



VIRTUAL REALITY GAME LEARNING FOR CORPORATE TRAINING

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VIRTUAL REALITY GAME LEARNING FOR CORPORATE TRAINING

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CHAPTER 1

VIRTUAL REALITY GAME LEARNING FOR CORPORATE TRAINING

INTRODUCTION



There was a time when textbooks were the only source of information. Then came the Internet revolution, and online learning or e-learning became the most favored learning method. Augmented Reality and Virtual Reality applications are both based on computer simulation of real-life scenarios and environments. The simulation will bear a high degree of resemblance with whatever is being depicted from real-life, either graphically or sensorially. The term 'sensorially' is broader than 'graphically' because it means all things perceptible to our senses i.e. graphics, touch, sound, voice, smell and so on. Usually, the degree of resemblance with the original has to be many times higher and more accurate in the case of virtual reality than in AR apps.

Consider the video recording of a 100-metre dash from the recent Olympic Games. The original commentary may be in English and if so, as it is, that video will not be very welcome to the French. Either changing the commentary to French or adding suitable French sub-titles will make it more enjoyable to a French audience. This, in essence, is where AR finds its opportunity - augmenting the original with more useful info - in our example, substituting French for English and consequently, making the content more valuable to the French-speaking. As another example, consider the video capture of a road accident. Two cars collide on a highway and one is badly damaged. The police might not be able to pin-point which of the two drivers was responsible for the accident by merely viewing the video. If, however, the video was pre-processed by an AR application that added mass, speed and direction info. of the cars to the video, then, the one responsible could be established with close to, maybe, hundred-percent certainty.

Virtual reality, on the other hand, is quite different from AR. In fact, the two only share one thing in common - computer based simulation. As mentioned above, the simulation provided by virtual reality needs to be of such good quality that it is indistinguishable from reality. Theoretically, this is impossible. Therefore, for practical purposes, virtual reality only means a degree of approximation, sufficient for a user to get a 'live' experience of the simulated environment. moreover, virtual reality is interactive and responds sensorially, in 'real-time', and just as in real-life e.g. in a virtual reality application, imagine you are in a forest, getting ready to burn a pile of cut-down bushes and dry leaves. You douse the pile with gasoline. A fox is keenly watching you from a nearby place. Then you throw a lighted match-stick on to the pile... The system will respond immediately showing a strong, quickly spreading fire burning on the pile, its shape occasionally altered by the blowing wind... And as in real-life... the fox (scared by the fire), must run away? - and it does! the system may allow you to change the direction, speed and alteration in the speed of the blowing wind, angle of throw of the match-stick etc. And the system will respond with the new results immediately! thus, virtual reality enables one to experiment with real-life scenarios and get sufficiently accurate results just as though he/she were in the desired environment/ place, in person, but saving time, travel & resource costs etc.

Virtual reality applications consume awesome amounts of computing power. in comparison, ar applications are not at all demanding on resources - ar applications run comfortably on mobile phones, tablets, other hand-helds, laptops and desktops. Very probably, you are using a couple of ar apps on your

android/ ios device, right now, without knowing it! (e.g. wordlens, wiktitude world browser etc.).

The reason for the difference is that virtual reality apps first need to correctly interpret whatever action the user performed and then 'make out' the appropriate response that the real environment would return, complete with animated graphics, movements in the right directions, sounds and so on and also, as per correct physics, math and any other sciences involved. most importantly, 'latency', or the response time from the application, has to be sufficiently high. If not, the user, who has come with understandably high expectations, is sure to get so completely put-off that he/she might burst out with a string of unprintable words to the effect "to hell with this dumb thing!". To avoid such failures, a computer (or network of computers) equipped with unusually powerful mobile processors, high-fidelity graphics software, precision motion trackers and advanced optics, is required. And that explains, why.

Virtual reality, itself, is fairly new. Even the term, virtual reality gaming, has a very short history. The earliest usage of the term, virtual reality, only goes back so far as the beginning of the last century, the early 20th. But even then, they weren't talking about the same thing we are today when we discuss it. In fact, this has generally come to mean a sensory-filled, immersive and 3D (3 dimensional) environment generated through some form of technical equipment.

You can enjoy this way of interacting with a simulated, or virtual, environment. This is accomplished through the use of a technical interface, such as your computer keyboard, mouse or even a specialized glove. Headsets, helmets, data suits, special tech-toys and even an omni-directional treadmill are also used to create as virtual a simulated environment as possible.

This means that the environment you might find yourself in could look and almost feel as real as the world you live in today. But it could, just as easily, be filled with a reality you've never faced before. Ever seen a real, living, breathing dinosaur up close? You could, in a virtual reality gaming session!

Because this technology is still so new, it still has a romanticism surrounding it. In the early 20th century, the phantasmagoria of live theater was about as virtual as it got, and even then, did not fully immerse a person in its "virtualness." It lead a person, in mind only, into other realms.

