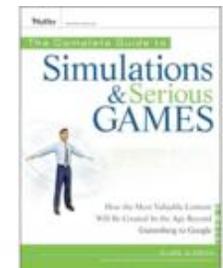
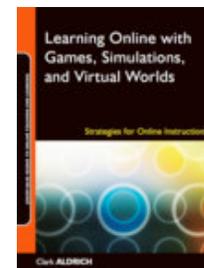


Successfully Using **Highly Interactive Virtual Environment (HIVE)** Learning

clark.aldrich@gmail.com

Author of “Learning Online with Games, Simulations, and Virtual Words” and “The Complete Guide to Serious Games and Simulations”



Goals:

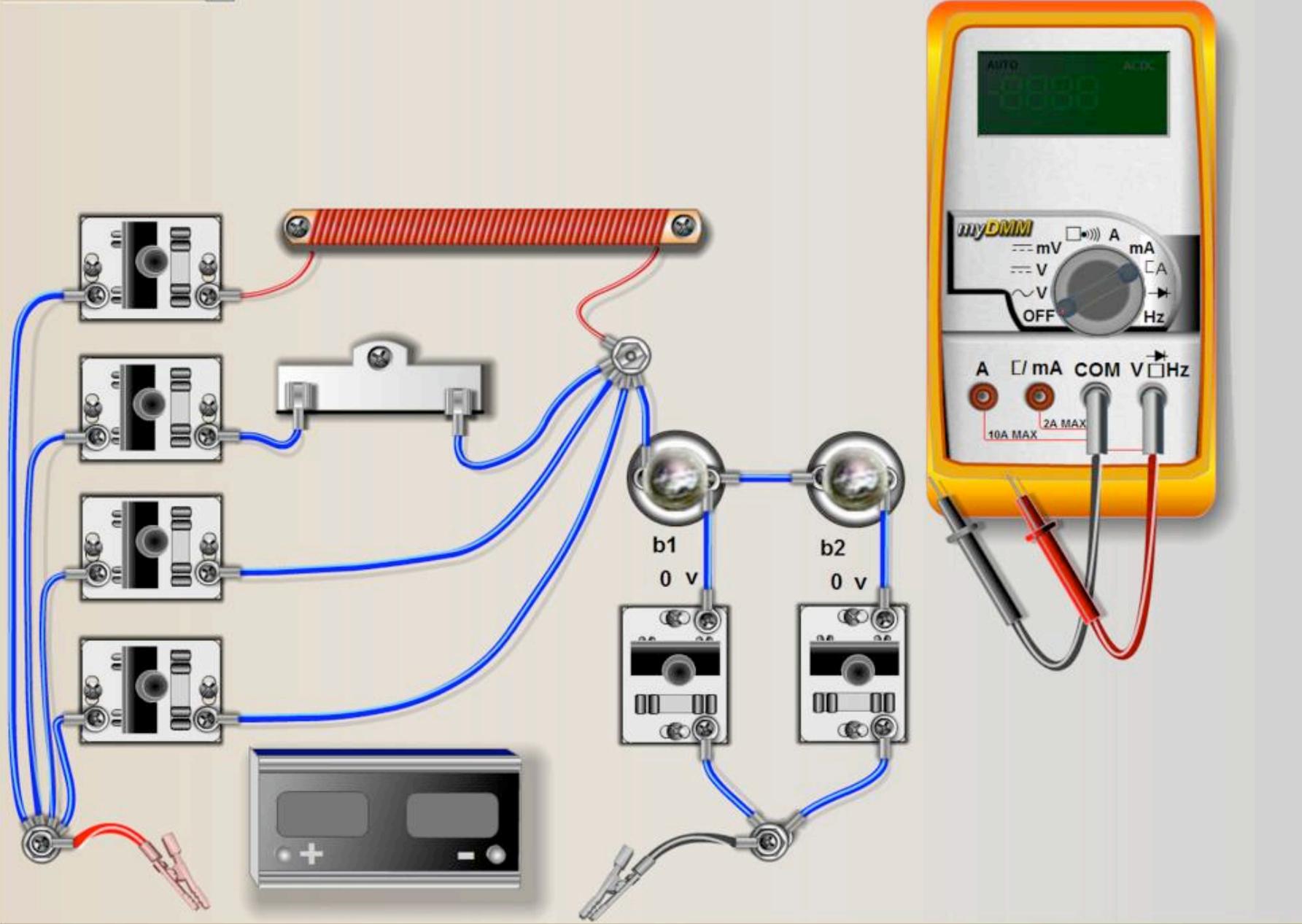
- Understand similarities and differences between educational simulations, serious games, and virtual worlds
- Know why and how to use each, including measurement
- Know how to launch a successful program for your organizations' goals, needs, and capabilities, including development and deployment, and worst practices to avoid
- Prepare for the new role of instructors as coaches



