

The Stakeholder Guide to OpenSesame



*How Finance, IT, Procurement, Compliance, HR,
and Executive Teams Evaluate Learning Solutions*



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[The World Economic Forum projects](#) nearly 40 percent of core job skills will change by 2030 as organizations adapt to AI, operational change, and evolving workforce needs.

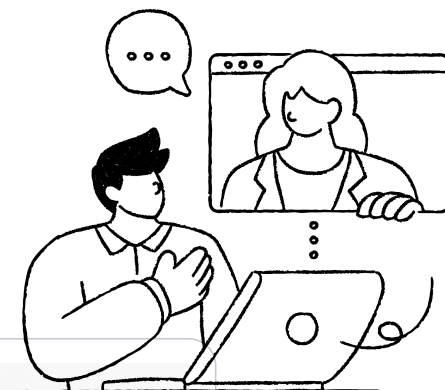
For learning leaders and champions, that means the stakes are rising. As training becomes more closely tied to workforce readiness, risk, productivity, and business performance, more stakeholders are getting involved in evaluating, approving, and measuring learning investments.

That creates a more complex path for **Learning Champions**: the people connecting business priorities to the training employees actually need. Whether they sit in L&D, HR, operations, compliance, procurement, or leadership, learning champions guide conversations across the business on how training can support organizational priorities and deliver measurable impact.

OpenSesame works with thousands of organizations navigating these conversations every day. This guide brings together the most common stakeholder questions we hear, along with practical guidance to align teams and keep learning initiatives moving forward.

If you are a **Learning Champion**, use this guide to:

- Prepare for stakeholder conversations
- Answer common questions
- Share relevant sections internally
- Pull talking points into presentations
- Move evaluations and decision-making forward more smoothly



The best Learning Champions don't have every answer.
They just need to lead the right conversations.

What's inside

1. The ROI of this Investment: What Finance Needs to Know
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9. Next Steps

1. The ROI of This Investment: What Finance Needs to Know

Finance teams are often highly interested in:

- Total cost of ownership
- Operational efficiency
- Vendor consolidation
- Predictable budgeting
- Measurable outcomes
- Long-term scalability

They're evaluating whether a learning investment simplifies operations or creates more complexity over time.

Questions Finance may ask

- Are we replacing multiple vendors?
- How does pricing scale as the organization grows?
- What operational efficiencies does this create?
- How does this support productivity or reduce risk?
- Is this solving a short-term gap or supporting a long-term workforce strategy?

Finance: Why organizations choose OpenSesame

Reducing multi-vendor complexity

Many organizations manage learning across multiple vendors, contracts, renewals, and disconnected systems.

OpenSesame simplifies that by bringing:

- Compliance training
- Safety training
- Certifications
- Continuing education credits
- Workforce development
- Customizable learning

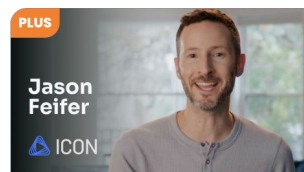
All into one ecosystem.



The Remarkable Power of Giving People More Than They Expect

Briefly

you'll learn how to redefine hospitality by providing impactful guest experiences.



Grow Your Career by Exploring Beyond Your Job Description

ICON

Explain why pushing beyond daily responsibilities drives career growth



Struck-by Awareness - Simulation

360 Immersive

Recognize the four types of struck-by hazards: flying, falling, swinging, and rolling

And, that reduces:

- Fragmented vendor management
- Administrative overhead
- Duplicate content spend
- Procurement complexity

Instead of juggling multiple providers, organizations can simplify learning management through:

- One contract
- One renewal cycle
- One vendor relationship
- One scalable learning ecosystem

Supporting more predictable budgeting

Learning needs rarely stay static. As organizations grow across:

- Teams
- Regions
- Compliance requirements
- Workforce development priorities

Training needs grow with them.

OpenSesame is designed to scale learning more predictably without constantly rebuilding an entire content ecosystem from scratch.

