to complete by first day.

- Complete On-site - 5-7 Field Checklists from courses.
- Remember its about training, not right vs wrong answers.
- Teach employee your company process.



COMPLETE FIELD CHECKLISTS (CREW LEADER)

**30 DAY PERFORMANCE REVIEW
ASSIGN ADVANCED TRAINING**

- Complete 5-7 Field Checklists from Day 30.
- Remember its about training, not right vs wrong answers.
- Teach employee your company process.

- 1st Performance review to set baseline. (10 mins)
- Assign next level courses, another 5-7.



60 DAY PERFORMANCE REVIEW

**90 DAY PERFORMANCE REVIEW
NEXT STEPS**

- 2nd Performance review to measure against 1st. (10 mins)
- Did scores increase? Is your on-boarding working?
- Train on weak areas, Lead to success!

- 90 Day Performance review. (10 mins)
- Did scores increase? Was On-boarding Successful?
- Start Weekly Tailgates, Assign Additional Courses, and continue Skills development.

FINISH

THE TRAINING COURSES

100+ Training Courses

Learn how a formal training program can help solve each of these common landscaping company problems.

1. TOO MANY PHONE CALLS ARE FROM UNHAPPY CUSTOMERS.
2. IT FEELS LIKE OUR EQUIPMENT IS ALWAYS BREAKING.
3. MY EMPLOYEES ARE GOING TO MY COMPETITION.
4. NO TWO CREWS DO THE SAME TASK IN THE SAME WAY.



Equipment Training Video Categories

SUPERVISORS

Coaching and Motivating
Customers Count
Difficult Employees
Meeting and Beating the Budget
Planning Your Day & Morning Prep
Quality Counts
Safety and Training
Supervisor Defensive Driving

GENERAL COURSES

Hand-Washing
Defensive Driving
Engine and Fuel Basics
General Harassment
HazCom Aware
Personal Safety
Truck and Trailer
Transportation of Dangerous Goods
COVID-Mask and Gloves Safety
COVID-19 Work Rules

MAINTENANCE

Aerator Safety
Blower Training
Chainsaw Safety
Edger Safety
Fertilizer Spreader
Hedge Trimmer
Large Walk Behind
Small Walk Behind
Sprayer Training
Stand On Mower
Trimmer Training
Wide Area Mower
Zero Turn Mower

MINI SERIES

Blade Sharpening
Generators
Hand Tools
Lockout/Tagout
Plant Transportation
Pressure Washer
Pruning
Spill Response

CANADA/ONTARIO

WHMIS (with GHS)
AODA Training
Bill 168 Training
Ont Worker H&S
Ont Supervisor H&S

SNOW & WINTER

Box and Wing Plow
Essential Snowplowing Techniques
Site Engineering and Planning
Skid Steer for Snow
Snow Plowing Safety and Prep
Winter Walkways

CONSTRUCTION

Landscape Tractor
Mini Excavator
Plate Compactor
Portable Stone Saw
Skid Steer

HIRE FOR ATTITUDE, TRAIN FOR SKILLS

The background of the entire image is a grayscale photograph of a landscaper operating a skid steer loader. The operator is wearing a cap and a light-colored shirt, and is looking towards the right. The loader is moving through a wooded area, with trees and foliage visible in the background. In the bottom left corner, there is a small, white, stylized graphic of a tree or a bush.

BUILD YOUR OWN TRAINING NOW

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CREATE YOUR OWN COURSES



STEP 1

Upload your own, or
search a video on
Youtube.

(That's right, any video
on YouTube)



STEP 2

Give your course a
title, paste the link
from your YouTube
video.



STEP 3

Build a custom
exam with
questions that you
create.



STEP 4

Build a practical Field
Checklist to test and train
employees on-site.



YOUR COURSE IS READY







Your custom course can
now be assigned to any
employee, and will now
show on all reports, and be
available in our app for
field checklists, and
performance reviews!

STEP 1:



00:15

STEP 2:

-  Dashboard
-  My Training
-  Employee Training >
-  Training Library >
-  15 Minute Review >
-  Reports >

Custom Course

Save Draft

1 Choose Details

2 Add Chapters

3 Create Quiz

4 Create Checklist

Add Course Details

Site Survey 123 Address St.

Language*

English

Spanish

Snow Plowing

x

x

Enter a comma after each tag

Site 123 Address St.

0/240







Edit Cover Image



 Upload Image

Accepts: .jpg, .png Max Size:10Mb

STEP 3:

-  Dashboard
-  My Training
-  Employee Training >
-  Training Library >
-  15 Minute Review >
-  Reports >

Custom Course

Save Draft

① Choose Details

② Add Chapters

③ Create Quiz

④ Create Checklist

Edit Chapter

Site Survey 123 Address St.

 <https://vimeo.com/489050180>

Please review the video and notice the hazards.

B U *I*  

47/4000







 Update & Save

Chapters: 1

Minimum one required

1. Site Survey 123 Address St. 

STEP 4:

-  Dashboard
-  My Training
-  Employee Training >
-  Training Library >
-  15 Minute Review >
-  Reports >

Custom Course

Save Draft

① Choose Details

② Add Chapters

③ Create Quiz

④ Create Checklist

Create a Final Quiz (optional)



A quiz can help make sure your employees are learning course material.

Add Final Quiz Question

Where to pile the snow?

Answers: (Select one correct answer)

The order of the answers will be randomized every time the final quiz page is opened/refreshed.









East Bank



Final Quiz Questions: 1

Minimum one required

1 Where to pile the snow? ⋮

STEP 5:

- Dashboard
- My Training
- Employee Training >
- Training Library >
- 15 Minute Review >
- Reports >

- Help & Resources
- Settings

Custom Course

Save Draft

- 1 Choose Details
- 2 Add Chapters
- 3 Create Quiz
- 4 Create Checklist

Create a Checklist (optional)



Checklists can help summarize course items for your employees to print out and reference.

Add Checklist Topic

Lets talk about the hazards

Checklists: 1

Minimum one required

- 1 Lets talk about the haz... ⋮

Checklist items: 3

✓ Cart Returns

✓ Islands ⋮

✓ Speed Bumps ⋮





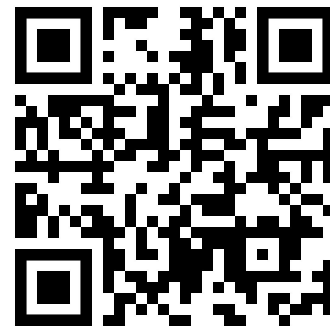
NEXT STEPS

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Q&A

- Ask me anything!

SIGN UP NOW

- **Greenius PRO / FREE** : <https://gogreenius.com/pricing>
- In a rush? Shoot me an email (mcrinklaw@golmn.com) and we can chat later.