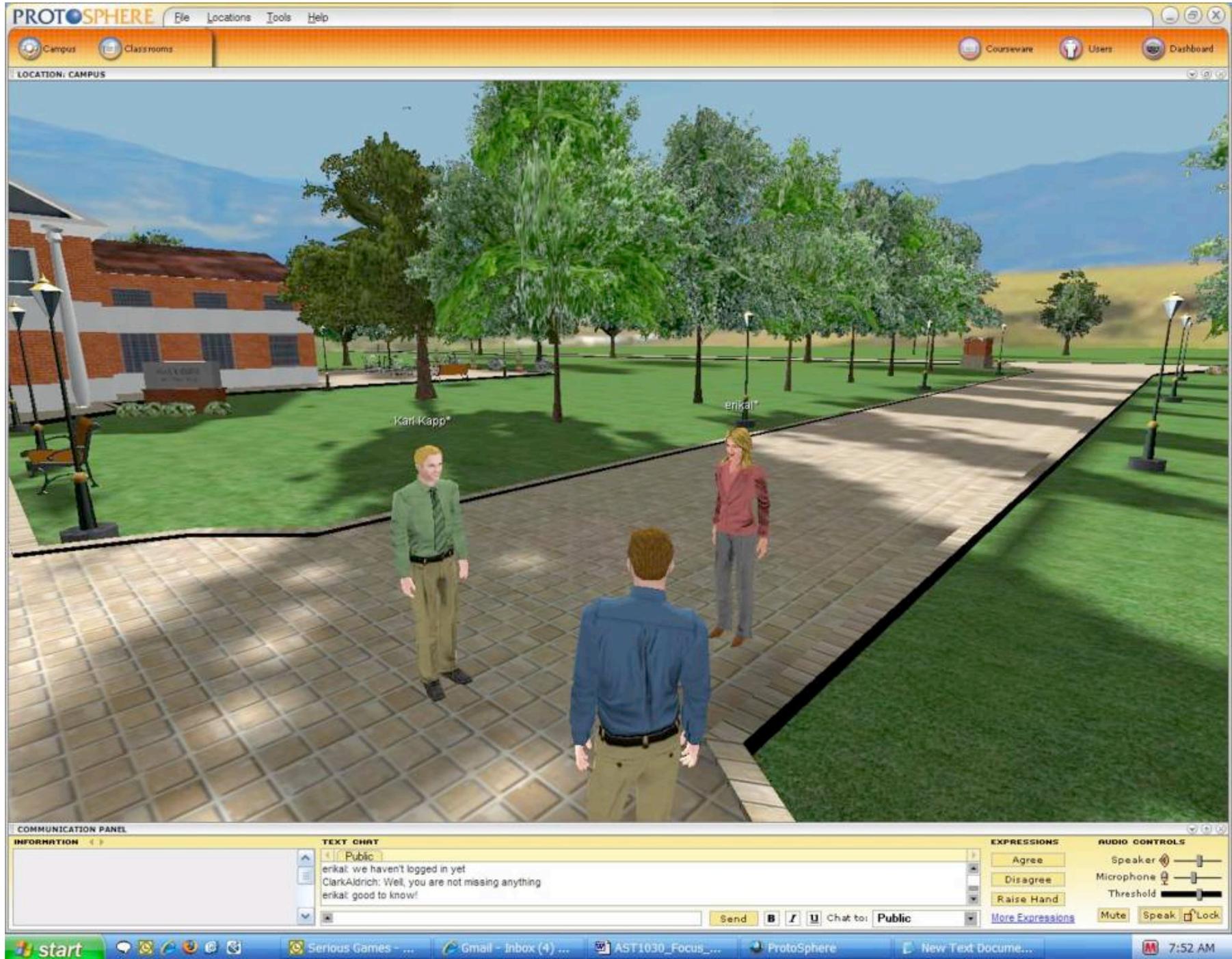
Let's Play

**“Virtual World, Game, or
Simulation?”**

Select a Circuit









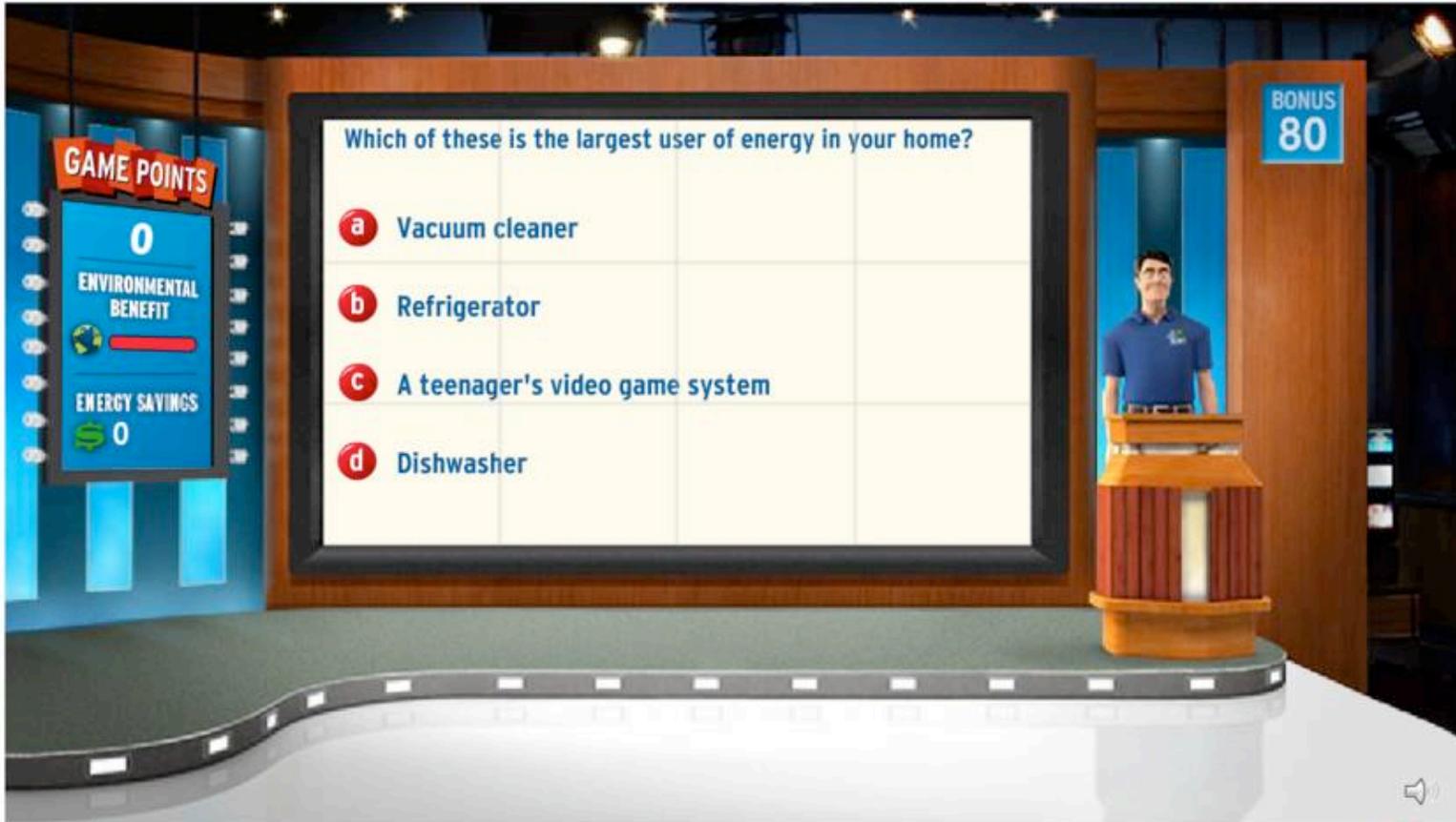
RESIDENTIAL

COMMERCIAL

INDUSTRIAL

INSTITUTIONAL

AGRICULTURAL



Which of these is the largest user of energy in your home?