Connecting learning to business outcomes

Executives and finance leaders increasingly expect learning investments to support broader business priorities. That may include:

- Faster onboarding
- Reduced compliance risk
- Workforce readiness
- Operational efficiency
- Retention and internal mobility



Investing in compliance and fraud prevention training has led to significant cost savings. It's incredible to see how proactive training can make such a substantial financial impact."

— Christina Gutierrez, Compliance and Training Specialist, CPTM, [Williston Financial Group](#)

What to prepare for Finance conversations

- Current vendor and learning spend
- Areas of duplicated spend or overlap
- Existing procurement complexity
- Business priorities tied to learning
- Expected operational efficiencies
- Desired outcomes within 6–12 months

Quick checklist

- Reviewed total vendor footprint
- Identified overlapping spend
- Clarified expected outcomes
- Prepared budget rationale
- Reviewed scalability expectations

Resource

Making Learning Make Sense to Executives

2. Meeting Compliance Training with Confidence:

Compliance and Legal teams focus on:

- Regulatory coverage
- Audit readiness
- Defensibility
- Consistency
- Documentation
- Reducing operational risk

In many organizations, training is part of how legal, compliance, and reputational exposure are managed.

Questions Compliance and Legal teams may ask

- Are the required compliance topics supported?
- How current is the content?
- Can we track completions and reporting?
- How does OpenSesame support audit readiness?
- Are there regional or regulatory considerations we should account for?

Workplace Compliance:

Why organizations choose OpenSesame

Supporting high-stakes training

OpenSesame provides broad coverage across training areas that organizations can't afford to get wrong:

- Workplace safety
- Harassment prevention
- Cybersecurity
- Compliance
- Certifications
- Industry-specific requirements

This includes content relevant to industries, including:

- Manufacturing
- Healthcare
- Construction
- Warehousing
- Financial services
- Energy

Keeping organizations current

As regulations, policies, and workforce requirements continue to evolve, OpenSesame keeps organizations current through:

- Regularly updated content
- **150+** expert publishers
- **70+** languages
- Regional and industry-specific training

Supporting audit readiness and defensibility

Organizations also need:

- Reliable completion tracking
- Centralized reporting
- Clear documentation
- Consistency across teams and locations

OpenSesame supports those operational needs while reducing the burden of managing disconnected learning systems and providers.



Keeping up with compliance training used to feel like an overwhelming, never-ending task. Now, with OpenSesame, we’ve streamlined the process, and finding high-quality content has become much easier.”

— Christina Gutierrez, Compliance and Training Specialist, CPTM, [Williston Financial Group](#)

What to prepare for Compliance conversations

- Required compliance categories
- Regional training requirements
- Reporting expectations
- Audit preparation needs
- Internal documentation standards

Quick checklist

- Identified required compliance areas
- Reviewed reporting requirements
- Considered geographic and language needs
- Confirmed audit-readiness expectations
- Discussed content update cadence



3. Security, Integrations, and IT Readiness

IT teams are typically evaluating:

- Security
- Integrations
- Implementation lift
- Data privacy
- Vendor reliability
- Ongoing maintenance requirements

Their goal is to reduce risk while supporting business needs.

Questions IT may ask

- Will this work with our LMS?
- Does it support SSO?
- How is learner data handled?
- What security certifications does OpenSesame maintain?
- What implementation effort is required?
- How does this fit into our existing ecosystem?

IT & Security: Why organizations choose OpenSesame

Working within your existing ecosystem

OpenSesame is designed to work within your existing learning and HR ecosystem, not replace it.

