

**Revolutionalizing Leadership Training**

**Experiential Reality**

**Simulations & Coaching**

**for Leadership**

**Development**

**Amplify Oshkosh (4.8.25)**



**CESA<sub>6</sub>**

# Agenda



- **Expectations Placed on Leaders**
- **Mursion Background | Simulation Overview**
- **Live Immersive Demonstration  
Audience Volunteer | Audience Reflection**
- **Audience Question | Answer  
Resources**

What situations keep your  
leaders up at night?

# Expectations



What skills are needed to address these situations?

- **Emotional Intelligence**
- **Collaborative Approach**
- **Cultural Competence**
- **Conflict Management**
- **Conversational Agility**



# Development



**“There are very few, if any, opportunities to practice these types of conversations. It was uncomfortable, as all difficult conversations are, but I feel more confident having done the simulation.”**

**~CESA 6 Mursion User**



**Mission:** To create the most effective on-demand practice studio for interpersonal performance.



- Immersive training simulations with avatars
- Realistic scenarios embodying complex conversations
- Blend of AI and human-powered avatars
- Psychologically safe space for learners to practice
- AI - generated analytics

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# **Simulation Experiences and Topics**

## **Providing Performance Feedback**

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Embracing Leadership Decisions | Resolving Work Conflict | Recognizing Impact vs Intent

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## **Facilitating Team Conversations**

Navigating Organizational Change | Maintaining Focus on Team Calls

# Tech Advances

## Artificial Intelligence (AI)

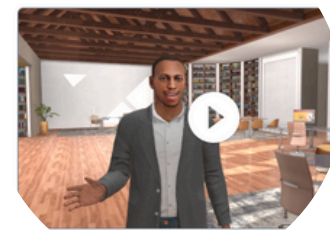


Syncs nonverbal communication



Generates Learner Reports

Play the Conversation



Incorporates voice morphing

**“Mursion has learned that avatar-based learning lets people be more honest and authentic in their experiences, enabling them to learn and change behavior.”**

**~Josh Bersin, Global Industry Analyst**



# Tech Advances

## Human In the Loop



Authenticity and natural conversation

Speaks in real time



Trained to respond to emotionally-charged conversation

Ability to adapt level of challenge



Each simulation is unique to every learner

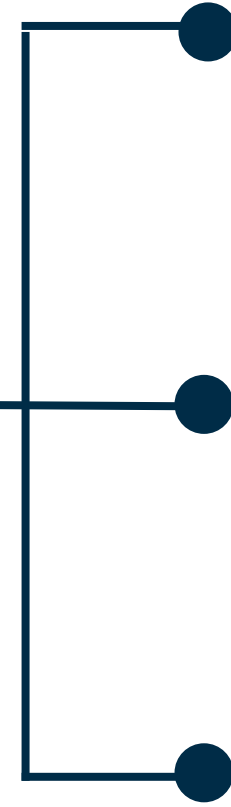
**“People communicate more with human-guided avatars.”**

**~Bailenson’s Virtual Human Interaction Lab at Stanford University**

# Coaching



## Tailored Experience



Personalized support to meet individual needs based on individual goals

Flexible Scheduling



Focused feedback stemmed from simulation recording insights

Collaboratively developed actionable strategies



Application of experiential reality simulation skills to real-world scenarios

**“Thoughts lead to feelings. Feelings lead to actions. Action leads to results.”**

**~T. Harv Eker**

# Impact



# Technological Advances



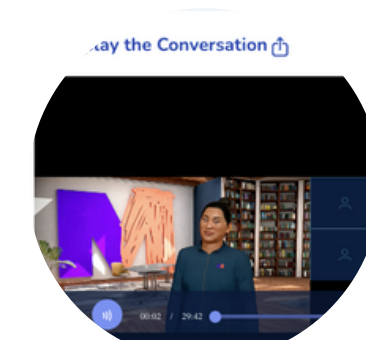
Which are you most excited to experience?



Interacting with a virtual avatar



Virtual simulations mimicking real-life leadership challenges



Self-reflecting through playback recordings



AI-generated feedback analysis



# Live Demo



# Audience Participation



## Fix Me or Fix the Team

**Practice Opportunity:** Coach a team member to level up when they



## Domains and Competencies

# Fix Me or Fix the Team

**Practice Opportunity:** Coach a team member to level up when they are not meeting expectations.

**Skill Level:** Intermediate



and approach to communication, particularly the negative impact of these actions on team dynamics and the performance is a growing concern.

Axe is passionate about work and cares deeply about work and outcomes. On occasion, Axe mentioned frustration that colleagues don't seem to have the same bar for quality. When frustrated, Axe believes the important thing to do is to immediately address the situation, delaying feedback is not good for the work. Axe is a direct person and while others on the team are also direct communicate in a similar way, Axe's way of communicating is challenging. The past few momts have challenging high-pressure for the whole team it will be important to be thoughtful about navigating the conversation to an outcome that is beneficial for you, the team, and of course, Axe.