- a Vacuum cleaner
- b Refrigerator
- c A teenager's video game system
- d Dishwasher

GAME POINTS
0
ENVIRONMENTAL BENEFIT
ENERGY SAVINGS
0

BONUS
80

Click here to sign up to receive email or mobile phone FLEX ALERTS when California faces a power crunch. 

Copyright © 2008 Efficiency Partnership | [Terms of Use](#) | [Feedback](#)

The Flex Your Power Challenge information is meant for general educational purposes only. Scores are not redeemable for cash value. Facts and numbers are based on certain assumptions about average electricity usage.

Apr 1920



Waiting for shooting to begin!
Crew: 2

\$117,848



The Baggage Boy
Comedy
Rehearsal Complete
Ready To Shoot



Begin Casting

Crew 2/2

Extras 0/0

Shoot It

Lead Roles

Director



Alright, rehearsal of the script has finished. It's time to shoot your movie!
Place it in the Shoot It room of the Casting Office...





Restart

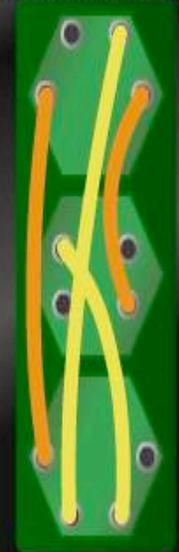
Time Left



Current Order



Wiring Diagram



