
bodyswaps
Transforming behaviours
-for good.

Behavioral science x learning design x spatial computing

Bodyswaps' unique learning format was developed by a team of learning designers, behavioral scientists and VR design specialists.

Built on the back of a growing body of academic research on virtual embodiment and behavioral change, our framework combines best practices in the fields of adult learning and virtual reality to achieve a single objective: **transforming behaviour, for good.**

Combining learning design & VR design principles...

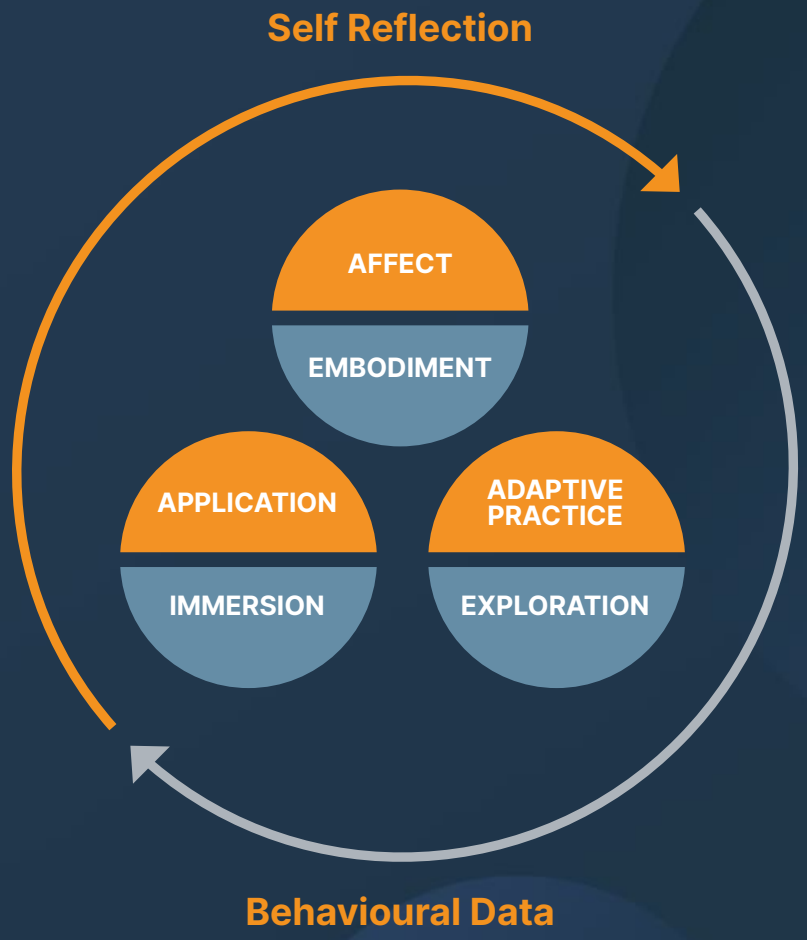
Learning Design Principles

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.



VR Design Principles

BEHAVIOURAL 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.

...into a unique framework for immersive learning

Embodiment + Affect = Emotional Engagement

In BODYSWAPS, the learner has a virtual body and participates in a simulated social interaction with a virtual human. Being embodied in a virtual character allows for an emotional, personal and highly memorable experience for each individual, informing their responses and giving learning personalisation a new meaning.

Exploration + Adaptive Practice = Psychological Safety

BODYSWAPS simulations are designed to be experienced individually without other participants or external evaluation. The psychological safety awarded by virtual environments encourages exploration without fear of failure, leading to repetition and variations in practice that embed information in new, more durable ways.

Immersion + Application = Real-play not Roleplay

In BODYSWAPS' scenarios, professional actors have been motion-captured to give life to virtual humans that talk, move and react like real people. Moreover, the learners get to interact with those virtual humans using their own voice. The combination of social presence and participation unleashes the benefits of hands-on practice usually reserved for face-to-face roleplaying.

