



“ The OSR Academy has streamlined the training process. Every student that we have enrolled has achieved a new level of enthusiasm and has gained a truckload of tools to help enable them to be successful salesmen.

I am confident the investment is well spent.”

Matt Semonik
COO
Arnold Lumber Co.

YOUR PERSONAL LBM FARM SYSTEM TO DEVELOP YOUR NEXT SALES MVP

COHORT III LAUNCHES SEPTEMBER 2024

OSR ACADEMY YOUR TOP 10 REASONS WHY



01

IT'S THE ONLY 12-MONTH, BLENDED-LEARNING, LBM-SPECIFIC SALES PROGRAM ON EARTH

02

GUEST FACULTY INCLUDES BUILDERS, LBM EXPERTS, AND SALES TRAINING ICONS LIKE MIKE WEINBERG

03

CUSTOM CONTENT, UNIQUE TOOLS, AND LBM-SPECIFIC CASE STUDIES WRITTEN BY BRADLEY HARTMANN

04

JUST-IN-TIME WEEKLY ENGAGEMENT WITH EXECUTIVES, SALES MANAGERS AND STUDENTS

05

COHORT-BASED, SMALL TEAMS ENCOURAGE COLLABORATION AND NEW INSIGHTS

06

WEEKLY ACCOUNTABILITY MANAGED BY FULL-TIME OSR ACADEMY ADMINISTRATION TEAM

07

UNIQUE 2-DAY SALES FUNDAMENTALS WORKSHOP (\$3,895) IS INCLUDED IN THE OSR ACADEMY

08

CURRICULUM FEATURES ORIGINAL LBM-SPECIFIC CASE STUDIES TO IMPROVE THINKING AND COLLABORATION

09

WEEKLY TIME INVESTMENT IS 30-60 MINUTES SO BUSY STUDENTS CAN LEARN IN CURRENT ROLE

10

IT'S PROVEN EFFECTIVE; READ ON FOR TESTIMONIALS FROM EXECS, STUDENTS & HOME BUILDERS



OSR ACADEMY FIRST THINGS FIRST



THE NEED

BABY BOOMER SALES PROS ARE RETIRING FASTER THAN THEIR REPLACEMENTS ARE BEING DEVELOPED. FEW LBM ORGANIZATIONS EFFECTIVELY TRAIN THE NEXT GENERATION OF SALES PROS TO BE SUCCESSFUL PRIOR TO BEING THRUST INTO THE ROLE.

THE FUNDAMENTALS UNDERPINNING THE ACADEMY ARE:

1. GOAL-SETTING
2. TIME MANAGEMENT
3. PIPELINE MANAGEMENT
4. PROSPECTING
5. CLEAR COMMUNICATION, ONLINE AND OFF



There's not another sales training program in the country that even comes close to teaching such a well-rounded curriculum. All of the topics you wish you had time to teach are covered.

- Pat Clancy :: Vice President



The 2-day Sales Fundamentals Workshop—held every April in Fort Worth—is included in the OSR Academy investment. This allows the students from across the country to meet up and learn from each other in person. Taking a break for an engaging team photo is always on the itinerary.

OSR ACADEMY FIRST PRINCIPLES



MISSION

TO INTENTIONALLY AND PROACTIVELY PROVIDE THE NEXT GENERATION OF LBM OUTSIDE SALES REPS WITH CONFIDENCE AND DISCIPLINE AROUND THE FUNDAMENTALS OF SELLING.

VALUES

- CANDOR
- CURIOSITY
- COMMITMENT
- COLLABORATION
- ACCOUNTABILITY
- POSITIVE ATTITUDE
- DELIVER VALUE FIRST

EXPECTATIONS

WHAT STUDENTS RECEIVE

- 60-MINUTES OF LIVE HARTMANN-LED TRAINING AT MID-MONTH
- 60-MINUTES OF LIVE GUEST EXPERT-LED TRAINING AT MONTH-END
- DEDICATED, FULL-TIME OSR ACADEMY ADMINISTRATOR TO GUIDE AND COACH
- ON-DEMAND ACCESS TO BEST ALL-INDUSTRY SALES TRAINING CONTENT
- ENGAGEMENT WITH PROVEN LBM-SPECIFIC SALES TRAINING TOOLS
- CURATED SET OF TIMELESS BOOKS THAT WILL DELIVER VALUE FOR A CAREER
- WEEKLY NUDGES AND PROGRESS REPORTS DELIVERED VIA EMAIL
- WEEKLY RECOMMENDED PODCASTS TO LISTEN TO DURING DAILY COMMUTE
- MONTHLY CHECKUPS WITH LOCAL MANAGERS BY OSR ACADEMY ADMINISTRATOR