Results:
this Robot

Reject

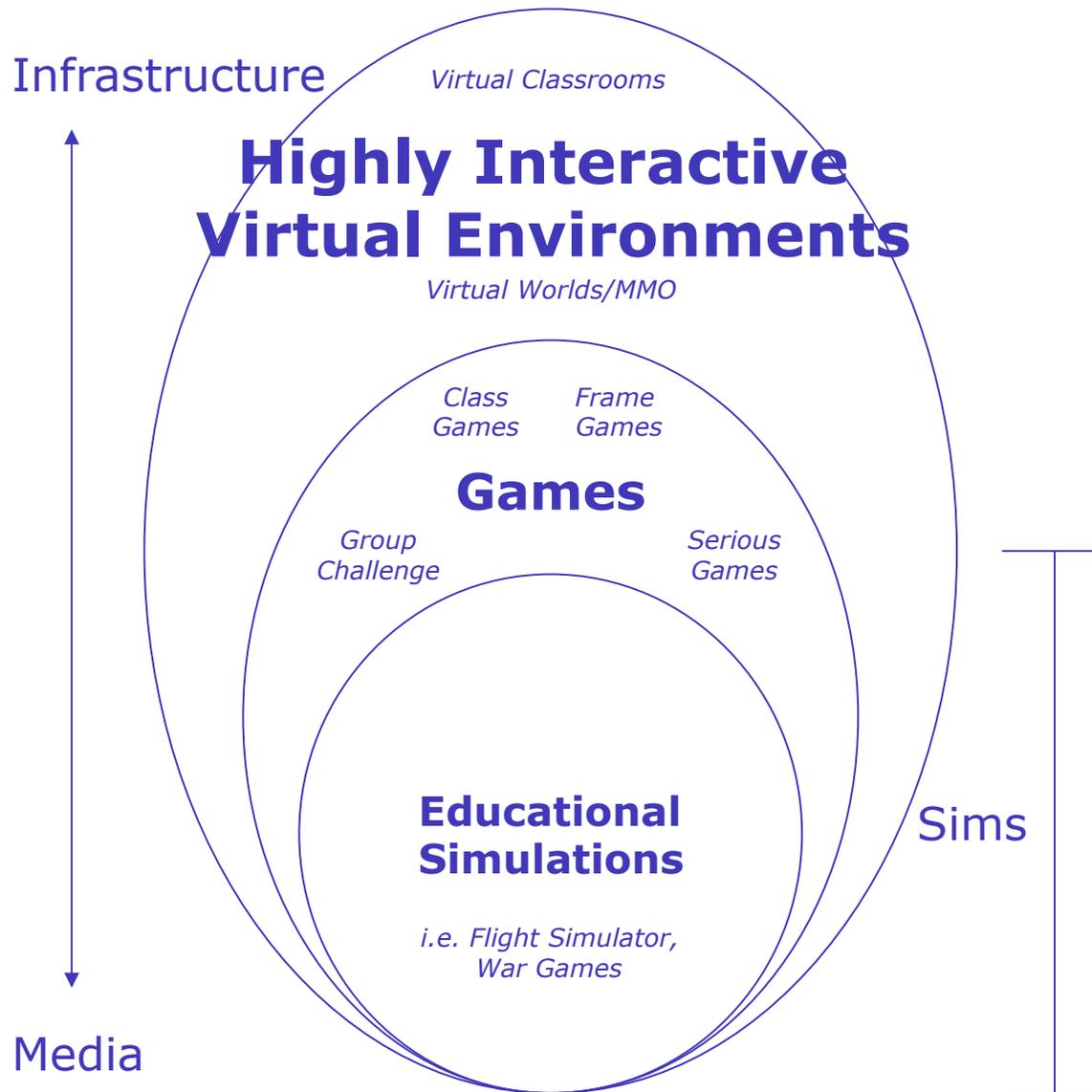
Walk Away

Test

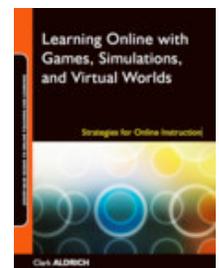


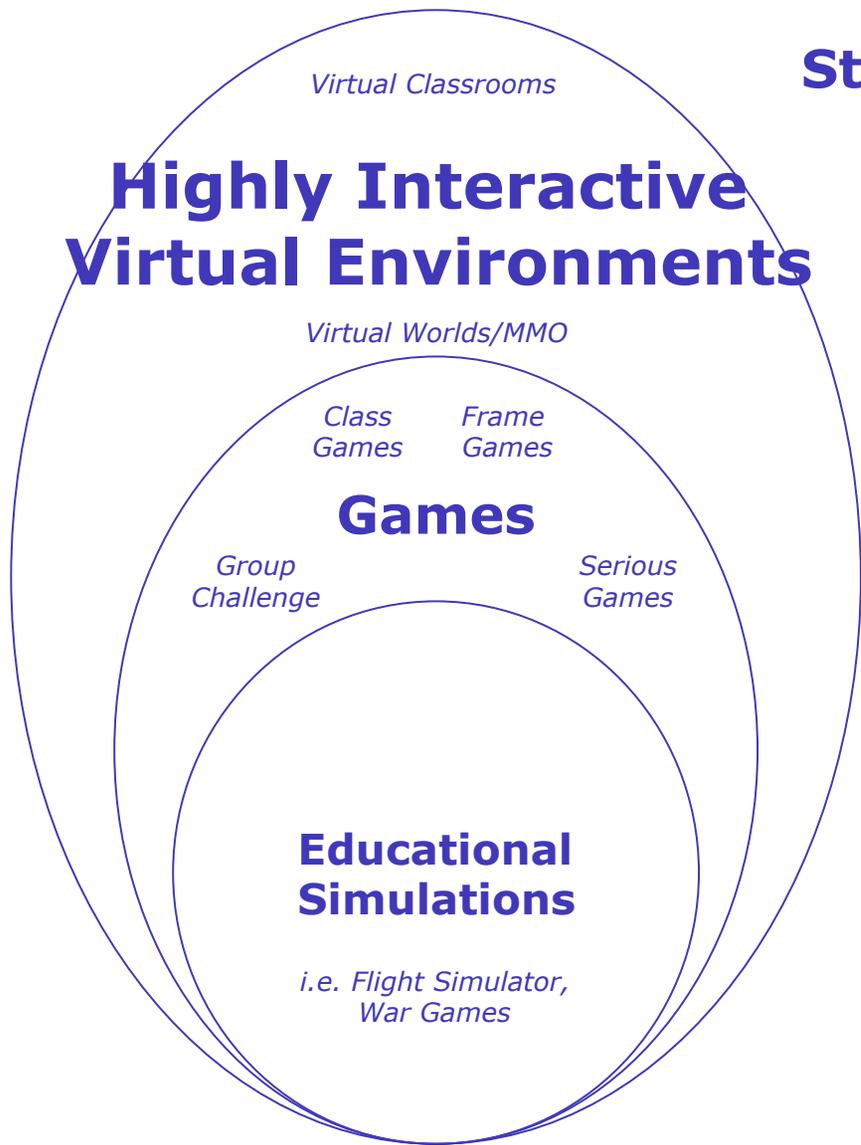






1) They Are Different:
 Accessing a *virtual world* does not give you a *game* for free, nor does having a *game* give you the transferability of an *educational simulation* for free.





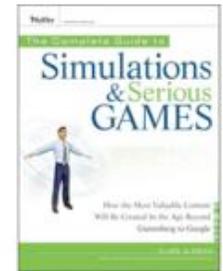
Student Path



2) They Are Similar: There are overlaps of processes, such as light games to help students access technology.

Recommendation: When to Use Sims

- To tap the emotions of presence (virtual worlds)
- To access real world communities (virtual worlds)
- Increase student engagement (games)
- **To provide distributed access to labs and props (educational sims)**
- **Increase conviction through depth of knowledge (educational sims)**
- **Long lasting “learn to do” skills (educational sims)**
- **Meet certification requirements (educational sims)**