E-learning has redefined knowledge solutions in many ways. After its introduction learning for organisations has acquired a new name - 'web based interactive training'. Social learning services provided by e-learning service providers help employees to manage potential according to the task assigned and hence maximise output effectively. Social learning rendered by these services helps organisations to manage their workforce in such way that they have the right people, with the right potential at the right place and at the right time.

E-learning helps organisations to groom their sales force in the appropriate manner so that they can become adept enough to prepare effective sales pitches in order to create impact on clients. This in turn makes an organisation competent enough to enhance their reach in the consumer market. E-learning courses have also inculcated subjects such as customer relationship management, techniques to generate value proposition and significance of consumer delight. All these curriculum contents help organisations to know their clients better both behaviourally, psycho-graphically as well as demographically.

The e-learning training procedures are successful because of their holistic approach towards organisational problems. The vineyard of e-learning embodies three aspects, namely technology, content and services. At every stage of the learning process learners can witness the combined form of these three aspects. This holistic approach aids employees to broaden their vision and arrive at solutions to problems more effectively. Learning management solutions service providers do not ignore the conventional methods of learning. Rather they have improvised by blending the traditional methods with modern e-learning. It involves portraying the same knowledge into a new platform which is more interactive and dynamic. The new improvisations help augmenting learner interest in the training content and hence improve learning prowess.

It is the era of transitions and the field of organisational learning reflect the same. Today companies need to change the mediums of learning constantly to maintain effectiveness in the process. At times the medium is individual exercises and times it gets transformed into community based learning. Learning management

solutions provided by e-learning service providers make organisations to adapt to these dynamic needs and hence generate better learning. Owing to the numerous utilities of e-learning procedures organisations are increasingly getting inclined to them and see a bright future for their establishment through the adoption of these procedures.

CHAPTER 2

SERIOUS GAMES BOOST GREATER ENGAGEMENT



Ever since the internet came into its existence as an international network of people, the evolution of online games has been very natural; what began with an assortment of smaller flash games that could be played and conquered in under an hour - that is, of course, if your dial-up modem was feeling cooperative that

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day - has today come to include a sub-genre of persistent online games. Called social browser games, these typically text-based games collect people of a common interest together to achieve common and concurrent goals. Whether a player wants to run their own virtual business, rear virtual pets, or live a virtual life, there will likely be one or several social browser games to cater to their interests.

One of the first simulation games to teach business strategies was the Intopia simulation that was first released in 1963. Since its creation, the program has been used in hundreds of university courses and has spawned countless variations of simulation games designed to accurately emulate the real world for training purposes. Nathan Kracklauer, vice president of product development for Enspire Learning commented "The immersive nature of simulations is what makes them so valuable for business training. When people play them, they forget that they are not in the real world, and they start behaving the way they would on the job. Instructors or supervisors can observe that behavior and provide corrective feedback, framed in the context of the low-stakes, no-risk environment of the learning game."

Business models can be tested and taught without traveling to a specific location; Information is decentralized and can be easily disseminated. For training purposes, simulations can also save money in the long run by preserving resources. The military for example uses complex flight simulators to train pilots and in doing so does not risk expensive equipment and provides a safer overall

platform for training. A business can provide consistent, high quality training without having to rely heavily on outside trainers and consultants.

The usefulness of simulation games has made them incredibly successful tools for business development and the gaming community has weighed in with their wallets. The business of reality is booming and developers will continue to explore new realms of replication. The future of video games may be an uncertain one but if the past few decades are any indicator, ongoing research will continue to lead to new and unexpected technological innovation that will only lead to more accurate reproduction of reality.

For those who want to kick back and have a little light fun, there is a good variety of business-like simulation games that offer much more character and much less realism in settings ranging from governments to zoos. These games are usually a lot more playful and quirky, though some of them do attempt to emulate the more technical aspects of the faithful business simulation with varied results.

Back on the topic of zoos, or at least animals, there is a herd of social browser games available that revolve around raising, rearing, breeding, and showing virtual animals. This can sound a little childish, and it's true that most games are geared toward a younger audience. However, there are many other games that have been embraced by an older player base, like the international equestrian simulation Howrse. The appeal of the older-audience animal simulation is usually

the existence of a clear and trackable progress system, and some adult players go so far as to spend thousands of dollars to rear their virtual animals.

Our final category of social browser games is virtual life. People can play at being anything from an international pop star on Popmundo to a member of a historic era on the ever-evolving Human Age. There are also many general life simulation games on the online market that allow people to find virtual jobs, make virtual friends, and decorate virtual homes.

The possibilities are almost endless and new games pop up with decent frequency. Since these games occur in persistent worlds, they always offer something new to do or someone new to meet, and are a great way to both kill time and feel somewhat, if fleetingly, productive.

One big advantage that has always attracted brands to use digital marketing is that it's generally less costly. You can usually save more money advertising on Facebook than you would if you produced a TV commercial or went all out with a printed billboard (all the while reaching more people).

