Our vision

In an era when automation, AI, and technology has become more pervasive than ever,
the Big Issue companies face is about people: how we find and develop soft skills,
how we create fairness and transparency, and how we make the workplace more flexible, humane, and honest.

Effective behavioral training requires deepening participant's understanding of organisational contexts and individual relationships, and the effect of their actions in that context.

VR learning that leverages perspective-taking and personalised feedback principles has been proven to be effective at achieving outcomes with unprecedented efficiency.

Now Bodyswaps®, for the first time, makes that quality of learning available at scale.

→

The platform

Bodyswaps® is a complete training environment that uses VR and AI to provide adaptive behavioral training similar in performance to expert coaching and role-playing, but close to the cost and scalability of online courses.

Delivered face-to-face or as a self-service tool, **Bodyswaps®** simulates realistic workplace scenarios to let learners role-play with virtual characters, explore problematic and challenging situations and learn by observing their own behavior.

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How Bodyswaps® works

The unique **Bodyswaps®** learning format is based on the latest research and best practice in the fields of both adult learning and embodied virtual reality for behavioral change.

It's designed to give employees the **tools** and **confidence** to apply what they learned to their work.

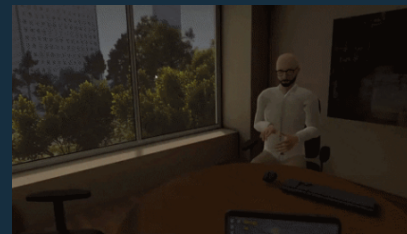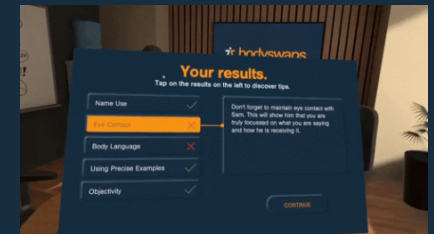| 1	2	3	4	5
Observation	**Conversation**	**Intervention**	**Bodyswap**	**Analysis**
Observe a conversation and analyse good and bad practices	One-on-one, listen and ask questions to your virtual colleague	Practice your answer, in your own words, using your voice and body language	Swap bodies and watch yourself back from another perspective	Access behavioral & semantics analytics and get personalised tips to improve

What makes it special?

Learning performance

BODYSWAPS' unique learning format blends storytelling, adult learning design principles and behavioral science to **accelerate learning.**

Measurability

An AI-powered behavioural analytics engine providing learners with **personalised feedback** and organisations with real-time soft skills **competency tracking**

Cost efficiency

Mastering soft skills in VR takes 53% less time than classroom learning. BODYSWAPS offers that unprecedented level of cost-efficiency at scale via **off-the-shelf solutions**.

Delivery Flexibility

Our teams can train your trainers, work with your existing learning provider, integrate with your LMS, and handle the **entire design and delivery** of your soft skills program.

Deploying Bodyswaps

To ensure maximum accessibility whilst allowing learning teams to offer immersive learning experiences, BODYSWAPS is available on both **VR headsets and via mobile**.

VR headsets

Available on all major VR headsets from Oculus, HTC & Pico.

Mobile

Available on Android and iOs (equivalent iPhone8 and newer).

VR & Learning Performance
Accelerated Learning

53%
less time required than classroom learning to learn concepts and demonstrate significantly higher learning outcomes.

340%
more confidence to employ what they learned than v. traditional elearning methods.

Source: PwC VR Soft Skills Study, February 2020

Measuring performance.

With every Bodyswaps scenario, we are capturing data from learners and HR partners. The data below had been gathered from 108 learners immediately after completing a single scenario. (<15 minutes).

80% of learners reported a significant improvement in their confidence to apply the simulated soft skills

91% of learners reported being likely to recommend the training to their colleagues

83% of HR partners expressed a desire to scale the deployment of the Bodyswaps to more learners

Our learning design approach.

Learning Design Principles

SELF-REFLECTION
Reflection is the secret ingredient in learning from experience. It activates several key learning processes at once and bridges the ever-elusive gap between training and work.