Building Simulations

Three Overlapping Trimesters

- Trimester One: Create
- Trimester Two: Code
- Trimester Three: Calibrate

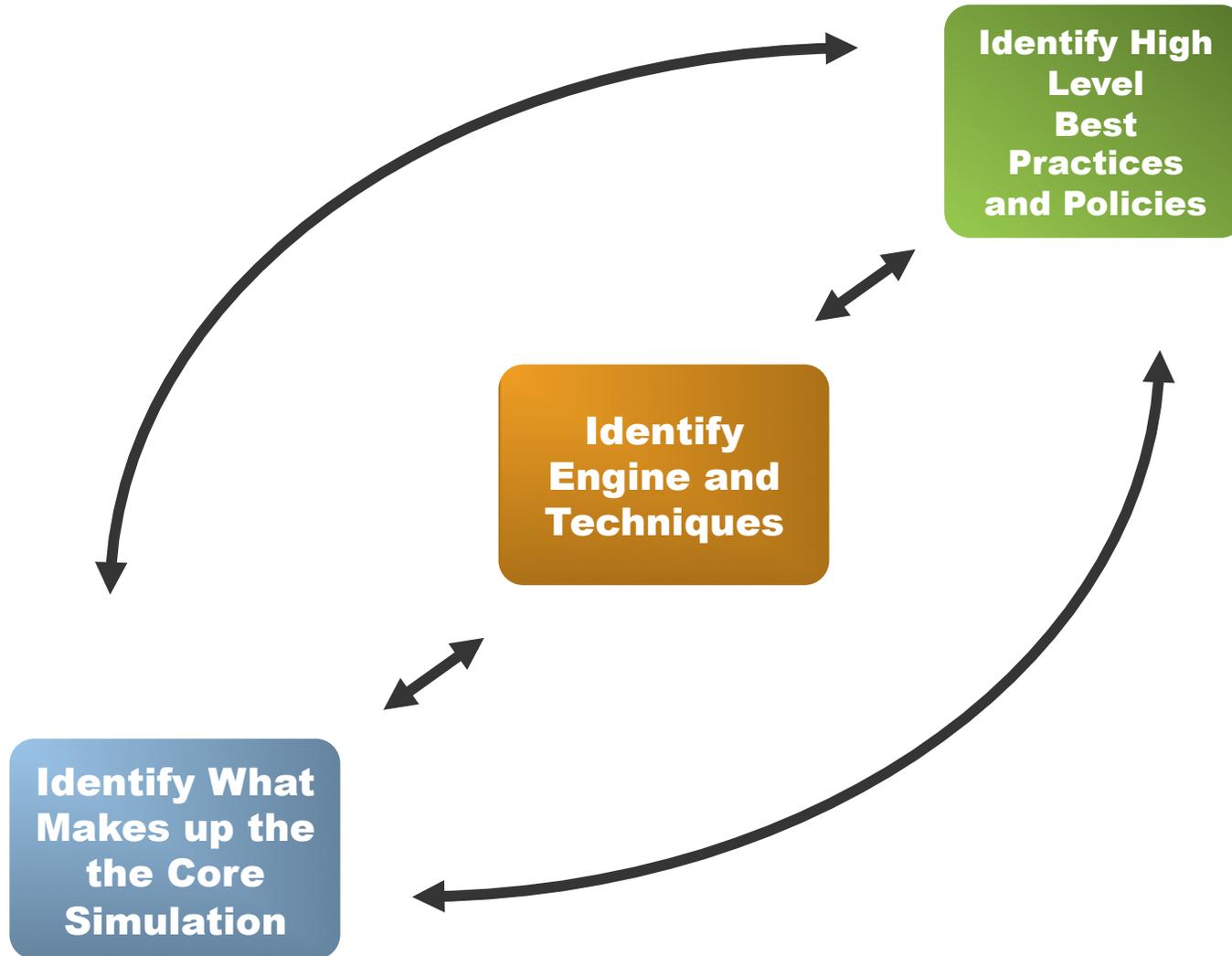
■ Trimester One: Create

**Identify High
Level
Best
Practices
and Policies**

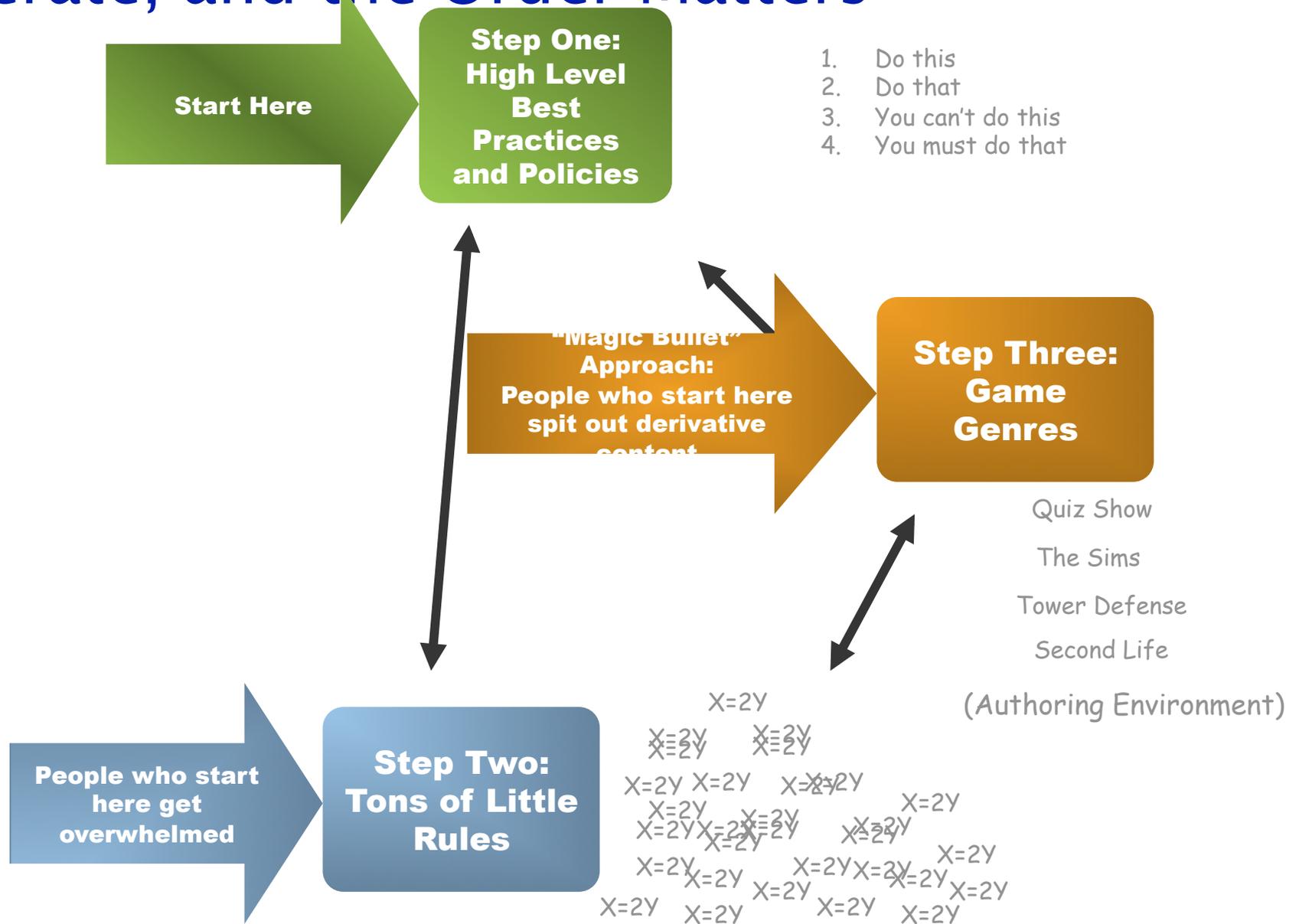
**Identify
Engine and
Techniques**

**Identify What
Makes up the
the Core
Simulation**

■ Trimester One: Create



Iterate, and the Order Matters



Step One: Tops Down

- Inner Monologues
- Inspirational Stories
- Time lines
- Reference
- Analysis of trends
- Case studies
- Summaries and Conclusions
- Rules and Simple Processes
- Quotes
- Pictures and Visualizations
- Tables