WHAT STUDENTS GIVE

- 30-60 MINUTES OF WEEKLY FOCUS TOWARD OSR ACADEMY CONTENT
- THOUGHTFUL PREPARATION FOR MONTHLY GUEST EXPERTS, INCLUDING OWNERS OF HOME BUILDING COMPANIES
- ATTENTION TO COHORT COLLEAGUES FROM LBM FIRMS ACROSS THE COUNTRY



The OSR Academy gives everyone a different perspective to sales. Instead of just taking orders, I find myself working with customers and finding ways to add new value.

- Derek Santos :: Outside Sales Rep  **KOOPMAN**

OSR ACADEMY THE ADVANTAGE



HOW THE OSR ACADEMY IS BETTER—AND DIFFERENT.



STRENGTH IN NUMBERS

STUDENTS JOIN A COHORT OF AMBITIOUS AND GENEROUS PROFESSIONALS WHO ARE COMMITTED TO IMPROVING. THEY WILL GROW TOGETHER AND SHARE INSIGHTS WITH ONE ANOTHER.



HIGH-TOUCH SUPPORT

STUDENTS ARE GUIDED AND ENCOURAGED BY A DEDICATED OSR ACADEMY ADMINISTRATIVE TEAM TO DRIVE WEEKLY ACCOUNTABILITY AND ACTIVE, ON-GOING COMMUNICATION WITH STUDENTS' MANAGERS.



GUEST EXPERT FACULTY

TWICE EACH MONTH, STUDENTS CONVENE FOR LIVE, VIRTUAL COACHING SESSIONS. HARTMANN LEADS ONE WHILE THE SECOND IS LED BY EXPERTS, INCLUDING HOME BUILDING CEOs AND SALES GURUS LIKE MIKE WEINBERG.



IMMEDIATE IMPACT

ALL COURSE WORK, ACTIVITIES, EXERCISES, AND TEAM PROJECTS DIRECTLY APPLY THE LEARNINGS TO REAL PROBLEMS ON THE JOB. NOTHING REMAINS ABSTRACT OR THEORETICAL.

OSR ACADEMY SIDE-BY-SIDE COMPARISON



OSR ACADEMY GRADUATES VS. THE STATUS QUO

OSR ACADEMY GRADUATE	AVERAGE OSR
IS GOAL-ORIENTED, TRACKS PROGRESS WEEKLY, MONTHLY, QUARTERLY	EXPECTS OTHERS TO PROVIDE AND MONITOR SALES GOALS
USES TIME MANAGEMENT SYSTEM TO FOCUS ON HIGH-VALUE ACTIVITIES	ALLOWS RANDOM CALLS, TEXTS, AND EMAILS TO DICTATE DAILY BEHAVIOR
QUANTIFIES, FORECASTS, AND COMMUNICATES SALES PIPELINE	BELIEVES SALES FORECASTS ARE CRAZY, IMPOSSIBLE, AND UNNECESSARY
INTENTIONALLY PURSUES WALLET SHARE GROWTH AMONG CUSTOMERS	FEARS SELLING NEW PRODUCT LINES = RISK TO CURRENT BUSINESS
CONFIDENTLY LEVERAGES THE PHONE TO PROSPECT FOR NEW BUSINESS	IS FEARFUL OF USING THE PHONE TO INTERRUPT PEOPLE WITH VALUE
CONSISTENTLY ASKS STRATEGIC QUESTIONS TO CUSTOMERS, PROSPECTS	ASKS WHATEVER QUESTIONS COME TO MIND IN THE MOMENT
HAS BEEN TRAINED BY BUILDERS TO UNDERSTAND THEIR POINT OF VIEW	FOCUSES ON SELF; FAILS TO UNDERSTAND MOTIVATIONS OF BUILDERS
IS A CONSULTATIVE SELLER, HELPS CUSTOMERS ACHIEVE GOALS	IS AN ACCOUNT MANAGER: REACTS TO CUSTOMER CALLS, TAKES ORDERS

I've seen so much benefit in learning more of the proper terminology—as well as the frameworks—of selling building materials. I feel more confident talking to decision-makers knowing I am delivering value and not wasting their time or mine.

