Learning with VR/AR

Leadership and Collaboration in a Digital Age
What we hear from our clients when talking about digital disruption

- How can I better understand the threats and opportunities the new technologies pose for my business?
- How do I as a leader have to change in order to be able to change the organization?
- How can I better understand the threats and opportunities the new technologies pose for my business?
- What does this disruption mean for our culture?
- It all goes so fast – what is the next trend that I should be aware of?
- My middle management is blocking – how can I get them to engage?
- I feel left behind – what is digitalization really?
- I sense anxiety in my organization – how can I deal with that?
- How do I balance managing the existing brick-and-mortar business and new digital opportunities?
Demystifying the digital leadership challenge

Key questions

Digital Competence

• What does a leader need to know about technology?
• What new technologies are emerging that can create value for the business?
• How can a leader immerse in the digital world?

Business Models & strategy

• What are new or improved value propositions and business models?
• How is the generation and delivery of value improved?
• How to become even more customer centric?
• How to tap into unleashed entrepreneurial potential?

Culture & leadership

• In which way does our culture need to be developed further?
• What is the best organizational structure to enable this culture?
• Which leadership capabilities do we need in our organization?
• What and how do our top leaders need to change in order to successfully create this new culture?
• How to distinguish between reluctance and resistance to embrace new technologies?
• How to overcome reluctance and handle resistance to digitalization?
## ESMT Berlin: Our approach

### Inspire
- Dialogue with world class academics
- High caliber speakers from “the real world”
- Experiential and blended learning

### Debate
- Interactive lectures and ‘flip’ classroom discussions, peer learning
- Case in point method teaching
- Project work supported by data coaches/consultants

### Play
- Business simulations, gamification, VR
- Creative interventions such as impromptu theatre, virtual reality exercises, hackathons
- Digital readiness training for experiencing team dynamics and own team role

### Immerse
- Company visits, digital mash up
- Visits to startup ecosystem, reverse mentoring
- Interaction with societal stakeholders (politicians, NGOs, communities, etc.)

### Transfer
- Structured transfer of learnings into own area of responsibility through peer project work
- Coaching on individual and/or group level
- Blended platform case in point and Alumni
How can we develop new leadership competencies?
Why this game??

- Walk the talk!
- Experience-based learning is much more impactful than hours of lecturing
- Fun and use of new technology
“The VR game focused on the changing attitudes required of a leader in an increasingly VUCA environment. I learned that to be successful in this environment communication and trust within the team played an even more crucial role.”

Manfred Kessler, Senior Manager - Sales & Product Management Bosch

“Beside the fun, we had, with Virtual Reality Game we explored new horizons how we work together and how we communicate together in the future. The digital world will be part of our daily work. And we will not notice it.”

Stefan Kürbis
WOM

“The virtual reality games were a perfect practical experience to combine leadership with the challenges of today’s digital work environment. The new experience supported me in dealing with my daily challenges, promoting teamwork in a virtual world, and enhancing digital transformation. In addition to all the benefits, it was also a lot of fun.”

Andreas van de Kuil, Head of Sales, Lufthansa Technik Component Services

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Working together in Virtual Reality

Sven Haberlein, CEO Trotzkind GmbH / EXIT Adventures GmbH
Trotzkind develops

- Virtual Reality
- Augmented Reality
- 3D
- Interactive Media

- Games
- Films 360°
- 3D scanned Bodies
- VR Real Time Engine
Use Cases

What we do in VR
Collaborative Work
Train Trainer

- Working together
- Simulation of difficult process
- Location-independent
Playful learning
Content is close to reality
Benefits

- Time/cost saving
- Easy to use
- Scalable

- Sustainable learning curve
- Measurable output
- Hazard-free
New Technologies

Volumetric Video Workflow

- Integration of real content into VR/AR applications
- Innovative 3D reconstruction and modelling method
Questions?

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THANK YOU!