

## The Concept

Over the past century, experts in the field of Andragogy (the study of learning strategies focused on adults) have explored the most effective methods for adults to comprehend and retain important information. Malcolm Knowles, a central figure in the field in the mid 1900s, held that for adults to learn and retain information effectively it requires the following four tenets:

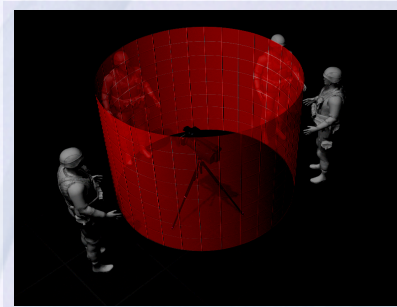
1. Adults need to be involved in the planning and evaluation of their instruction
2. Experience (including mistakes) provides the basis for learning activities
3. Adults are most interested in learning subjects with immediate relevance
4. Adult learning is problem-centered rather than content oriented

As a result of these tenets and in an effort to deliver the most effective training experience possible, InVisM Inc. has developed RealityV™, an award winning Platform Technology suited to deliver immersive, interactive, consequence-based training. Through the creation of a unique combination of immersive video, educational material, and interactive software, RealityV™ provides high impact and memorable training that can help individuals make the best decisions when faced with stressful situations. When law-enforcement officers, military members, or security workers are faced with finding peaceful solutions in unfamiliar social and physical terrain, the correct cultural response must be a reflex. InVisM's ARMY 360 body of products are uniquely suited to train military members so they can appropriately react on a reflex whenever needed.

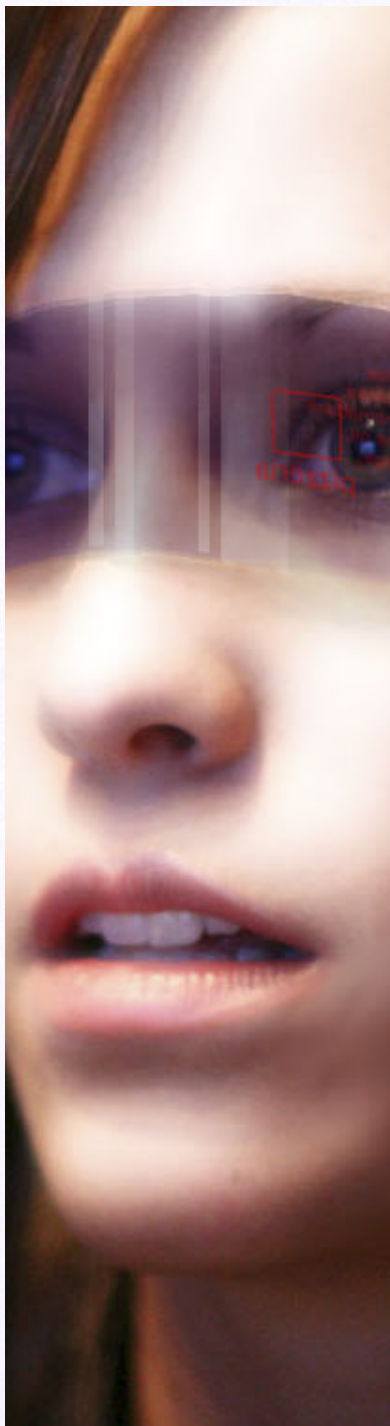
## The Implications

From Baghdad to Brooklyn, people of different cultures are finding themselves working with each other more and more. When people do not understand each other's cultures, conflicts arise. In some cases, such as law enforcement, first responders and military operations, those conflicts can lead to devastating outcomes. ARMY 360 has proven to be an effective approach to avoid unnecessary tragedies that can arise from misunderstanding. Through RealityV's™ adaptation of modern technologies in support of time-proven educational methodologies, InVisM delivers a training capability that not only effectively teaches, but ensures long-term retention similar to that of how we retain information through real world experience.

REALITY







# REALITY

## **The Technique**

RealityV™ was built on the notion of delivering training in a manner tailored to how adults learn best. The heart of RealityV™ is its combination of 360° and emotionally charged high-definition video. In ARMY 360, for example, trainees are put face-to-face with people whose culture they must understand. When those situations become tense, trainees have to decide why and what to do about it. The immersive 360° video challenges a trainee to look for the right details in these complex situations. High definition video gives soldiers a chance to see an individual's facial expressions, to evaluate their state of mind in a culture sense, and to understand their motivations and intent.

Through RealityV™, trainees can see the results of making bad decisions without the risk of offending individuals, violating cultural norms, or risking hostile reprisals. This safe learning environment, combined with training modules that teach trainees about the region and its people, give them the confidence to handle situations diplomatically. Trainees are tested throughout, to help determine how well they are absorbing concepts and facts that could help them make the right decision at the correct moment. An embedded After Action Review (AAR) reinforces the knowledge by providing immediate feedback to the scenarios they just underwent. At the end, trainees become "culturally enhanced" and better able to work with other cultures anywhere from Los Angeles to the Afghan-Pakistani border.

InVisM has built a solution that allows cultural training to scale for easy deployment while maintaining an engaging, unforgettable, and enjoyable education experience. The final results have demonstrated the approach to be highly effective – a new method of combining cultural awareness and diplomacy that helps push the boundaries of training, technology and entertainment to new heights.