- W. Clay Martin :: SE Market Development Rep



OSR ACADEMY PROFESSIONAL DEVELOPMENT



CURRICULUM

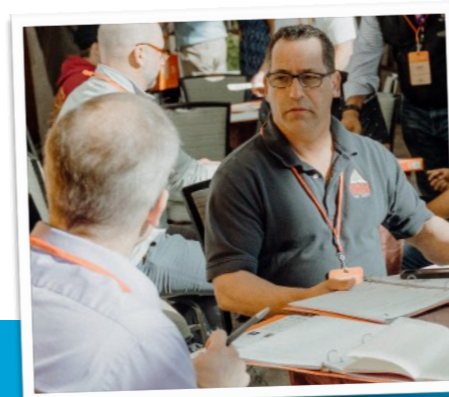
- GOAL-SETTING
- PIPELINE MANAGEMENT
- PROSPECTING
- TIME MANAGEMENT
- PRE-CALL PLANNING
- LEVERAGING THE PHONE
- STRATEGIC QUESTIONING
- OVERCOMING OBJECTIONS
- PRICING JUSTIFICATION
- CONFLICT MANAGEMENT
- NEGOTIATION
- CULTURAL INTELLIGENCE
- CLOSING SKILLS
- VIRTUAL SELLING
- LEVERAGING CHATGPT

CONTENT

- AUDIO
- VIDEOS
- BOOKS
- MOVIES
- ARTICLES
- INTERVIEWS
- CASE STUDIES
- MONTHLY COHORT CALLS
- INSIGHT GENERATION REPORTS
- IMPLEMENTATION OF SALES TOOLS
- SALES FUNDAMENTALS WORKSHOP™ (\$3895 VALUE)
- ROUTINE KNOWLEDGE CHECKS



HOSTED EVERY APRIL IN FORT WORTH, TX



Using the Weekly Game Plan and submitting it each Monday has been a time management game changer for me.

- Mike Colucci :: Outside Sales Rep



OSR ACADEMY SALES FUNDAMENTALS WORKSHOP



It's essentially a crash OSR Academy course for us touching up on everything we have been over. Then being able to actually use the lessons in a trial run where we get feedback immediately was more valuable than I could have imagined. I've never felt more prepared and confident heading out each day than I do now since attending."

- Brian Poirier :: Outside Sales Rep, Koopman Lumber  **KOOPMAN**

OSR ACADEMY CURRICULUM BY TERM

STUDENT PERSPECTIVE

"I've never taken a course that is so thorough in sales training. Bradley's Zoom sessions get everyone talking and contributing. I learn best from these interactions along with the projects.

I am grateful for this course and what I've learned can be applied to all aspects of my life."

Kai Coleman
Inside Sales
Jim Carpenter Co.

2024 OSR ACADEMY COHORT ACCEPTANCE DEADLINE: JULY 12, 2024

PRE-PROGRAM RESOURCES INCLUDE: KOLBE A ASSESSMENT / THE PERSONAL MBA / THE 48 LAWS OF POWER / BEHIND YOUR BACK

TERM 1 :: GETTING YOUR OWN HOUSE IN ORDER

WEEK	TRAINING CONTENT
1	DEVELOPING INTENTIONAL GOALS
2	EVALUATING TIME TRADEOFFS
3	UNDERSTANDING YOUR CUSTOMERS' NFPOs WITH MIKE BARRETT
4	INVESTING IN YOUR WHY BEFORE YOUR WANT
5	CRAFTING YOUR MOVIE TRAILER
6	UPGRADING YOUR LINKEDIN PROFILE
7	SIMPLIFYING VIRTUAL SELLING WITH MATT POTTER
8	LBM CASE STUDY: HOW NIKE LOST STEPH CURRY TO UNDER ARMOUR