Step Two: Tiny Relationships

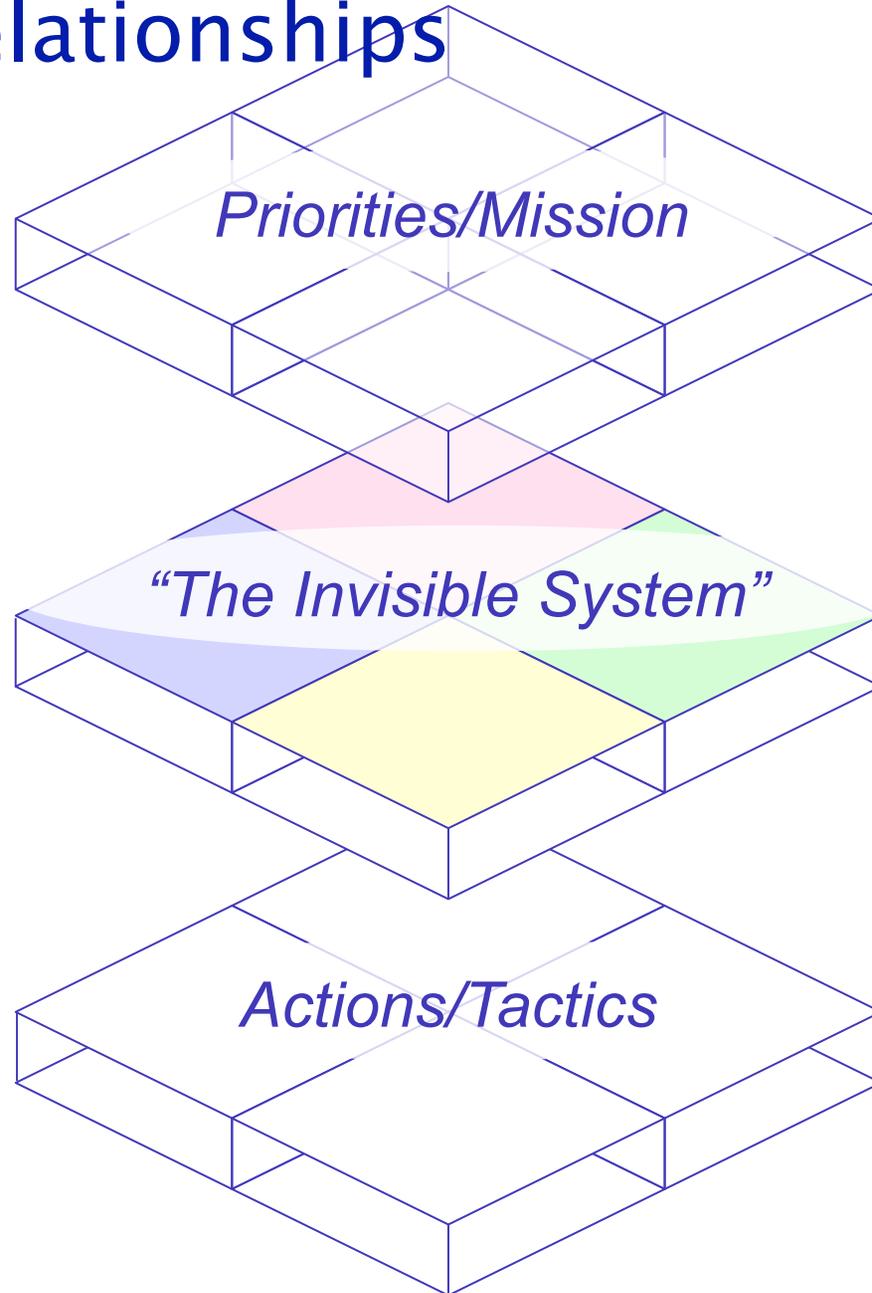
Towards What End
(Results)



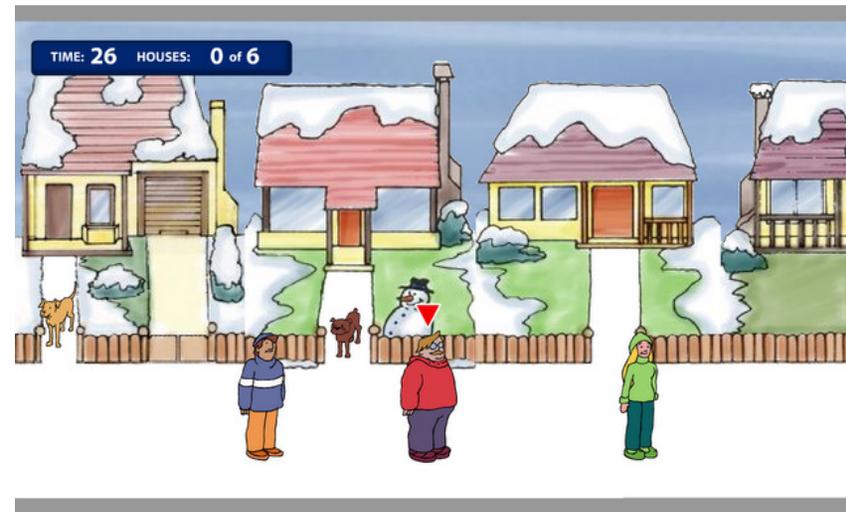
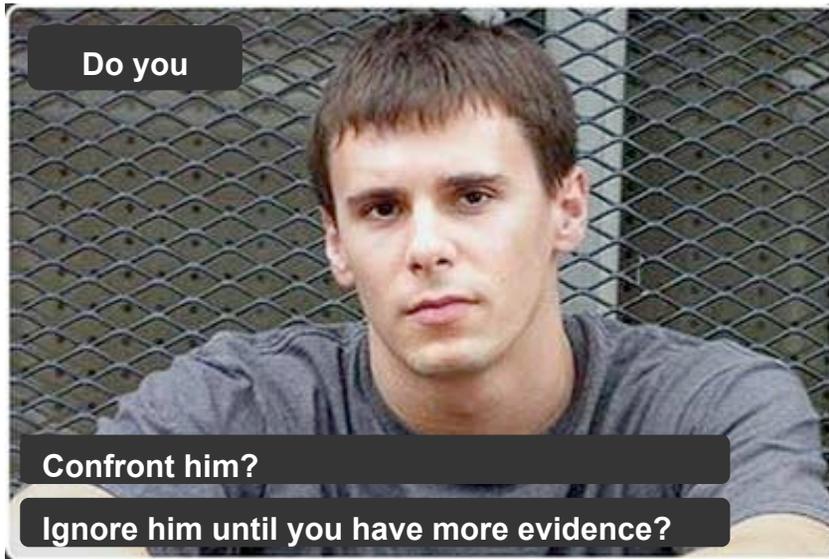
Why We Do Them