AFFECT
Emotional resonance is one of the primary drivers of engagement and retention. Living through an experience makes learning personally meaningful - and truly enduring.

APPLICATION
Performance is more powerful than consuming content. Practice with well-timed feedback corrects misconceptions and helps embed new skills, all ready for recall at the point of need.

ADAPTIVE PRACTICE
True learning is necessarily effortful. Variations in practice, especially if they adapt to one's prior performance, increase cognitive effort and create a more complex, nuanced mastery of a skill.

Self Reflection

AFFECT
EMBODIMENT
APPLICATION
ADAPTIVE PRACTICE
IMMERSION
EXPLORATION

Behavioural Data
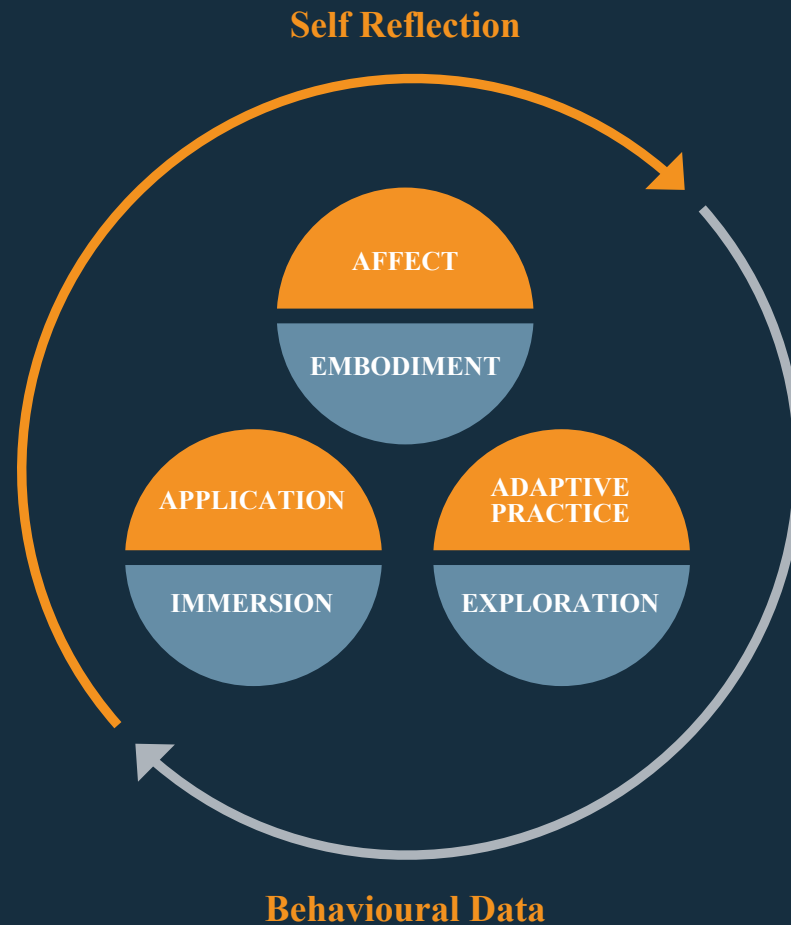
VR Design Principles

DATA
Collection of VR and AI-enabled data points throughout the experience helps provide meaningful feedback and create unique learner paths.

EMBODIMENT
The illusion of presence takes learning personalisation to another level through visceral, lived-in experiences.

IMMERSION
High fidelity immersive environments enable learners to practice skills in situations that closely resemble the look and feel of real life.

EXPLORATION
Thoughtful, dynamic scenarios encourage us to explore realistic consequences of one's actions time and again.

Training Modules

BODYSWAPS - MODULES LIBRARY 2020

Active listening

Experience what lack of active listening feels like.

Practice active listening behaviours like clarifying, summarising, sharing, etc.

Clear communication

Experience what you sound like to other people.

Practice communicating with clarity, handling unexpected questions, communicating a POV, etc.