The same idea goes with augmented reality. Marketers can create digital billboards that can be streamed through AR visors, saving precious resources and "real-life" space that would have otherwise been used for creating and displaying

giant billboards. Those virtual billboards don't have to be static. They can be videos or catalogues that AR users can browse through.

With virtual reality, you can create advertisements inside video games, like a poster of a brand product displayed inside a room you're in that changes depend on which demographic you fall into. Little things like that can influence what a person buys in the real world. AR gives you the ability to bring your products to life," a writer from Business Up North states. And they have a valid point, as they continue with how, "Your static advert could become a catalogue that your consumers can flick through."

Indeed, augmented reality can improve a person's experiences with advertisements. It increases their interactions with the ad and with the business in extension. And because their experiences are positive, it helps in giving them a favorable view of the brand and, more importantly, increases sales.

Though it is true that augmented reality today still has a long way to go, digital marketing agency should grab the opportunity and start making use of this platform. It puts them ahead of others and it increases the ways that they can spread their presence online, sell more products, and gain more customers.

CHAPTER 3

LEARNING THROUGH GAMES



Corporate Learning is being taken seriously more than ever now. Learning managers are always on a look-out to find ways and means to excite and engage learners into a training activity. In as instructor led classroom - there are many ways of engagement. But with the widespread adoption of technology-enabled

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learning, there is a strong need to find ways of engaged e-learning as well. Corporate managers utilize e-learning services to cater to the continuous training needs within the organization. They too are now looking for solutions that would make sure that learner engagement is high.

Games are only effective for a young audience: Games have traditionally been created keeping the younger audiences in mind - who are more aligned to newer technologies and are open to explore more. L&D managers who procure e-learning services are often not sure if Game based learning will fit into their audience profiles - that include mid-level or high level executives. There is now proof that game-based learning can be designed for older audiences also. If a game has enough challenges and is able to provide through worth of learning - learners of any age can enjoy and learn from it.

Games cannot provide serious learning: Many games are built for serious learning as well. There are simulations that teach high-end medical procedures and skills like flying an airplane. Similarly, high end games can be built to impart serious learning as well. For instances, quizzes on a myriad of subjects can be built - where the learner can be challenged on different issues. In addition to sparking interest and creating a sense of competition, they hone the skills of assimilation and recall. Serious games can also be built with a small learning nugget that provides information or knowledge prior to the beginning of the game. This helps the learner get better prepared for the game as well as utilize the learning nugget to acquire knowledge - utilizing both mediums equally.

Game Based Learning is a costly proposition: Though building a game takes some amount of logical thought and time, games can be built within tight budgets as well. Simple interactivities built with development tools like Flash, to engage the learner. Many free tools are also available on the internet that can help create simple games of learning like word-building, cross words and so on. Utilizing these, e-learning services companies can create games for corporate learning. A series of simple games can be created over time to provide sustained learning.

There are many benefits of Game-Based learning and once you get past the mind-block, organizations can utilize them to the fullest.

Games can engage even the most reluctant learners.

Learners who are withdrawn in an actual classroom might open up in a competitive scenario like a game

Games provide instant learning benefit - as the learner engages with the game and learns from the experience. Assimilation is fast and knowledge gained can be utilized immediately.

CHAPTER 4

OWNERSHIP OF LEARNING: E-LEARNING SOLUTIONS THAT CAN BE EMPLOYED TO TRAIN YOUR LEARNERS



With advancement of technology and instant delivery platforms like Web 2.0, e-learning has gained huge popularity in all circles including corporate learning. E-Learning solutions deliver consistent, high quality and centrally track-able course material to a geographically dispersed workforce. The usage of advanced development tools makes creation of custom e-learning convenient and simple. To cater to increased need for quality e-learning solutions, companies also employ e-learning services from developers who have an understanding of the learning industry as well as an acquired knowledge of their domain. With the

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advent of mobile technologies, mobile learning is also becoming very popular in the learning circles.

There are various types of e-learning solutions that can be employed to train your learners. Choose the type that best suits the needs of the learner, keeping in mind the available technologies that would help them access e-courses.

PURE E-LEARNING

In this type of e-learning, the learning material is made available to the learners via technology enabled platform like through a CD or a Computer-based training (CBT) which can be run on the learner's system. E-courses can also be made available through Web-based trainings (WBT) which utilize the internet as the platform of learning delivery. The courses are self-paced, and the learner has no interaction with an instructor or fellow learners. This type of e-learning is called asynchronous, where each learner follows his or her own path through the course, taking more time to assimilate certain sections and breezing through others. This works very well for adult learners who are more motivated to learn, in order to learn new skills, update their resumes and attain professional excellence.

Blended learning has been hailed in some quarters as having the potential to revolutionize training in the workplace.

It is frequently defined as a mixture of face-to-face instruction and computer-based instruction. Yet, that description is unhelpful at best and misleading at worst. A narrow interpretation of the concept presents twin threats to the adoption of an effective workplace training strategy.

