

# CORPORATE XR TRAINING



# Meet the Team



- **Ridwan Jimoh**
- **Digital Integration Consultant**
- **Atlanta, GA**

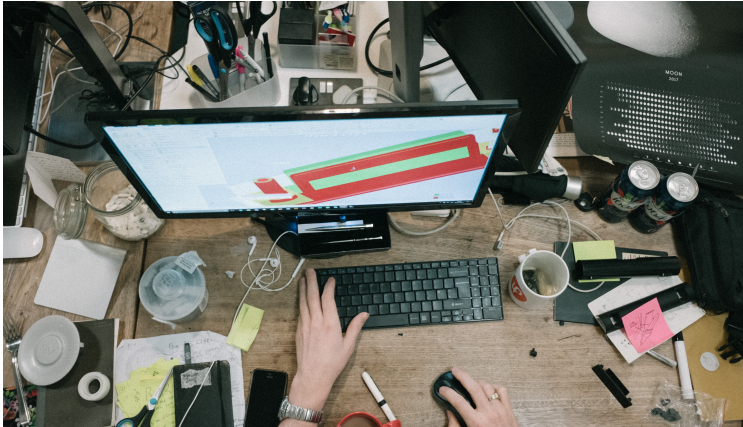


- **Chirag Mendpara**
- **Security Senior Analyst**
- **Atlanta, Ga**



- **Malcolm Henry**
- **Consulting Senior Analyst**
- **Atlanta, GA**

# CURRENT TRAINING MODELS



## Low engagement & retention rate

On-screen training programs have routinely shown to have low engagement and retention with the user.



## One size fits all training

On-screen training programs are mundane click-through sessions that do not allow for interaction or customization.



## High time commitment and high costs

A single on-screen training session is unlikely to produce the desired outcome. This forces HR departments to create several trainings in order to get the message across. Ineffective trainings cost money.



# INDUSTRY & MARKET RESEARCH

## Extended reality goes to work

### Industry

**Human resources** – XR can offer solutions to companies by helping them close various skill gaps while keeping costs low

**Corporate training** – XR has been proven to increase worker speed and accuracy. It's increasingly becoming known as an empathy machine.

**Corporate strategy** – XR can be implemented in a variety of corporate functions, from training to designing and even conducting virtual meetings.

### Market Research

- **Closing the gap** – Only 17% of workers support increased recruiting of underrepresented minorities. 79% of these same employees also believe that their company is already diverse, while only 20% value hiring women in leadership positions, and 14% value a focus on LGBTQ awareness and sensitivity.
- **Productivity gains** -Workers who use XR headsets for training instead of desktops or paper manuals routinely show productivity gains of between 20 and 35 percent. Also, racial & gender diverse teams outperform non-diverse teams by 35%.
- **Empathy redefined** - By utilizing XR to experience corporate bias from any point of view, users will benefit more from this training experience vs. using regular diversity training





# NEED FOR INNOVATION

## Corporate training is ineffective

- Current legacy training methods are bottlenecks for preparing leaders in the changing world
- Corporate training has not kept pace with the technology landscape. Its time to leverage technology to create a better solution

## Society and culture are changing

- The world we lived in a year ago does not resemble the one we live in now
- Corporate norms and values are shifting to match social norms and values

## Company culture is a trickle-down mechanism

- Company culture is a product of the beliefs and behaviors of its leaders
- Education is vital for fostering a vibrant and collaborative environment



# HR Training Experience

Three key areas that need improvement



Learning  
**Effectiveness**

VR has a **75%** higher engagement percentage than on screen training



Increased  
**Accuracy**

Leveraging VR for training on average leads to a **12%** higher accuracy than traditional instructional video trainings