TERM 2 :: PROFESSIONAL PREPARATION

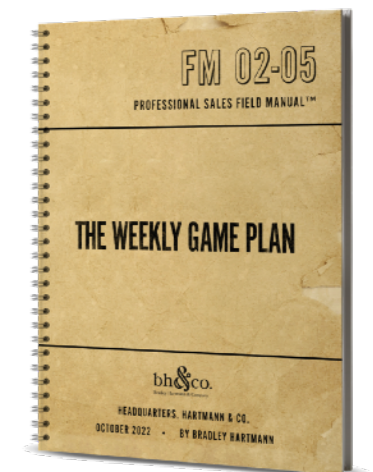
WEEK	TRAINING CONTENT
1	PROFESSIONAL SALES FIELD MANUAL™ 09-06: ONLINE ANALYSIS
2	QUANTIFYING CUSTOMER PAIN :: PART I
3	POWER CURVE + THE SIMPLE SALES PIPELINE™
4	OVERCOMING OBJECTIONS WITH TIM RETHLAKE
5	CUSTOMER GOAL REVIEW
6	STRATEGIC QUESTIONING WITH MIKE WEINBERG
7	PROFESSIONAL SALES FIELD MANUAL™ 03-16: RRI FRAMEWORK
8	LBM CASE STUDY: WHAT'S THE KEY TO TKG? WITH BOBBY KRUEGER

TERM 3 :: DELIVERING VALUE FIRST

WEEK	TRAINING CONTENT
1	PROFESSIONAL SALES FIELD MANUAL™ 11-18: PROSPECTING
2	UNDERSTANDING CUSTOMER ACQUISITION COST
3	COMMUNICATING WITH CLARITY + INTENT WITH DR. BEN BIGELOW
4	EFFECTIVE MEETING MANAGEMENT
5	QUANTIFICATION OF PAIN: II WITH KEEGAN O'REILLY
6	CASE STUDY: CAUSING ULCERS AT IBS
7	CASE STUDY: CAUSING ULCERS AT IBS
8	THE IMPORTANCE OF REVIEWING GAME FILM

TERM 4 :: CLOSING NEW SALES WITH CONFIDENCE

WEEK	TRAINING CONTENT
1	STRATEGY 101: THE GOST FRAMEWORK
2	COACHING CUSTOMERS WITH THE SBI FRAMEWORK
3	VALUE MENU WITH CATHERINE WHEELER
4	SALES REP RETURN ON INVESTMENT (ROI)
5	UNDERSTANDING COST-TO-SERVE
6	PROFESSIONAL SALES FIELD MANUAL™ 04-22: NEGOTIATION
7	PROFESSIONAL SALES FIELD MANUAL™ 04-22: NEGOTIATION
8	CASE STUDY: CLOSING CONNIE



OSR students prioritize—and submit—their goals and calendar for each week through the Weekly Game Plan™ time management system.



COMMITMENT + COORDINATION AMONG 3 STAKEHOLDERS IS ESSENTIAL



THE CHAMPION

THE CHAMPION IS THE PERSON WHO AUTHORIZES THE INITIAL INVESTMENT. THIS PERSON WILL BE PROVIDED WITH BRIEF, WEEKLY VIDEOS FROM BRADLEY KEEPING THE CHAMPION ABREAST OF THE ACADEMY'S FOCUS FOR THE WEEK.

TIME COMMITMENT EXPECTED
10-15 MINUTES PER MONTH



THE MANAGER

THE MANAGER OVERSEES THE DAILY WORK OF THE STUDENT. THIS PERSON WILL BE RESPONSIBLE FOR ON-THE-JOB COACHING AND REINFORCEMENT OF THE TRAINING CONTENT. THEY WILL BE PROVIDED WITH BRIEF, WEEKLY VIDEOS FROM BRADLEY AND ACCESS TO SEVERAL TRAINING SESSIONS AND CONTENT WITHIN THE ACADEMY.

TIME COMMITMENT EXPECTED
5 MINUTES PER WEEK
+
WEEKLY ON-THE-JOB REINFORCEMENT



THE STUDENT

THE STUDENT ENGAGES IN THE PROGRAM WHILE MAINTAINING ABOVE-AVERAGE PERFORMANCE IN THEIR CURRENT ROLE. WEEKLY ENGAGEMENT WITH ACADEMY CONTENT, OTHER STUDENTS, AND OSR ACADEMY FACULTY IS EXPECTED.

TIME COMMITMENT EXPECTED
30-60 MINUTES PER WEEK
+
60-MINUTE LIVE TRAINING
TWICE EACH MONTH

OSR ACADEMY FREQUENTLY ASKED QUESTIONS



WHO IS THE IDEAL CANDIDATE FOR THIS TRAINING?

THE OSR ACADEMY IS DESIGNED FOR ASPIRING OSRS WHO HAVE NOT LEARNED OR DEMONSTRATED THE FUNDAMENTALS OF SELLING AND ARE CURRENTLY WORKING WITHIN ANOTHER DEPARTMENT, OR NEW OSRS WHO WOULD BENEFIT FROM A COMPREHENSIVE TRAINING PROGRAM.

