

# Leadership Training in VR for the Next Generation of Leaders

*In order to succeed in the future, leaders and managers will need to become more agile, responsive and develop an ability to adapt to different needs generated by changing workplaces. Leaders will also need to be open to cultural and ever changing technological changes that will impact the core of organisational operations.*

The Xtended Reality Leadership for Xtra-ordinary Leaders (XRL) project is focused on preparing new leaders for leadership in the 21st Century by developing high quality leadership competences and skills in improving productivity, integrated technology innovation, globalisation, inclusive leadership, responsible leadership and core leadership skills.

The project seeks to promote the adoption of 'new innovative practices in a digital era' by blending the use of Augmented Reality (AR), Virtual Reality (VR), face to face discussions and innovative pedagogies in order to provide a new brand new digitally enhanced approach to leadership training.

This innovative new multiplayer (2-4 players) blended AR/ VR package consists of:

1. A virtual facilitator (to be played on a tablet/ mobile phone) which introduces activities, facilitates, debriefs and provides AR interactions.
2. An interactive downloadable map that will be used for AR related tasks.
3. A series of short VR challenges/ missions in which the players get to practice leadership skills: These will last approximately 5 minutes each and will draw upon the unique experiential and immersive capabilities of VR.
4. Debrief sessions: In between the activities there will be time for discussion with the group of players to discuss their approach and key learning points they can apply in a workplace setting. This is facilitated through questions on the App.



Funded by Erasmus+ (October 2018-September 2020) and consisting of partners from the UK, Spain, Portugal and Sweden, the XRL approaches will be based on a new curriculum for the next generation of leaders, a handbook and self-assessment tools developed by the partners.

Anyone interested in the results from the XRL project or participating in XRL workshops and events should contact Karyn Murray [karyn@e-learningstudios.com](mailto:karyn@e-learningstudios.com)