Gender inclusivity

Experience what microaggressions feel like

Practice strategies to challenge non-inclusive behaviour.
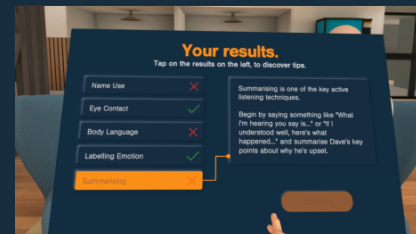
Active Listening

Active listening is a set of techniques that will help you build better relationships with the people around you.

The Scenario

You're meeting with **Dave** and **Amy**, 2 colleagues.

Dave just got feedback from his manager and he's pretty upset. He needs to talk. Sonya jumps in and tries to help out...poorly.

Your first task is to observe Amy and identify poor active listening behavior. Later, face-to-face with Dave, you will have a chance to practice your active listening skills and help him towards finding a solution.

Learning Objectives

- Identify emotions in a conversation
- Learn to distinguish between good and poor active listening practices
- Apply active listening techniques and behaviors

Clear Communications

Clear communication involves a set of techniques that will get you heard, understood and make you able to influence others.

The Scenario

You're meeting 2 colleagues, **Daniel** and **Sonya**, to discuss a project she's overseeing.

The delivery is due tomorrow but something came up and you need an extension. Daniel is doing a pretty terrible job of communicating what happened and what you need.

Your first task is to observe Daniel and identify poor communication practices. Then, face-to-face with Sonya, you will have the opportunity to have a go yourself at explaining the situation and requesting a delay.

Learning Objectives

- Learn to distinguish between good and bad communication practices
- Apply clear communications techniques and behavior in a practical scenario
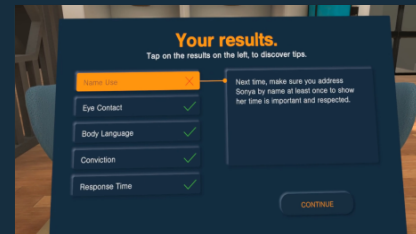
Gender Inclusion

Challenging non-inclusive behaviors involves a set of steps that will help you start these important conversations and foster an inclusive work environment.

The Scenario

You're meeting 2 colleagues, **Sam** and **Sophie**, to catch-up on a project you've been working on together for a while.

Amy's contribution is stellar whereas David is running a bit late on a couple of things. Rather than owning up to it, he's attacking Sophie, using a variety of tactics from sexism hints to full-on bullying.

Your first task is to observe and identify Sam's behavior. Then, face-to-face with him, you will have to challenge his attitude and make him reflect on it so that he can transform his relationship with Sophie.

Learning Objectives

- Learn to observe and identify a broad range of non-inclusive behaviors
- Apply techniques to challenge a non-inclusive behavior

This scenario has been co-developed with Interact, a London-based training consultancy specialised in experiential learning.

Case Studies

Humanitarian Leadership Academy - Safeguarding Training

The Brief

The Humanitarian Leadership Academy is leading a consortium of NGOs with a mission to re-imagine safeguarding training.

Our goal was to give aid staff the tools and confidence to do the right things with survivors of abuse.

Unframed

Together with Lucy Heaven, a renowned expert on safeguarding, we designed a Bodyswaps® experience that recreates a realistic interaction with a volunteer looking to discuss a safeguarding incident.

Throughout the experience, the trainee learns to identify bad practices and gets to build self-awareness and confidence to report by enacting a conversation with a survivor.

Results

The experience is currently being piloted by Save The Children, the UNHRC, the International Labor Organisation and the Norway Refugee Council.

The experience has won the awards "Best Project in Training & Education" as well as the "Grand Prix" at Virtuality 2019.

Humanitarian Leadership Academy - Safeguarding Training

"Bodyswaps' highly immersive experience is exactly what we need for positive behavioral change at scale by providing a safe space for practicing difficult conversations."

Atish Gonsalves,

Global Head of innovation,
Humanitarian Leadership Academy

""A perfect example of how you can create technology-enhanced learning experiences that add pedagogical value. This would be very difficult to simulate with traditional educational methods. Looking forward to seeing more cases like this."