The OpenSesame experience supports both administrators and learners, making it easier to access, manage, and complete training without creating additional support burdens for IT teams. Organizations can:

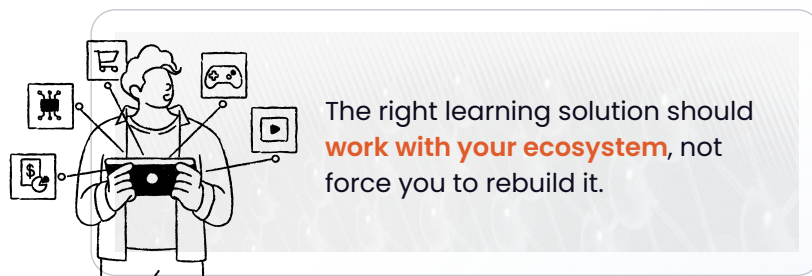
- Integrate with major LMS platforms
- Support SSO and secure authentication
- Deliver learning in the flow of work
- Support mobile and global learning
- Centralize reporting and delivery
- Minimize IT support burden with self-service learner access and streamlined authentication

The result is a learning experience that fits naturally into the systems people already use, reducing implementation friction, administrative effort, and support requests across the organization.

Supporting security and privacy expectations

IT and security reviews are now a standard part of most learning evaluations. OpenSesame supports organizations with:

- Security documentation
- Implementation guidance
- Data privacy support
- Customer support during rollout
- Ongoing technical assistance
- Security standards and certifications commonly expected during enterprise software evaluations



What to prepare for IT conversations

- Current LMS environment
- Security review requirements
- SSO expectations
- Internal implementation timelines
- Integration priorities
- Data privacy requirements

Quick checklist

- LMS compatibility reviewed
- Security documentation requested
- Internal technical stakeholders identified
- Integration requirements confirmed
- GDPR/privacy considerations reviewed
- Ownership clarified internally



With OpenSesame, we can send courses over to our LMS in a couple of clicks. It made it kind of a no-brainer decision.”

— Alan Dale, VP of Human Resources, [Esquire Deposition Services](#)



4. HR & Leadership: Workforce Readiness, Employee Experience, and Growth

HR and people leaders are focused on:

- Employee readiness
 - Onboarding
 - Retention
 - Workforce adaptability
 - Leadership development
 - Employee experience
- They're also thinking about how learning supports workforce transformation and AI readiness.

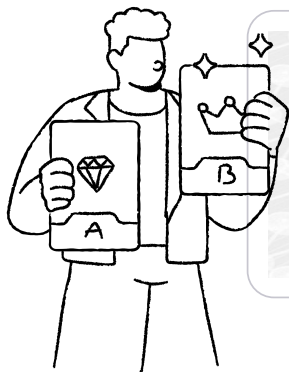
Questions HR leaders may ask

- Will employees actually use this?
- Is the content current and relevant?
- Can this support different learning styles?
- How does this support onboarding and development?
- Will managers have visibility into progress?
- Can this scale globally?

HR & Leadership:

Why organizations choose OpenSesame

Delivering learning that feels relevant



The goal isn't just more learning. It's finding learning that people **actually use**.

OpenSesame delivers learning that is:

- Practical
- Accessible
- Customizable
- Scalable across teams and regions

That includes:

- Onboarding programs
- Manager development
- Compliance training
- Role-based learning
- Leadership development
- Future-forward skill building

Supporting different workforce needs

Organizations can support:

- Multilingual teams
- Frontline workers
- Distributed workforces
- Regional requirements
- Different learning preferences and formats

OpenSesame also supports learning experiences that reflect:

- Company policies
- Internal processes
- Organizational priorities

Keeping managers and leaders informed

Manager visibility matters just as much as learner engagement. OpenSesame provides:

- Reporting visibility
- Completion tracking
- Centralized delivery
- Easier oversight across teams and locations



We've reduced our employee turnover from 30% to 22% by offering a personalized leadership development program to new store managers."

— Marc Strickland, Director of People Development, [National Vision](#)

What to prepare for HR conversations

- Employee learning pain points
- Leadership development goals
- Onboarding gaps
- Regional or language requirements
- Future workforce priorities
- Reporting expectations

Quick checklist

- Defined workforce priorities
- Clarified audience needs
- Reviewed localization needs
- Connected learning to talent outcomes
- Considered onboarding use cases
- Reviewed reporting visibility needs

5. Procurement, Vendor Consolidation, and Scale

Procurement teams are usually evaluating:

- Contract structure
- Vendor consolidation
- Renewal management
- Implementation risk
- Support responsiveness
- Flexibility over time

Their goal is to reduce complexity while ensuring long-term value.