**Your Goal:** Facilitate a supportive discussion with Axe to share clear feedback and agree on actionable steps for moving forward positively.

**DOMAIN: TEAMING AND COACHING**

**Competency:** Provide feedback





## **Audience Reflection**

What did you notice about the avatar?

What did you notice about the scenario?

How might you have responded in the moment?



# Learner Reports

## Immediate Feedback



### Replay the Conversation



### The Mission:

Facilitate an open dialogue with Gab that allows you to share a vision for the future and that allows Gab to plan a path for growth in that directions.

Mission Accomplished!

# Learner Reports

## Immediate Feedback

### Replay the Conversation



### The Mission:

Facilitate an open dialogue with Gab that allows you to share a vision for the future and that allows Gab to plan a path for growth in that directions.

Mission Accomplished!

### The Competencies in Focus Were:

#### **Presentation & Facilitation:**

Present information to audiences with appropriate context and clarity.

#### **Relationships & Rapport:**

Inspire confidence and trust for others to share information about their work.

#### **Teaming & Coaching:**

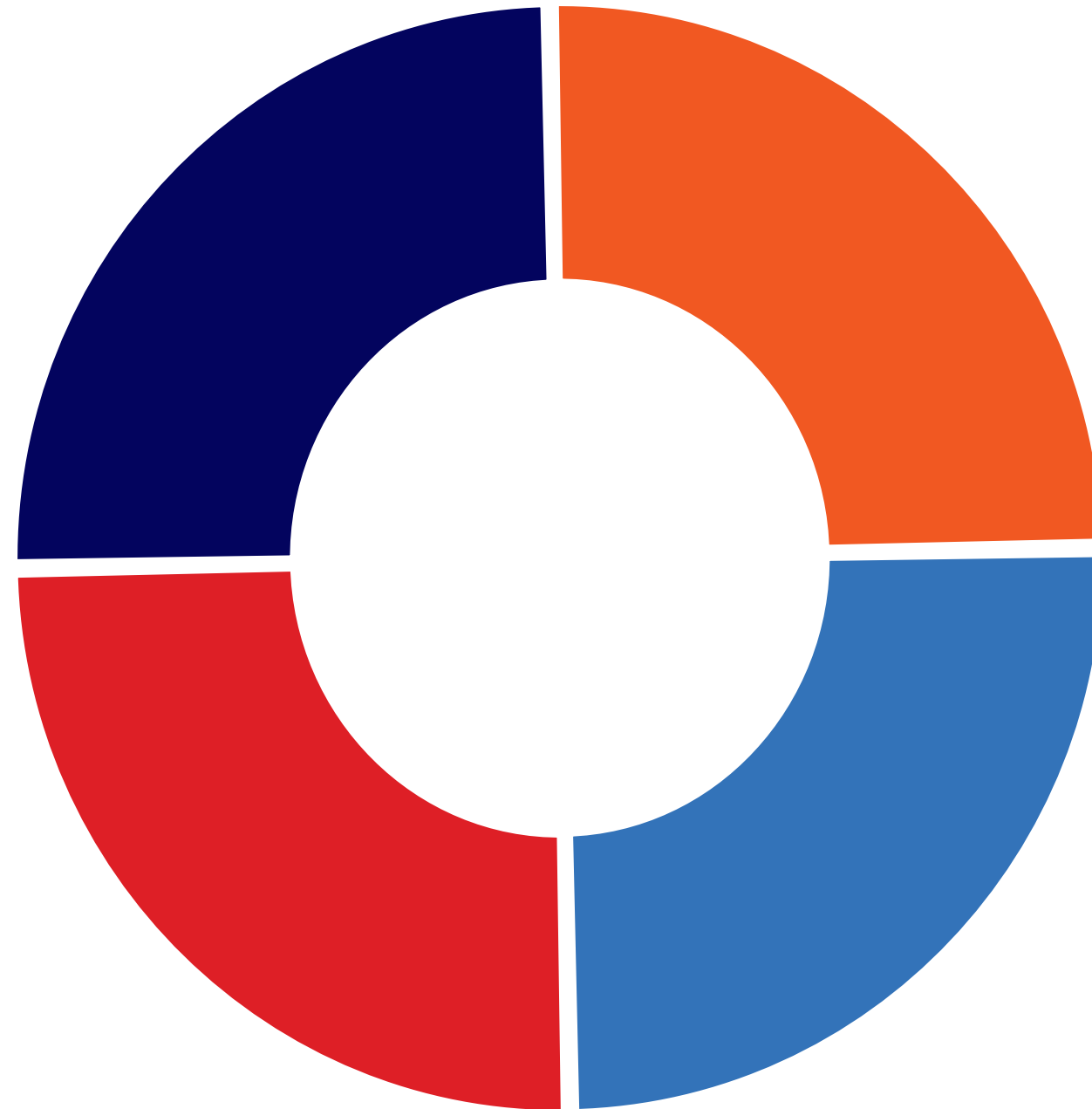
Receive constructive feedback in non-defensive way.