WOULD THE OSR ACADEMY HELP EXISTING OSRS WHO ARE NOT MEETING THEIR GOALS?

CERTAINLY--ABOUT HALF OF THE STUDENTS IN OUR PROGRAM ARE EXISTING OSRS. THE CRITICAL FACTOR FOR THESE STUDENTS--AND THEIR MANAGERS AND CHAMPIONS--WILL BE TO UNDERSTAND OUR CURRICULUM IS DESIGNED TO METHODICALLY BUILD CONFIDENT OSRS FROM THE GROUND UP OVER THE COURSE OF 12 MONTHS. IF CURRENT OSRS ARE STRUGGLING AND NEED IMMEDIATE TRAINING AND COACHING IN ORDER TO IMPROVE THEIR SALES PERFORMANCE, WE RECOMMEND OUR OSR COACHING PROGRAM.

WHEN WILL COHORT III BEGIN?

SEPTEMBER 16, 2024.

WILL COMPETING FIRMS BE ALLOWED IN THE PROGRAM?

IN THE EVENT WE HAVE COMPETITORS IN THE ACADEMY, WE WILL ENSURE THEY REMAIN IN SEPARATE SMALL GROUPS.

HOW MUCH TIME WILL THE CHAMPION AND THE MANAGER NEED TO ALLOCATE FOR THE OSR ACADEMY?

OUR OSR ACADEMY ADMINISTRATOR WILL PROVIDE MONTHLY PROGRESS REPORTS TO THE PARTICIPANTS' LEADERSHIP. WE RECOMMEND CHAMPIONS (EXECUTIVES) ALLOCATE 10-15 MINUTES PER MONTH FOR REVIEW. THE MANAGER SHOULD ALLOCATE ABOUT 30 MINUTES PER MONTH FOR MONTHLY CHECK-IN AND REINFORCEMENT OF TRAINING.

IF A FIRM ENROLLS MULTIPLE STUDENTS AT ONCE, IS THE TIME REQUIRED MULTIPLIED PER STUDENT?

NOT NECESSARILY. IN PAST COHORTS, WE'VE HAD SEVERAL MANAGERS AT DIFFERENT COMPANIES OVERSEE MULTIPLE STUDENTS ENROLLED IN THE OSR ACADEMY. THEY REPORTED A TIME INVESTMENT OF ROUGHLY 30 MINUTES EVERY ONE TO TWO WEEKS TO REVIEW THE WORK, PROGRESS, AND GRADES OF THEIR STUDENTS, AND REINFORCE TRAINING CONTENT.

WHO WILL BE TEACHING THE CONTENT?

THE WEEKLY TRAINING CONTENT WILL BE INTRODUCED AND EXPLAINED BY BRADLEY HARTMANN. THE CONTENT ITSELF WILL COME FROM A VARIETY OF THE BEST RESOURCES AVAILABLE, INCLUDING LBM-SPECIFIC CONTENT FROM EXPERTS LIKE BILL LEE, DR. BEN BIGELOW, AND HARTMANN. BEST-IN-CLASS CONTENT FROM OUTSIDE THE INDUSTRY WILL ALSO BE INCLUDED FROM LEADERS LIKE MIKE WEINBERG (SALES STORY) AND RICH HORWATH (STRATEGY).

WHO WILL BE MANAGING THE PROGRAM?

COURTNEY KRUG AND BRADLEY HARTMANN PERSONALLY OVERSEE THE DAY-TO-DAY EXECUTION OF THE OSR ACADEMY. COURTNEY FACILITATES STUDENT ENGAGEMENT, GRADES STUDENT-SUBMITTED CONTENT, AND PROVIDES CONSISTENT PROGRESS REPORTING TO THE CHAMPION AND MANAGER.

WILL STUDENTS LEARN FROM ANY BUILDERS THEMSELVES?

YES. THE LIVE TRAINING SESSIONS REGULARLY FEATURE A BUILDER SHARING INSIGHTS AND ADVICE FROM THE OTHER SIDE OF THE DESK.

I BELIEVE THIS MAY BE OF VALUE TO OUR TEAM. WHAT NEXT STEPS SHOULD I TAKE?

EMAIL COURTNEY KRUG DIRECTLY AT COURTNEY@BRADLEYHARTMANNANDCO.COM WITH OSR ACADEMY IN THE SUBJECT AND DETAIL ANY QUESTIONS YOU MAY HAVE AND IF YOU'D LIKE TO SCHEDULE A CALL.