Questions Procurement may ask

- Can OpenSesame consolidate vendors?
- How flexible is the agreement structure?
- What support is included?
- What are the SLAs?
- How difficult is implementation?
- What happens after signature and renewal?

Procurement: Why organizations choose OpenSesame

Simplifying vendor management

OpenSesame reduces fragmentation by consolidating multiple learning needs into a single ecosystem. That means:

- Fewer vendor relationships
- Simplified procurement
- Centralized renewals
- Scalable support
- One support structure across learning needs

Supporting long-term partnership

Organizations also benefit from:

- Implementation guidance
- Customer success support
- Expert curation services
- Flexible delivery options
- Support throughout rollout and renewal cycles

The goal is not simply to deliver content, but to build sustainable learning programs over time.

Predictable costs. Scalable learning.

OpenSesame's pricing model provides predictable costs and straightforward planning, allowing organizations to expand learning across teams without unexpected charges tied to increased usage.



With one LMS and OpenSesame as our exclusive content vendor, we expect to save \$70,000 each year.”

— Talent Director, [Bunzl North America](#)

What to prepare for Procurement conversations

- Existing vendor inventory
- Procurement requirements
- Renewal timelines
- SLA expectations
- Support expectations
- Internal approval process

Quick checklist

- Pricing structure reviewed
- Procurement requirements documented
- Support model clarified
- Renewal expectations understood
- Stakeholder approvals mapped
- SLA questions prepared



6. Learning as a Business Investment: What Executives Need to Know

Executives are focused on:

- Productivity
 - Workforce readiness
 - Operational performance
 - AI adoption
 - Business resilience
 - Competitive advantage
 - Risk reduction
- Learning conversations are tied to broader business priorities.

Questions Executives may ask

- Why now?
- What business risk are we solving?
- How does this support workforce readiness?
- How does this support AI transformation?
- How will we measure success?
- What happens if we delay?

Executives: Why organizations choose OpenSesame

Covering the training organizations depend on

OpenSesame addresses the training they often cannot afford to get wrong while also preparing their workforce for what's next. That includes:

- Compliance and safety training
- Certifications and continuing education
- Workforce development
- Leadership and functional skills
- Customizable content
- Scalable global delivery

Scaling learning as your organization grows

Organizations also benefit from:

- Teams
 - Technologies
 - Locations
 - Workforce needs
- ... and learning complexity often grows with them.

OpenSesame scales learning while reducing fragmentation and operational overhead.

Supporting workforce readiness in a changing environment

Organizations that delay workforce development may struggle to:

- Adopt new technologies effectively
- Keep pace with operational change
- Retain talent
- Reduce risk
- Stay competitive

Learning is increasingly connected to workforce adaptability and long-term business resilience.



Ninety-seven percent of our employees met their annual targets. We have a strategic approach to close skills gaps quickly by providing targeted learning to our employees.”

— Darren McCabe, Head of Employee Experience and HR Partnering, [Corio Generation](#)

Useful Executive framing

- Are our people prepared?
- Are we improving productivity?
- Are we reducing risk?
- Are we ready for workforce change?

That’s where learning becomes a business conversation.



[Deloitte’s Human Capital Trends](#) research shows organizations increasingly see workforce capability and continuous learning as essential to long-term business resilience.

Executive conversation checklist

Before presenting OpenSesame to executive stakeholders, be prepared to discuss:

- The business challenge or risk you’re trying to address
- How learning supports workforce readiness and operational goals
- What happens if the organization delays action
- How OpenSesame reduces complexity and support scalability
- Expected outcomes tied to productivity, readiness, retention, compliance, or AI adaptation
- How success will be measured over time

The strongest executive conversations connect learning directly to business outcomes leaders already care about.

Recommended resource

[Making Learning Make Sense to Executives](#)

7. AI in Learning and Workforce: What to Look For

Why AI matters in learning

AI is changing how organizations operate, how work gets done, and how quickly skills evolve. For learning teams, that creates both pressure and opportunity.