The first is from training providers who tack on added components to their preferred, primary format of learning delivery and pass off the repackaged result as 'blended learning'. The second, arguably more counter productive interpretation, is the inclination by yet other providers to deploy the full functionality of integrated elearning including online resources, tools and courseware, combined with virtual online classrooms, forums and mentoring. This dazzling array of interactive learning options runs the greater risk of obscuring training imperatives and basic learning principles when there is no clear implementation plan.

How then to utilize blended learning so that it is relevant and effective? it means using a plethora of learning tools appropriate to the learner and the organizational goals that the training is aiming to achieve." This suggests that the key to effective blended learning is in the potential for the flexibility it provides when addressing the unique training requirements dictated by company locations and sizes, technical and personnel resources, time and budget constraints and skills needs.

Blended learning provides training providers with the means to develop learning programs which can meet clearly defined development needs by using appropriate learning methodologies to meet specified training requirements. Online technology can enrich the delivery of interactive content in the customized learning pathway that has been structured around customer needs.

Skillsoft has identified the opportunity for blended learning to deliver ongoing formal and informal learning in the workplace. Skillsoft course-ware and products incorporate the best principles of blended learning in solutions which are flexible and adaptable enough to create personalized learning programs for different companies, business units, or even individual needs.

Skillsoft has a vast array of learning assets but a one size fits all approach to blended learning is no silver bullet. Trained professionals still need to plan and implement the appropriate blend of learning methodologies and resources for a training solution which is tailored to meet the business requirements of the customer.

BLENDED E-LEARNING

The growing popularity of e-learning does not take away from the merits and strength of classroom delivery. Some trainings, like soft-skills or sales trainings have to have a face-to-face component in order to be truly impactful. A blended learning approach works best here, where the classroom is utilized to conduct

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exercises and interactions that cannot be conducted in e-learning delivery. Technology-enabled learning is employed to prepare learners before they come to class as well as provide re-enforcements after, to increase the impact of learning. The blended approach provides close interactivities of the classroom model of learning as well as learning as and when the learner needs through e-learning.

MOBILE LEARNING

We all are in an era of personal and technical mobility, where mobile devices including iPads, smart phones and tablets are accessed everywhere. Over the decade, mobile learning has developed as a significant tool for implementing different projects in the education, corporate and other industry domains. Every project highlights how mobile technology offers innovative learning opportunities that extend within and beyond traditional instructor-led classrooms.

Mobile learning is not a panacea for all issues that plague the e-learning process at workplace. Just like personal desktops, mobile devices also have great potential to change the way people learn and gain more knowledge. The capability of tablets and mobile technologies to shake the current status quo of workplace learning environment and improve it is based on the pedagogy in which they are intertwined. It depends on trainers' creativity and interest to integrate mobile learning in the course curriculum and drive towards continued innovation.

New technologies are embraced for use without any understanding of their fullest potentials. It has become possible to design creative applications with the aid of powerful mobile devices. Training courses can be accessed anytime and from anywhere via mobile devices, providing an option for ubiquitous learning. M-learning is not a substitute for desktop-based learning, but acts as an added advantage to overall learning experience.

Mobile devices have small user interface and best suited for short content. Therefore, usage time is less in comparison to desktop-based services. Due to tiny interface, mobile device navigation design is kept simple, thus making it easy to use and handle. Due to short usage time, it is essential to provide precise learning content. The execution of video tutorials or direct navigation to learning content via mobile devices is important.

Small screen size of mobiles is not suitable for lengthy training materials. Images with high graphics resolution cannot be recognized in detail. Audio seeks attention of more users, but from pedagogical perspective, learning from audio-only content is not as impactful as learning effect of audio-visual media.

While mobile learning does not require instructors to abandon the way they teach in a classroom, it might need few changes to how tailored apps are incorporated. It is essential for instructors to locate powerful tools and how to integrate them with training materials. Innovative mobile apps require a sense of balance to make them impactful and appropriate for digital learning.

The key to successful revolution of mobile learning is not simply digitizing current learning methods. The actual appeal is allowing audiences to choose their own learning paths, leverage their skills and recognize their business potential. Undoubtedly, integrating mobile technology with e-learning prepares both trainers as well as learners for reality. With the increasing use of mobile devices, organizations are making serious efforts to encompass m-learning as a platform for content delivery. While mobile learning solutions are merely extensions to conventional training methods, there is a huge scope to tailor that learning so it provides a truly mobile experience for modern learners.

SOCIAL LEARNING

Developing an effective training program is one of the essentials of a fast growing organization. Efficacious training programs not only brush up the knowledge of the individuals, but also play an important part in overall growth of the organization. Since computers have entered each and every domain, these have also become an inseparable part of organization's training sessions. The advent of the online training programs, have changed the regular training process by introducing tools like graphics, social network, games, and mobiles. Online training programs are engaging, effective and interactive unlike traditional training programs. Interactive learning ensures active participation of all the members and helps in better understanding of the subject matter. E-learning programs have thus proven to be promising in today's competitive world.