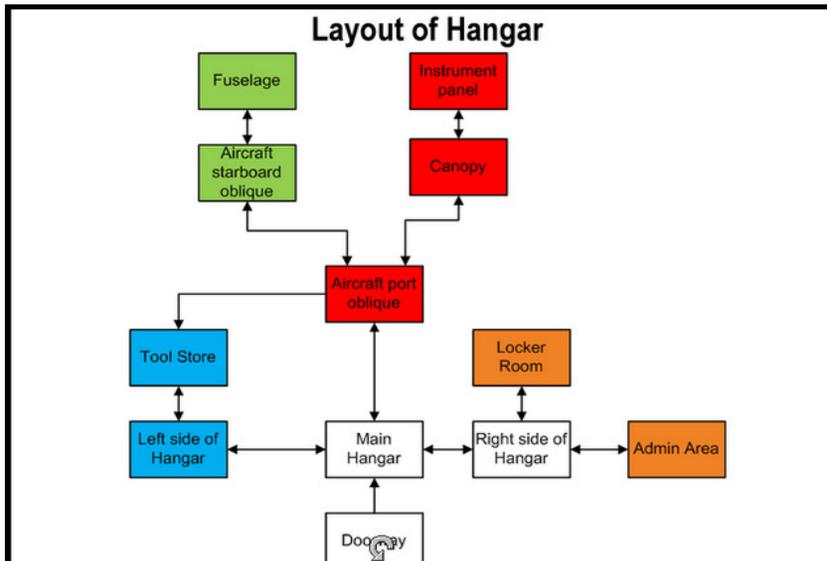
What We Do



Step Three: Close Enough Game Genre



Adventure Game Genre for Plane Maintenance



Step Three: Close Enough Game Genres and Techniques



Step Three: Close Enough Game Genres and Techniques



PROCTOR: Monica

GOAL: Respond to request from Acme for a 5% reduction across "Bling" product line.

What are some of our options to consider?

PLEASE CHOOSE AN OPTION

- Ask Acme for volume commitments.
- Ask Acme for faster payments.
- Ask Acme to increase price on other product line.
- Lower price by 5%.
- MORE

COURSE TITLE: Episode Title

SCORE: 425

TIME LEFT: 10:55

HOME MAP JOURNAL HELP

LEARNING PANE: Outcome

■ HIGH PROFIT
■ LOW PROFIT
■ NEGATIVE PROFIT

SUPPLIERS → NEWELL / RUBBERMAID → CHANNEL / PRODUCT LINE → MARKET

SUPPLIERS → CHANNEL / PRODUCT LINE SUPPORT → CHANNEL / PRODUCT LINE SUPPORT → MARKET

SUPPLIERS → CHANNEL / PRODUCT LINE SUPPORT → CHANNEL / PRODUCT LINE SUPPORT → MARKET

SUPPLIERS → R & D → CHANNEL / PRODUCT LINE SUPPORT → MARKET

RESOURCES: Tools

Step Three: Close Enough Game Genres and Techniques for Contextual Activity



Step Three: Close Enough Game Genres and Techniques for Contextual Activity



Do they Work? How do you Know?

Leadership: Results



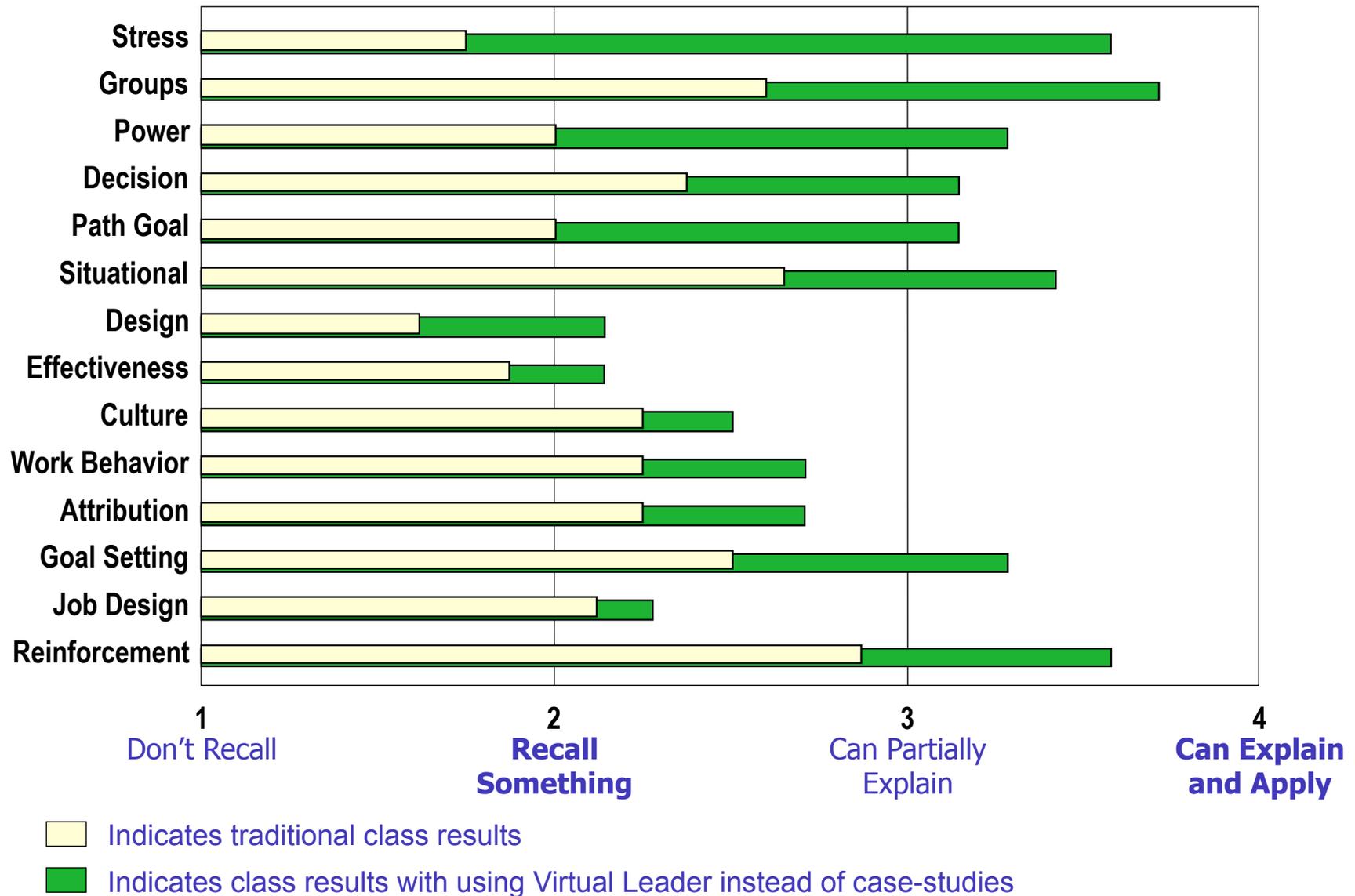
University Executive Education Program

Challenge

- Organizational Behavior Class Required of Executives
- Rated Very Well By Corporate Students
- But Little or No Measurable Result in Workplace Effectiveness