OSR ACADEMY INDUSTRY EXPERTS



**BRADLEY
HARTMANN**



FOUNDER AND CEO OF BRADLEY HARTMANN & CO., FORMER AREA PURCHASING MANAGER AT PULTE HOMES. AUTHOR OF 12 BOOKS AND TEACHES AT OKLAHOMA STATE, PURDUE, & TEXAS A&M.

**NICK
KUIKEN**



40-YEAR LBM PRO & VICE PRESIDENT OF SALES FOR KUIKEN BROS. LUMBER CO., THE NINE-LOCATION DEALER BASED IN NEW JERSEY. CURRENT CHAIR OF THE NRLA EXECUTIVE COMMITTEE.

**CATHERINE
WHEELER**



FORMER REGIONAL DIRECTOR OF HR AT SHERWIN-WILLIAMS. FOUNDER OF PIVOT 180, A LEADERSHIP AND CONSULTING FIRM SPECIALIZING IN BUILDING STRONG TEAMS.

**BOBBY
KRUEGER**



FOUNDER OF MAVREK DEVELOPMENT IN CHICAGO AND PRINCIPAL AT THE KRUEGER GROUP IN CLEVELAND, COMMITTED TO HELPING SALES PROS MAKE IT EASIER FOR BUILDERS AND DEVELOPERS TO BUY.

**TIM
RETHLAKE**



40-YEAR INDUSTRY SALES VETERAN AND TRAINING EXPERT. COACH AT PERSONAL CONSULTANCY, TRACTION. CERTIFIED FACILITATOR OF FRANKLIN COVEY CONTENT AND MILLER-HEIMAN SALES STRATEGY.

**DR. BEN
BIGELOW**



LEADS THE CONSTRUCTION MANAGEMENT PROGRAM AT OKLAHOMA. WORKED FOR A PRODUCTION BUILDER AND HAS PUBLISHED 21 ARTICLES IN PEER REVIEWED JOURNALS. DR. BEN COLLABORATES WITH HARTMANN IN WRITING THE LBM CASE STUDIES.

**MIKE
WEINBERG**



TOP-PERFORMING SALES HUNTER, SALES EXECUTIVE, AND FOUNDER OF THE NEW SALES COACH. AWARD-WINNING AUTHOR OF THREE #1 AMAZON BESTSELLERS, INCLUDING OUR TERM 1 READING *NEW SALES. SIMPLIFIED.*

**RICH
HORWATH**



NY TIMES BESTSELLING AUTHOR AND CEO OF THE STRATEGIC THINKING INSTITUTE. THE WORLD'S FOREMOST EXPERT ON STRATEGIC THINKING, RICH HAS BEEN FEATURED IN *FORBES* AND *HARVARD BUSINESS REVIEW*.



THE PRICING STRUCTURE

INVESTMENT	APPLICATION DEADLINE	START DATE: 9.16.24
12-MONTH PROGRAM		
\$18,495	ON OR BEFORE JUNE 21, 2024	
\$19,495	AFTER JUNE 21, 2024	

WHAT'S INCLUDED

- 12 MONTHS OF THE BEST BLENDED LEARNING SALES CONTENT
- WEEKLY DIGITAL TRAINING CONTENT
- BIWEEKLY VIRTUAL TRAINING WITH HARTMANN
- MONTHLY COACHING FROM INDUSTRY EXPERTS
- ATTENDANCE AT APRIL **SALES FUNDAMENTALS WORKSHOP**
- QUARTERLY TEACHING BY BUILDER OWNERS
- MONTHLY PROGRESS REPORTS FOR LOCAL MANAGERS
- ELIMINATION OF STRESS, FRUSTRATION OF TRAINING SALES REPS
- FULL-TIME GUIDANCE BY PROGRAM ADMINISTRATION
- AND MUCH MORE

HOSTED EVERY APRIL IN FORT WORTH, TX
PRICE PER SEAT IS \$3,895





**INTENTIONALLY AND PROACTIVELY
PROVIDING THE NEXT GENERATION OF LBM
SALES PROFESSIONALS WITH CONFIDENCE
AND DISCIPLINE ON THE FUNDAMENTALS OF SELLING.**

bh&co.

Bradley Hartmann & Company

DEVELOPING CONSTRUCTION LEADERS SINCE 2011