Organizations which have implied Learning Management Systems or LMS in their organizations save on cost and time both. These e-learning modules also help in getting rid of bulky training material and time consuming lecture sessions. Due to lack of budget many of the organizations fail to set up LMS. For them, offshoring is feasible solution, as it is cost-effective. One of the most important aspects of the online training program is that these can be customized as per the needs of the organizations. The organizations engaged in offering online training programs, develop industry specific programs for diverse industries like banking & finance, IT, life sciences, and education & training.

Social learning is a popular source of e-learning as it is cost-effective and it makes the learning process simpler and easier. It is a powerful mode of learning, which is now being utilized in various sectors. It is basically the integration of e-learning module with social networks like twitter, Facebook and linkedIn. Learning in the social environment also keeps the users updated about the changes in the learning module.

Similar to social learning, game based learning also brings individuals together, which helps in generating a sense of competition among the trainees. This kind of learning is also called collaborative learning, where one or more individuals participate and work together towards a common goal. Social learning also helps the trainees to work in coordination with their remotely located peers. This type of learning is widely being used in induction training, product and services training, sales training and soft skills training. Moreover, organizations engaged in

providing this type of learning help in designing, conceptualizing and implementing the process in an effective manner.

Social learning is an effective way of incorporating learning via social media. One of the major advantages associated with this kind of learning is that the user can learn while he is logged on his favourite social networking site. Social network is a powerful media and its reach is wide, owing to which it has become a popular mode of learning among the corporate. Integrating the training process with social media makes the learning process more collaborative and interactive. Users can access the training material by logging on to different social networking sites and chose the desired module from the catalogue of models. They can also rate and share the training module among friends, if they like it.

GAME-BASED LEARNING

Games, which engage participants in the learning process and encourage interaction, make ideal training tools. But say "game" to adult learners and you may get a unanimous groan. The idea that training can be fast-paced, engaging, and fun doesn't match the typical adult concept of learning, so games may be viewed as play rather than serious training.

But a game appropriate for the training situation and relevant to the learner has the power to challenge this idea while generating results. Used alone, or as part of a larger training initiative, games can measure existing knowledge, present an

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organizational situation, or illustrate a point. They can demonstrate successful behaviors and help learners develop skills that create value for their organizations. Games should be engaging and fun, but their real substance lies in form and function.

Games are effective when they provide knowledge, skills, or insight to business challenges. Games that address real-life situations or organizational issues have far greater results than a game played for its own sake, or to "liven up" a training session.

The market is filled with games of every type for virtually every training situation - board, card, and web or video-based games. Be certain the game's marketing doesn't overshadow its credentials. As with any training tool, those designed on proven research and recognized learning theories provide the best results.

Even if the game is a perfect match for the training topic, it is only useful if participants can quickly grasp its objective and understand how it is played. Over-complicated or confusing games won't generate results. Clear directions and rules help learning process continue quickly and smoothly.

Games embody experiential learning by immersing participants in the learning experience, which is the best means of getting learning to "stick." For example, a team building game that requires all players to participate, develop common

strategies for overcoming obstacles and reaching goals, and face consequences or reap rewards as a team, encourages memorable, easily transferable learning. By providing the opportunity for processing new information and practicing new workplace skills, games create a comfortable learning environment where learners become active participants in the learning process.

Games are considered to be fun by all irrespective of learner profile. But they can be a powerful medium of experiential learning as well. Games provide learners with relief from the usual mediums of learning "be it classroom or e-learning. Through games, concepts and knowledge can be imparted in an innovative manner. Skills building games can be created that encourage the learners to practice existing skills and gain new ones. Logical and knowledge based games like mazes, puzzles or quizzes encourage the learners to think cognitively. Goal based games instill a sense of competition between learners which is a great for learning, and the learners become self-motivated to win the task or reach the goal. There are many types of games that can be created as per the needs of the learners.

VIRTUAL CLASSROOMS

With the use of VSAT technology, a classroom atmosphere can be created on a virtual environment. Through virtual classrooms, an instructor can deliver a lesson as he or she would in physical space "but with increased reach and many added features. In a virtual classroom, many of the features are akin to actual classrooms. Like the whiteboard can be utilized as an actual interaction board in a

classroom. In addition, there are provisions of sharing files or documents that the students can refer to during or after the session. Two-way chats can include conversation between instructor and students as well as among the student group spread across different locations.

The idea of attending online classes can be daunting if you are not familiar with how the distance learning works. The online learning concept has been widely accepted by most students and the degrees or qualifications earned through distance learning programs have been widely recognized by employers. You might have heard about the advantages of attending distance learning that may draw your interest to earn your career credential through this online setting, but due to unfamiliarity with distance learning, you may have some concerns during making your decision to pursue your degree in virtual classrooms. How exactly do virtual classrooms of distance learning work? Let's do some exploration about them.