Tom Wambeke,

Chief Learning Innovation, ICTILO, International Labor Organisation

Corporate DNA– Performance Management Training

The Brief

Managing your employees' performance shortcomings is an essential yet difficult responsibility for leaders. However, recreating the contextual pressure and emotional impact of such interactions through classroom roleplay is virtually impossible. And delivering such training at scale is costly and impractical.

With Corporate DNA, a global leadership firm with a performance psychology expertise, we set out to leverage virtual reality to reinvent performance management training.

Unframed

This Bodyswaps® simulation recreates a realistic performance review taking place between a manager, embodied by the user, and David, a employee with a problematic performance record.

Results

See our case study video
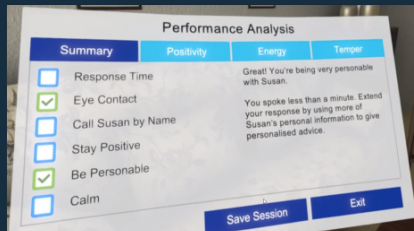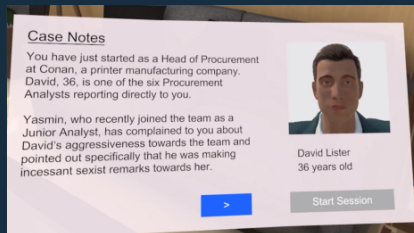
Corporate DNA– Performance Management Training

"This is a fantastic technology that allows you to feel how you come across, to step into someone else's shoes and actually be impacted by yourself."

Jamie Duncan,

Chief Performance Officer, Corporate DNA Consulting

"The emotional impact that Bodyswaps® gives you, the speed of feedback and the ability to have another go speeds up that cycle of behavioral change and will enable you to become more effective as a leader."
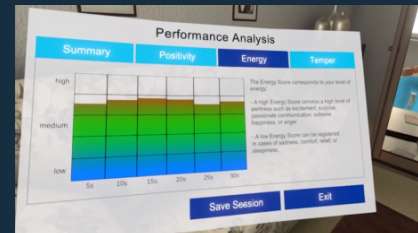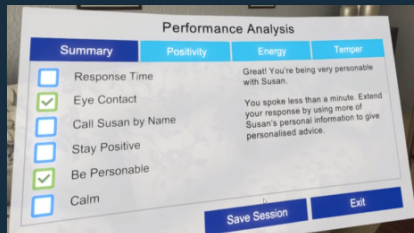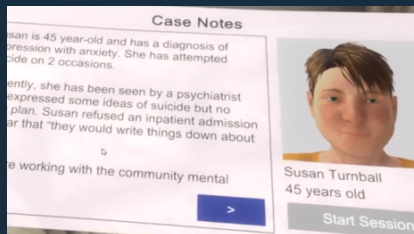
Tom Cross,

Performance Psychologist (CPsychol, HCPC) at Corporate DNA Consulting

Sage Publishing – Psychiatric Nurse Training

The Brief

Sage Publishing approached Bodyswaps® with a view of exploring the potential of immersive technologies for Higher Education.

Together we identified a challenge in psychiatric nursing education: students are asking for a way to practice their soft skills and build self-confidence before transitioning from the classroom to the hospital.

Unframed

The experience recreates a realistic interaction between a Community Mental Health Nurse and Susan, a patient with severe clinical depression.

In this immersive role-play exercise, the user successively embodies the nurse and the patient to build empathy, practice adapting to a particular patient's situation and develop self-awareness.

Results

The experience is currently being tested by SAGE Publishing across multiple universities in the UK and US.

Sage Publishing – Patient Care training for mental health nurses

"Bodyswaps® has been helping SAGE to think through the possibilities of VR for the university market and to push us to think creatively about how to harness the emotional and experiential potential of VR"

Katie Metzler,

Head of Methods Innovation at SAGE Publishing

"What is cool about Bodyswaps® is that you are in the actual setting in VR, and you can watch yourself from another person's perspective. I would argue that this gives you an extra boost in the emotional learning centers which is good because that indirectly engages behavior change centers."

Todd Maddox, Doctor of Philosophy (Ph.D.),

Computational and Psychological Science, University of California, Santa Barbara

Try it!

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