Estimated VR  
**Spending**

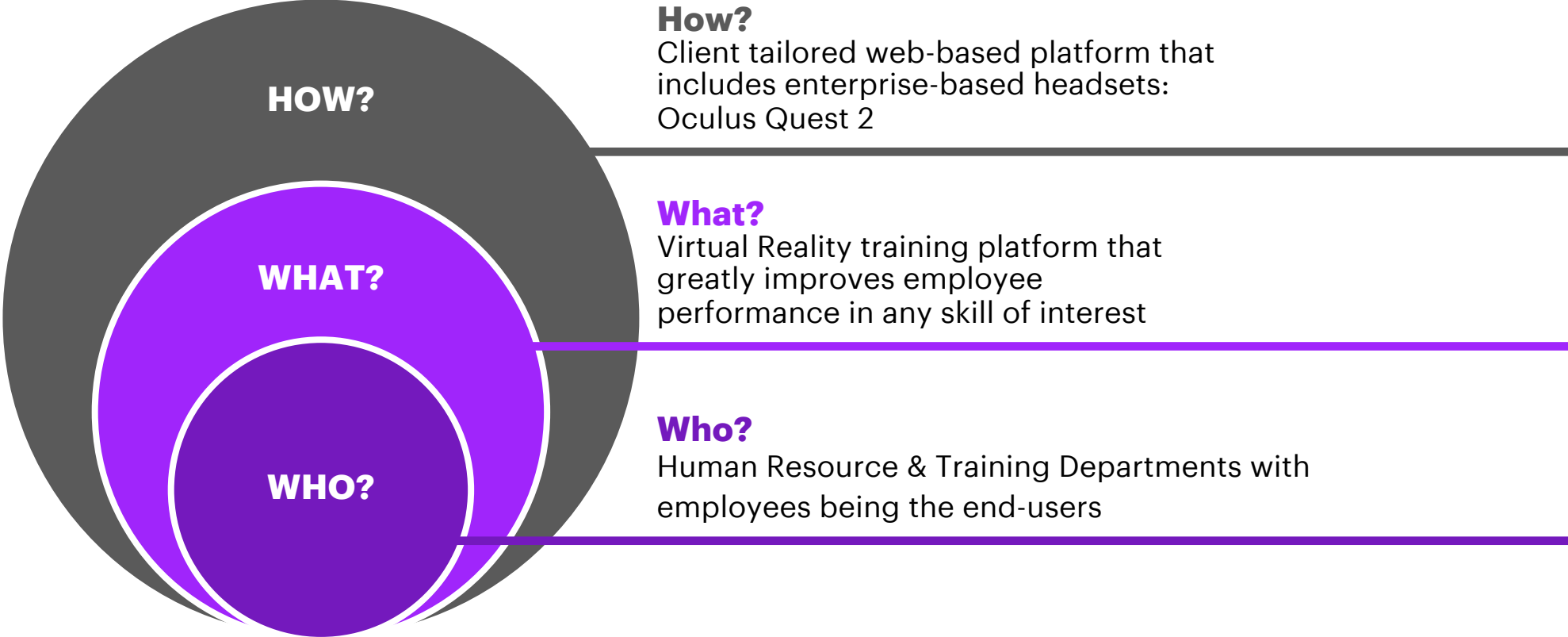
Corporations are estimated to spend **\$362.2 billion** on corporate training initiatives

# OUR SOLUTION: XLEARNING

**XLearning is an enterprise training platform focused on delivering immersive high-quality bespoke experiences to our clients using virtual reality**



# XLEARNING OVERVIEW



# PRODUCT FEATURES



## Built with the business user in mind

**Cinematic Sound** – Hear in all directions with built-in speakers that deliver cinematic 3D positional audio

**Headset Casting** – Bring friends along into VR worlds when you cast directly on a compatible TV or on the Oculus mobile app

**Oculus for Business** – Built on the Workplace infrastructure by Facebook with scalability, security & privacy in mind

## Experience it any and everywhere

**Mobile Device Management** – The training platform will be available across multiple devices for ease of access

**System Integration & Management Support** – Implementing & maintaining the VR training platform will be essential for varying clients

**Localization & Disability Support** – Tailoring the VR platform to be inclusive of various languages, cultures & disabilities will increase its range of use





Home



Paths



Search...



Bookmarks



Courses



Notifications



Profile

## Introducing Corporate Bias Training



**Get started**



# CUSTOMER METRICS

## General Metrics

### PROGRESS

---

- Lends accountability to learners through tracking the lessons they're in the process of completing

### COMPLETIONS

---

- Indicates how far learners are on their learning track and that they have finished their assigned modules

### REPLAYS

---

- Shows how often learners are restarting or repeating lessons. Replays can point to areas where learners are struggling to understand key ideas or need repetition to better understand information

## Performance Metrics

### DECISIONS

---

- Demonstrates learners' cognitive judgement. By tracking decisions made within a training program, facilitators can see correct and/or incorrect decisions made by learners and refine their skills to ensure higher quality outcomes

### TIMING

---

- Shows the time spent making decisions and completing training modules. Timing records the elapsed time of an act, action, or process in VR training, which can indicate areas of difficulty that should be revisited by learners

### RETINAL EYE TRACKING

---

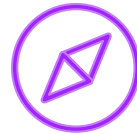
- An up-and-coming performance metric that shows who, where, and what learners are looking at. This data can be used to indicate areas of unconscious bias and potentially improve an organization's diversity and inclusion efforts.