#### **Collaborative Problem Solving:**

Generate viable solutions to challenges.



# Simulation Feedback



# Simulation Feedback

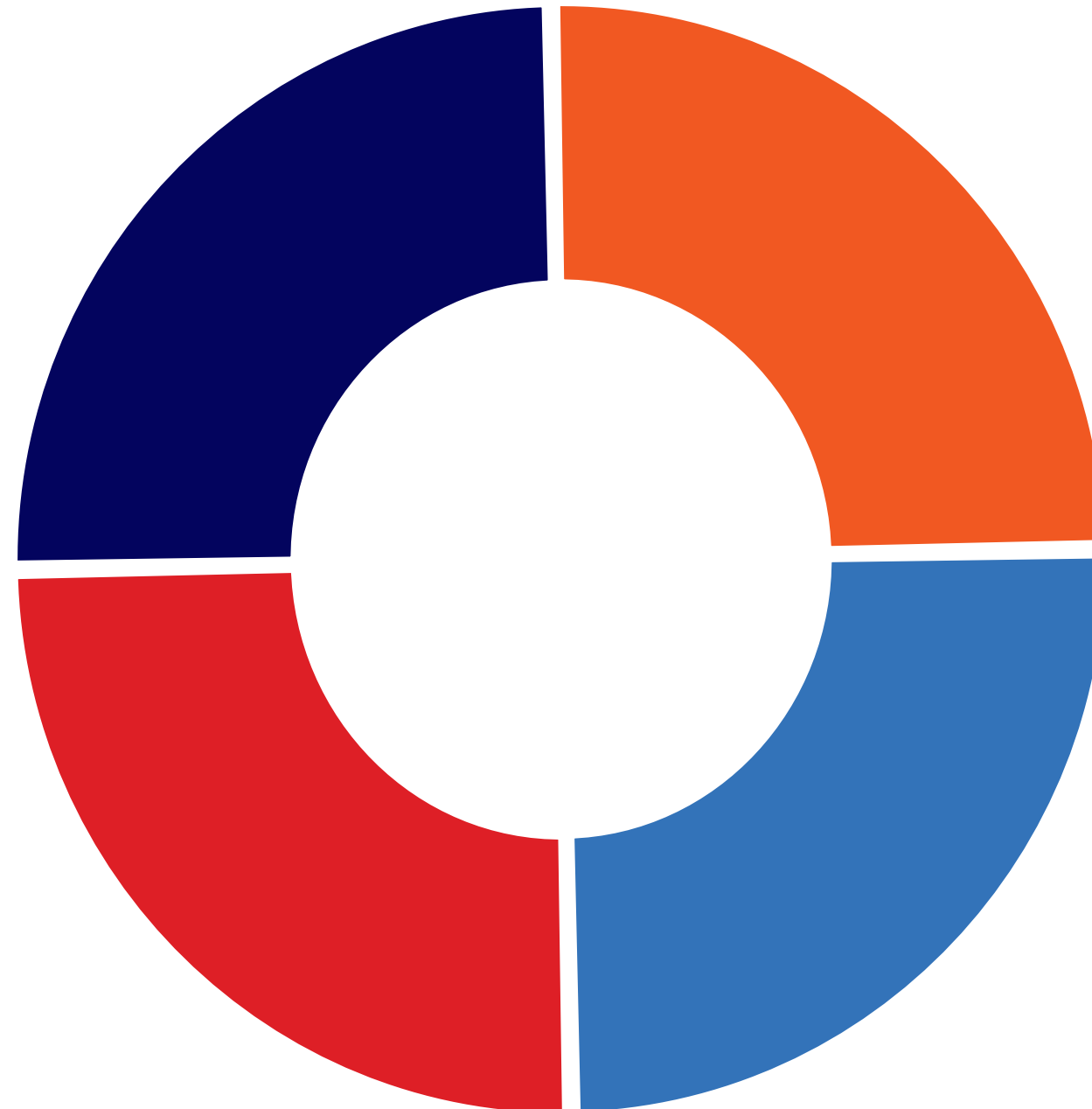


97%

Recommendation Rate

95%

Value for Time Spent



"It is a genuine practice to take part in without any 'real life' repercussions as we continue to hone on our craft."

96%

Authenticity & Relevance



**Resource:** [Experiential Reality Simulation & Coaching Series Overview](#)

# Resources

## Research | Supporting Materials

- [LEADERSHIP COMPETENCIES AND INFLUENCING THE FUTURE OF WORK IN YOUR FAVOR](#)
- [MURSION - WHY IT WORKS](#)
- [MURSION WEBINAR - HOW EDUCATORS ARE USING MURSION](#)
- [MURSION - RESEARCH, BLOGS, PRESS](#)
- [DOW PIONEERS A NEW INCLUSION APPROACH THROUGH VR AND HUMAN-POWERED SIMULATIONS](#)

# Thank You



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