Virtual classrooms are an online learning environment where students and teachers meet each other. The virtual classrooms usually include various communication facilities where students get their learning materials & assignments from teachers; and, upload their completed assignments or project reports to be reviewed by the online tutors. The chat rooms and messaging boards are among the key features for virtual classrooms where students communicate with their peers and teachers. Some virtual classrooms may include real time video streaming facilities that allow the interaction among students and teachers which will make the classroom session more interesting with dynamic interacting.

A virtual classroom is part of online learning systems (LMS), the software that contains full set of learning & teaching features that delivers and maintains the virtual classroom. The common LMS used by colleges are Blackboard, WebCT and Moodle. The features included into these online learning system may be varied, but they are designed with the same purpose in mind that deliver easy of use for online students and teachers. The online teachers are able to create their online teaching courses without the need to have web design skills while students will find easy to navigate through the virtual classrooms.

Once you have signup a distance learning program, you will be able to logon to the online learning system using your username and password; there is usually a section that contains all the links to different pages of the virtual classroom. Although, most virtual classrooms are easy to navigate, it's always a good idea to go through the virtual classroom tutorial before starting a course so that you can fully understand on how the virtual classroom of your distance learning program works and make sure your know where to get the lectures notes, assignments, tests and other learning materials when you start the course.

The advantages of attending a distance learning program are numerous; it opens up opportunities for working adults to earn their degree for their career advancement without the need to give up their paycheck while allowing students who prefer a flexible learning environment to learn from their comfort home. Moreover, getting a degree online can be very cost effective because you can save a lot of money by eliminating many miscellaneous costs such as traveling and

the purchase of printed books as most of online learning materials are in digital format.

In summary, virtual classrooms of distance learning programs are working in a simple and easy navigation format, you should have no problem to use them while you can benefits from the numerous advantages of distance learning program.

Each model of e-learning has different strengths and merits. It is prudent to choose the one that can be employed within available budgets and suits the learner needs the best.

CHAPTER 5

REPETITION IS THE MOTHER OF SKILL



The complete immersion of virtual reality gaming requires physical interaction, not just mental. During a virtual reality gaming session, input is sent to the player through the various devices mentioned earlier, with which the player must interact. This is the part of the phenomena that makes it interactive. In order to get through the session, you have to participate. And that's what makes it fascinating.

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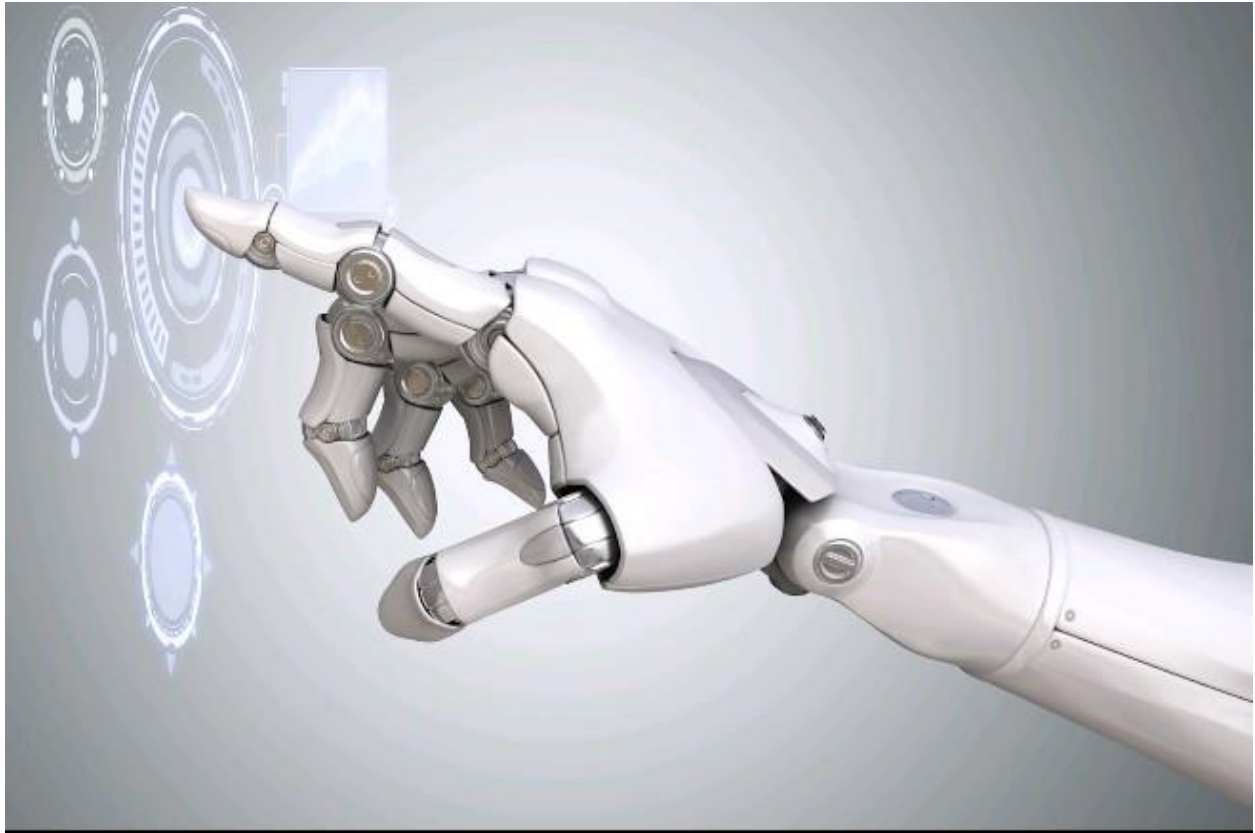
That you could see a dinosaur up close, or engage futuristic battle-bots or even just play tennis with Martina in your living room, through virtual reality gaming, is evidence that we are truly entering another technological advance in our society and culture.