Applying Organizational Behavior with Executive Education Students

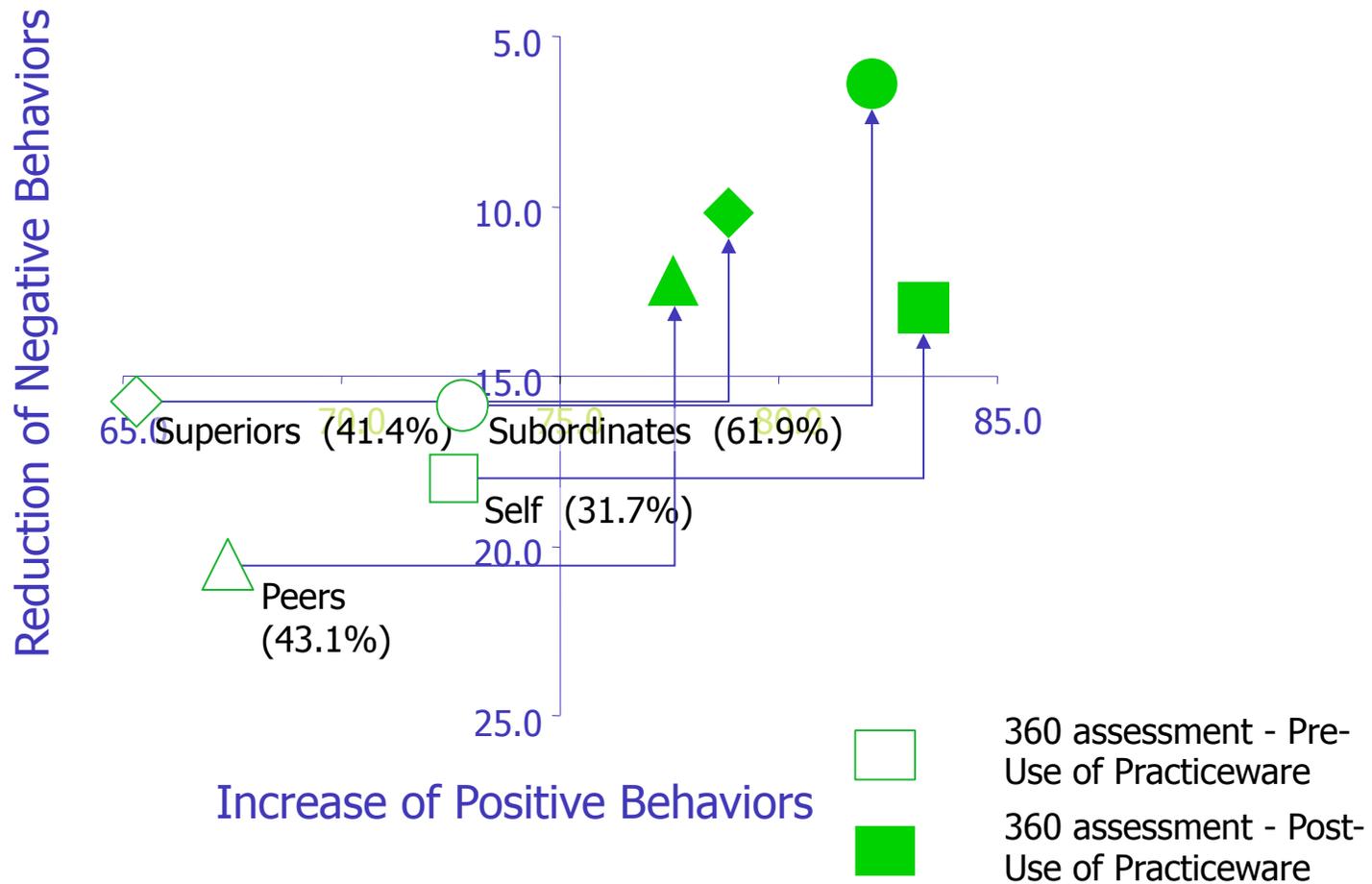


Fortune 100 Company

Challenge

- Managers who Deployed Service Teams to Customer Locations
- Many were Low Performing, not Effective Leaders

Fortune 100 360 Pre & Post Assessment



Fortune 100 (part 2 of 2) Productivity Assessment

The participants who went through the program improved their relative performance ranking (non-subjective), on average, 22.0%

Take Away

Sims Can Work.
But that is not enough.

Balanced Scorecard of Sims

Conviction

- Richer than Awareness
- In invisible system

Actions

- New behavior
- Reinforceable and permanent

Engagement

- Fun enough
- Relevant

Convenience

- Well chunked
- Easy to access

Acceptable Cost per Student

Acceptable Time to Creation

Comfort level of instructors and sponsors

When to Use Different Types of Sims

- To tap the emotions of presence (virtual worlds)
- To access real world communities (virtual worlds)
- Increase student engagement (games)
- To provide access to labs and props (educational sims)
- Increase conviction through depth (educational sims)
- Long lasting “learn to do” skills (educational sims)
- Meet certification requirements (educational sims)

Why Use Educational Sims

- Sims cover twice as much "content per hour"
- Sims actually transforms real-world behavior and conviction
- There are no further costs in self-deployed sims.
- Sims are infinitely scalable over space and time.
- Organizations can have them built one hour at a time, and chain them together.
- The programs are trackable and measurable.
- Employees rate them well

Thank you!
And join me for a
Book Signing...

clark.aldrich@gmail.com