Data + Reflection = Self-coaching

BODYSWAPS' analytics dashboard leverages behavioral and semantic data to provide highly personalised real-time feedback. This encourages self-awareness and enables powerful moments of reflection. Moreover, by aggregating behavioral data at scale, BODYSWAPS provides organisations with a real-time map of their workforce's competency around a specific topic .

An example application of the framework

Building on this framework, we have developed a **modular learning format** composed of a series of activities, organised freely to fit the learning objectives.

This is an example of a 15-minute simulation leveraging such a sequence of activities. The images come from our gender inclusion scenario.

1

Observation

Observe a conversation and analyse good and bad practices

2

Conversation

One-on-one, listen and ask questions to your virtual colleague

3

Intervention

Practice your answer, in your own words, using your voice and body language

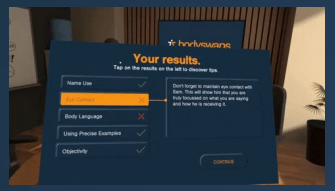
4

Bodyswap

Swap bodies and watch yourself back from another perspective

5

Analysis



Access behavioral & semantics analytics and get personalised tips to improve

6

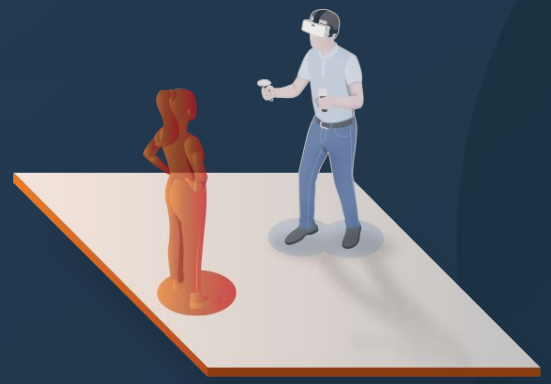
Coach Feedback

Get asynchronous performance feedback from your trainer

Repeat & Improve


bodyswaps
Mixing Bodyswaps
into your soft skills training blend

Five ways VR learning can enhance your soft skills training blend



1 Improved motivation

It's fun! VR drives engagement and memorability through immersion

2 Improved learning experience

Improved recollection and confidence to apply skills compared to traditional and video learning methods.

3 Experience through training

The flight simulator model: active practice opportunities in realistic simulated contexts.

4 Self-aware, not self-conscious

Self-reflection and automated behavioral data provides actionable feedback.

5 Stimulating discussion

VR sessions are adaptive and personal, which makes them the perfect focus for peer discussion and reflection activities.

Boosting your programmes with immersive learning

Combining immersive with other modalities moves learning performance to another dimension. Immersive learning brings autonomous contextual skills practice to any training programme, essentially **transforming knowledge into behavior through experiential learning.**

E-learning	Virtual Classroom (i.e. Zoom)	Face-to-face	Immersive Learning (i.e. VR simulations)
Basic theory / content refresh	Guided Exploration & Discussion	Collective Practice & Community Feel	Applied autonomous skills practice

Example of a blended journey including an immersive modality

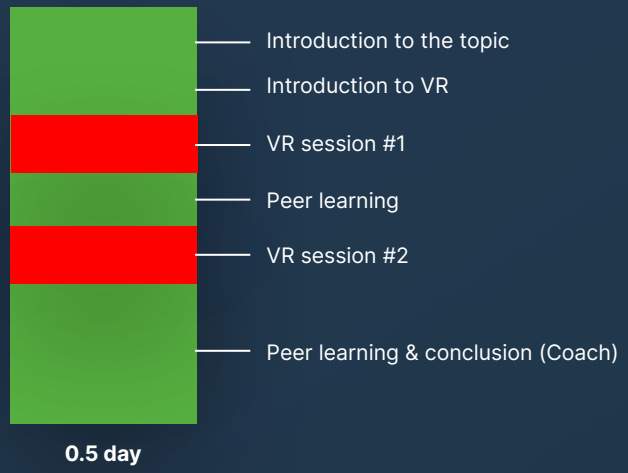
3 examples of immersive learning blends

Immersive learning can be blended in in a number of ways. Here are 3 examples from existing Bodyswaps clients.