The challenge is not simply adopting AI tools. It's preparing people to work effectively alongside them while keeping learning relevant, scalable, and trustworthy.

[The World Economic Forum projects](#) that nearly 40 percent of core job skills will change by 2030 as organizations adapt to AI, operational change, and evolving workforce needs.

That's one reason learning conversations are increasingly becoming business conversations.

Questions stakeholders may ask

- How is AI being used within the platform?
- Does it improve learning or just add complexity?
- Can it help reduce manual work for our teams?
- How does OpenSesame approach governance and quality?
- Can AI help us create or adapt learning more efficiently?

AI: How OpenSesame fits in

OpenSesame approaches AI as a practical tool that supports learning, not as a replacement for it. That includes tools that:

- Create and customize learning faster
- Translate content for global teams
- Reduce manual administrative work
- Create more relevant learning
- Scale training more efficiently across the business

At the same time, OpenSesame continues to emphasize:

- Trusted content
- Human oversight
- Expert curation
- Real-world applicability

Because learning still depends on accuracy, trust, and relevance.

[Deloitte research](#) shows many organizations are increasing AI investments while simultaneously recognizing that workforce readiness and upskilling are critical to realizing value from those investments.



What to prepare for AI conversations

- Workforce skill gaps or future skill priorities
- Areas where content needs change quickly
- Internal AI adoption initiatives
- Questions around governance and trust
- Global or multilingual learning needs

Quick checklist

- Identified workforce skills priorities
- Reviewed internal AI initiatives
- Considered content customization needs
- Discussed governance expectations
- Evaluated scalability requirements

Resource

Making Learning Make Sense to Executives

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8. Practical Tools for the L&D Champion

Internal alignment checklist

- Identified key stakeholders
 - Clarified business priorities
 - Prepared stakeholder-specific talking points
 - Reviewed security and integration requirements
 - Mapped approval process
 - Defined success metrics
-

Questions you may be asked

- **IT:** “How difficult is implementation?”
 - **Finance:** “What operational efficiencies does this create?”
 - **Leadership:** “How does this prepare us for future workforce needs?”
 - **Procurement:** “Can this simplify vendor management?”
-

Executive conversation prep

Before executive conversations, be ready to explain:

- What business challenge does learning support?
 - Why does timing matter?
 - What outcomes are expected?
 - How does OpenSesame reduce complexity and risk?
-

Suggested internal resource checklist

- Vendor scorecard
- Procurement checklist
- IT review template
- ROI worksheet
- Executive presentation template

9. Next Steps as an L&D champion

As internal conversations move forward, remember: **you do not need to answer every question alone.**

The goal is to:

- Keep stakeholders aligned
- Prepare for the right conversations
- Reduce friction
- Connect learning decisions to business priorities

OpenSesame works with organizations every day to simplify that process and support the internal conversations that move learning forward. Feel free to reach out to [talk to an OpenSesame Learning Professional](#).

Suggested internal conversation starters

- **For Finance:** “How can we simplify and consolidate learning spend while improving coverage?”
- **For IT:** “How can we support learning needs without creating additional technical complexity?”
- **For Leadership:** “What workforce skills will we need next year that we don’t fully have today?”
- **For HR:** “How can learning better support onboarding, retention, and workforce readiness?”

Take the next step

Building alignment around learning is rarely simple. But with the right conversations, a clear strategy, and the right partner, organizations can move forward with confidence.

OpenSesame gives organizations the confidence and clarity to make learning decisions that drive real business impact.

Whether the focus is staying compliant, developing leaders, building critical skills, or preparing teams for AI-driven change, OpenSesame gives organizations a practical, scalable way to keep learning moving forward.

[Talk to an OpenSesame Learning Professional](#)

More Resources for Learning Champions

[Buying Learning The Right Way: A Guide to Smarter Workforce Decisions](#)

[Making Learning Make Sense to Executives](#)

[LMS Integration Overview](#)

[Security Documentation Overview](#)

[Implementation Support Materials](#)

[Onboarding Guide](#)