But we're not there yet. Of the several elements required for virtual reality gaming, sight and sound are the easiest to simulate, especially in a 3d reality. Advances are being made in other areas, as well, such as the sense of smell. The Sony Corporation has been rumoured to be working on a beaming technology that would engage the human brain in all senses, including taste. But that's pretty far off, yet.

As it stands today, the technology behind virtual reality gaming is very cost prohibitive. So, don't expect to be installing a holodeck in your house anytime soon. You will have to keep your virtual reality gaming sessions in your living room, in front of your TV or computer screen.

CHAPTER 6

MULTIPLE INTELLIGENCES ENGAGEMENT



Learning is one of the key functions of human beings which begin from the time of birth till their last day on Earth. Even after we get out of college, our jobs require a set of skills as well as knowledge. Learning in a business perspective is of great importance as a good and successful organization cannot stay without

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learned personnel. The way in which the internal departments work, the flow of work through different departments and other internal details need to be communicated to the new members. Learning also takes place when there is a change in policy relating to business matters. Hence learning in a workplace is something which goes on throughout the years of operation. While a traditional classroom will work, the new technology available in this sector is much more efficient. Training done over the internet is as effective as any other method while providing the benefits of doing it online. A good web design company that can provide Moodle services can setup a virtual space where your employees can learn. The following section of the article brings out some of the major benefits that e-learning has to offer to a business organization.

This is obviously the major advantage of all e-classrooms. Thanks to the internet, we can train our employees no matter where they are physically located. In this globalize world, you may choose to outsource some functions and sending a trainer all the way to the other country might not be a practical choice. With good Moodle design, you can easily implement a website that acts as the trainer. This way people situated anywhere in the world can be given access to it. The time factor is also not that rigid as the website can be accessed at any time.

This new way of training can be a smart investment as it eliminates several costs that otherwise has to be incurred. With e-learning, a dedicated trainer is an option only when you feel that it is absolutely necessary. Updates in HR policies can be put up on the website and the need for an exclusive session is eliminated. In organizations that have global workforce, this is the most practical solution as it

ignores all physical boundaries. Since learning is always an on-going process, this option is definitely the most cost-effective one. With the help of agencies that offer solutions in Moodle for business, you can bring to life a website where all the training and transfer of knowledge can easily take place.

A successful business is one which makes the best use of the available time and resources. Although the traditional classroom has been in play for a very long time, e-classrooms provide an opportunity to learn while minimizing the time and efforts taken in the process. A Moodle partner with experience in building e-learning website can most definitely make this possible.

CHAPTER 7

SERIOUS GAMES LEARNING BOOSTS SITUATIONAL INTELLIGENCE



It is often said, team building games in fact play a crucial role to foster camaraderie among your team members. It is widely acclaimed; most corporate entities opt to choose these for a larger purpose. And it is of achieving business

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successes for their company. Normally, such entities organizations are believed to consist of individuals of various mental frames, IQs, characters and attitudes. So, it is believed to be wise practices to indulge them work as a composite team to achieve twin-purpose, namely:

It is thought that a growth story of any company indirectly also means efficiency and effectiveness of the human resources which are known to work under its tutelage. More than often, you will find more and more companies incorporating team building event days in their annual fixture. This is primarily done with the idea that:

- It will be a kind of an exercise to boost morale of their workforce within fold of a business entity.
- Allow workers to have a fun day out at company's expense, so that they don't feel a pinch in their pockets
- Workers normally are seen to bond better when such an event is organized.
- Serves as a platform to provide more serious learning and personal development.

- Extensive use of it helps corporate employee motivation and personal development.
- It has been observed, when employers take such measures, it increases business effectiveness.

There are numerous games which might be used to imbibe a spirit of unified group. Some of these games include:

MINEFIELD

In this game participants are given a chance to talk on things that are believed to be detrimental to a group's functioning. An object is then thrown in the so-called 'playing arena' which is actually termed as minefield for each of the characteristic or action. The group then proceeds to select partners from other participants in their group. One partner is then blindfolded at one end of field while those partners who aren't blindfolded stand at opposite end. The later then direct blindfolded partner to help him negotiate through the minefield. This way they ensure blindfolded mate doesn't fall into any of the obstacles.