# ACCENTURE'S ROLE



## Accenture develops or pursues partners to create the XR platform

Leveraging our XR practice & Fjord teams to develop a unique product for our clients. Alternatively, Accenture could form a partnership to reduce upfront costs.



## Accenture licenses program to clients as separate offering

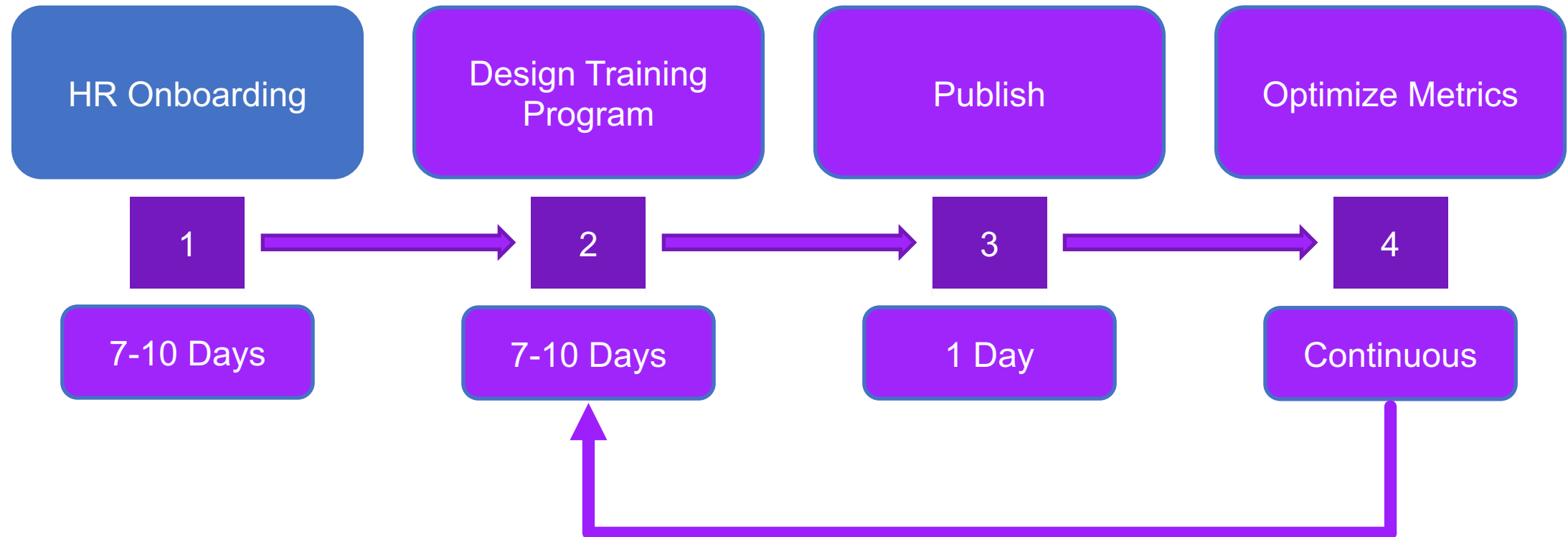
Tiered offerings for the VR product that can be renewed annually. These tiered levels will allow companies to choose their necessary services.



## Accenture updates and adds modules to keep library up to date


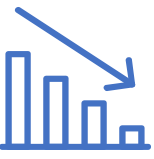

Accenture & Fjord would keep modules current while adding new content to platform based on demands and needs of clients.

# Timeline for Product Use





# RISK & MITIGATION PLAN

Category	Identified Risk	Mitigation Plan
 <p><b>Content</b></p>	Employees find the <b>training content</b> is irrelevant, non-impactful, or offensive	Include training content applicable to all users by conducting extensive <b>user research</b> & continue to <b>implement</b> customer feedback in updates
 <p><b>Engagement</b></p>	Employee engagement, participation & key metrics are <b>low</b>	Guide company leaders to hold employees <b>accountable</b> for training goals  Use Oculus technology (e.g., eye tracking), to <b>capture metrics</b> that measure the impact of the XR simulations
 <p><b>Innovation</b></p>	Accenture struggles to develop XR training content for different causes <b>other than</b> corporate bias training	Partner with XR firms that <b>specialize</b> in niche industries & skillsets for <b>vettted</b> XR training opportunities

# COMPETITOR ANALYSIS

	<b>Accenture (XLearning)</b>	<b>Deloitte (Digital Reality Services)</b>	<b>Oracle (People Soft)</b>
Internal XR/ VR Practice	✓	✓	✗
Existing Partnership with XR suppliers	✓	✗	✗
Diverse Geographic Presence	✓	✓	✓
Modular Training Programs	✓	✓	✗

**THANK YOU**