Immersive Learning | E-learning | Virtual Classroom | Face-to-face

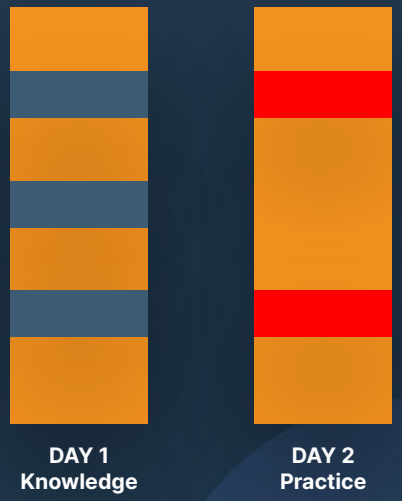
Case Study #1 - Facilitated

Topic: Leadership Training
Client: Consultancy
Learners: 24 by cohorts of 6
Delivery Format: VR / face-to-face
Programme Duration: 0.5 day



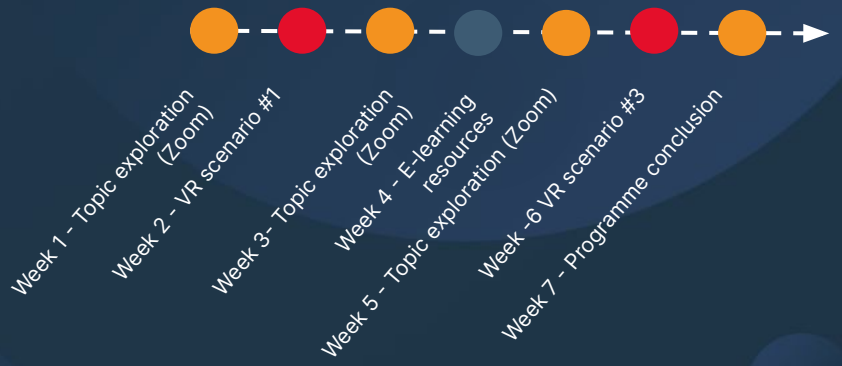
Case Study #2 - Embedded

Topic: Customer Service Training
Client: Railway company
Learners: 2,300 by cohorts of 25
Delivery Format: smartphone / remote
Programme Duration: 2 full consecutive days



Case Study #3 - Homework

Topic: Leadership Training
Client: Defense company (UK)
Learners: 250 by cohorts of 12
Delivery Format: tablet / remote
Programme Duration: 12 weeks

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Appendix

Our learning design team

Ruth Hill
Head of Learning Design

Ruth holds a PhD in computer-assisted learning from the University of Brighton.

She has 20+ years' learning design experience embracing many of the media and technologies that have transformed learners' experiences over the years.

Prior to joining Bodyswaps, Ruth worked at Brightwave and Mindtools.

Egle Vinauskaite
Learning Designer

Egle holds a graduate degree in behavioural science from Harvard University.

She is a senior-level learning consultant and strategist delivering large-scale digital, blended, and experiential face-to-face learning solutions.

Egle oversaw the creation of BODYSWAPS' proprietary learning format.

Tony Frascina
Learning Designer

Tony has a PhD in Human-Computer Interaction from Sheffield Hallam University.

He has 25 years' experience in learning design, teaching and research providing his expertise to NGOs, governments, corporates and universities.

Tony works with BODYSWAPS on a regular basis to provide guidance in learning design.

Why BODYSWAPS?

1

Provide groundbreaking soft skills training...

BODYSWAPS learning format blends immersive technologies, behavioral science and learning design to deliver soft skills training unmatched in engagement and performance.

2

...to boost your learning programmes...

Available on VR, smartphone and PC, BODYSWAPS modules can be seamlessly blended into your programmes to allow for autonomous practice.

3

...deploy at scale, rapidly...

Our library of ready-to-go simulations on communication, teamwork, leadership and employability integrates with your LMS for immediate deployment.

4

....and measure results to inform HR decisions.

Our proprietary analytics engine uses behavioral data to measure learning and predict on-the-job performance.

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