QUIZZING

These are basically quiz nights where participants can be seen answering general knowledge questions. This way they develop a healthy environment by competing among themselves.

LETTERS

Here a group of four or five people is formed and an English alphabet is then called out. The amazing feature of this game being participants are supposed to spell out letters only using their body on the ground. Scores are maintained and the group who succeeds to spell fastest is the winner.

CHAPTER 8

LEARNING AT OWN PACE



Applying hard work, initiative, skill and understanding of your marketplace are all key to building and running your professional service firm. Each of these elements can be developed in the spirit of play, using games for team building.

Building relationships among team players is absolutely critical for ultimately winning new business and delivering on your professional service firm's promise. Both your staff and your clients have to work together like a well-oiled machine to effect the best possible outcome. It starts with uniting your staff through a true team spirit.

Maximizing teamwork is a concept that rewards your staff and customers alike. You have a lot riding on your team - the weight of your book of business. Ensuring that they know, like and trust each other is an investment in your firm. As serious as that may be, developing teamwork doesn't have to be heavy-handed.

In this game everyone sits or stands in a circle. Before people get too comfortable, have them take off their shoes and put them in the center of the circle. The first volunteer has to choose a pair of shoes and describe the owner, suggesting personal details like age, social attitude or hobbies. After describing the owner, the volunteer has to guess who owns the shoes. The fun of this is seeing how much the team members know about each other and what assumptions they make about each other. When the real owner comes forward, the game continues until all the shoes have been returned to their rightful feet.

Teammates bond tighter when they get to know each other. In this game, everyone in the group has to divulge three secrets about themselves - but only two are true while one is false. The others have to guess which one is the fib. You may be surprised by the outrageous things you can learn about each other. The

key to this game is telling those stranger-than-fiction details about yourself, stretching the imagination, and developing team trust.

All team efforts have consequences. When you work together as a team, it's amazing what you can pull off. For this game, people in the group pair off and the partners stand back to back, touching shoulders. With a raw egg placed between them, the object is to lower the egg to the ground without breaking it. The first team to get the job done wins. Granted this game has the potential to be pretty messy, which in itself makes for a greater pay off, better teamwork and tighter bonding. But if making a mess really is an issue, teams can use an egg-sized rubber ball, putting the ball on the ground without bouncing it or letting it rolling away.

CHAPTER 9

TECHNO SAVVY MILLENIALS



The concept of reality has undergone a revolution in recent decades while techno wizards stretch the boundaries of simulation technology through the development of computers and software. The virtual reality environments of simulation games have become increasingly realistic and may be changing our understanding of what can even be considered 'real'. Gamers immerse

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themselves in interactive environments and industries turn to technology to more efficiently train a workforce.

While people have always used games as a way to fantasize about realistic situations, never has there been a tool as useful for doing so as the computer has proved to be. The video game industry is only one facet of the exponential technological innovation of the 20th century but this industry has dramatically changed the entertainment habits of millions. Games that focus on reality simulation have been surprisingly successful with early titles such as 'The Sims' selling millions of copies. People seem to enjoy acting out their daily activities in a simulated environment that takes away the pressures of the real world and allows them to explore scenarios that may otherwise be out of reach. With the success of games like 'The Sims' and later interactive simulators such as 'Second Life', it is no surprise that the business world has exploited this model for training purposes.

Every organisation has the need for training which is conducted in order to improve the skills and knowledge base of the employees. As organisations operate there is a high probability for the development of learning gaps or myopic perceptions. These gaps exist between the required level of learning and the existing one. Apart from that myopic perceptions do get nurtured owing to lack of concrete organisational procedures and policies. This is common in every firm. However this needs to be uprooted. E-learning solutions as a revolutionary trend acts as a progress triggering factor for every organisation and helps to enhance its productivity. E-learning solutions speed-up the process of training employees

through their highly interactive tools like mobile learning, game based learning and learning facilitated with graphics software.

CHAPTER 10

HIGHER COMPLETION RATE



Do you want to find business games? There are several ways to get business games. In this article, you will soon discover some great information and find the business games that you need!

There are 2 types of games. There are those that are purely for fun, and there are those games which are more serious, and aimed at actually learning about business.

Whether you want fun or a real world game, there are 2 routes to getting it! The first is the boxed games that you find in a game store. The next is the ones that you find online.

Both routes are great at finding what you want.

Fun games are those that allow you to start a business for example, however, it is very basic. The main aspect is accumulation of money or points.

These games don't teach much about business. There are also games which use complicated functions like Monte Carlo business calculations. These allow a more real world functionality. There are stock market games, and others which are very beneficial in learning some key aspects about business, investing and more, and the good news is that you can use virtual currency rather than dollars, pounds or Euro's.

Overall, there are many options and you can find what you need. There are some games for stock market investing, and they can be found online.

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The benefit with these games is that they often connect with real time stock prices, which is great at actually playing as though it was real money. The result is that you can fine tune your investing strategy without investing your own money! Now that is gaming at its best! It can lead you to actually making big money, which is always a good thing.