



VR as a Service

# INTRODUCTION TO ALIGNVR

We are an Edmonton based company with free roam VR technology for use in non-gaming applications. We focus on using VR to help companies with their:

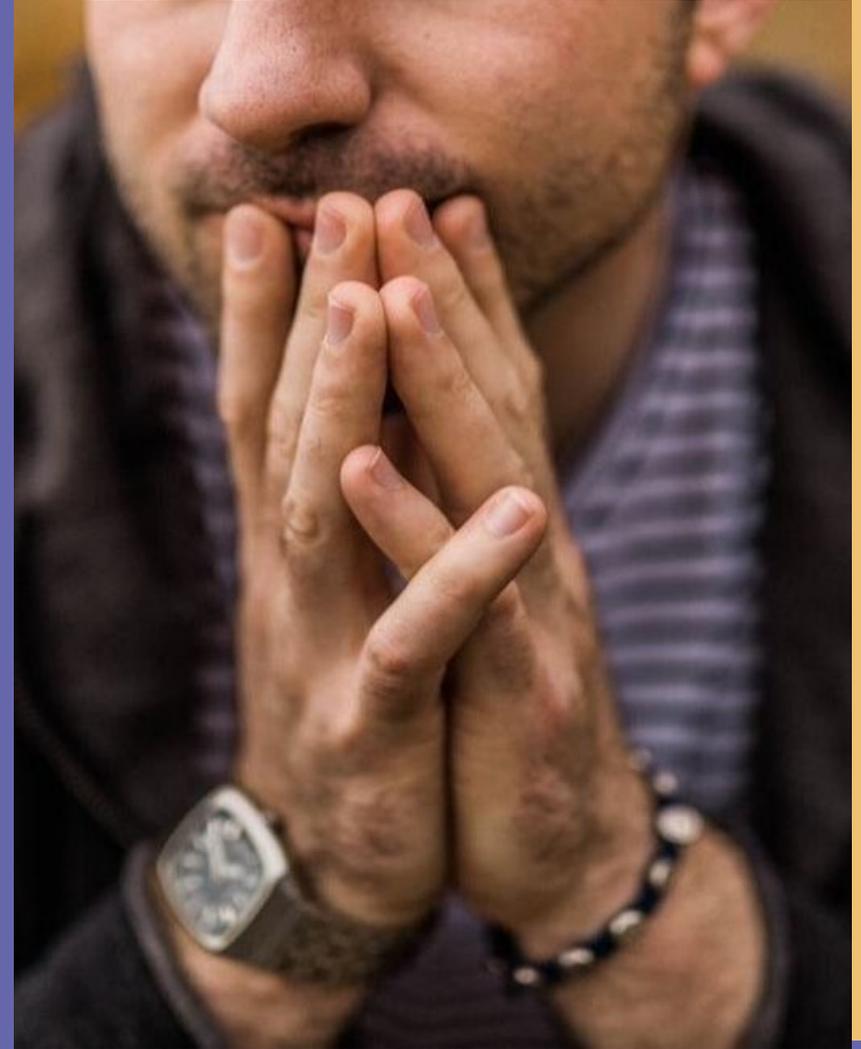
- recruitment,
- team building,
- training and
- diversity & inclusion program needs



HR departments face many new challenges in today's hiring market. Traditional techniques available to HR Departments may not be the most effective.

## How do you overcome Impression Management for example?

- Impression Management is "the psychological term for the mental effort used trying to impress others by adjusting and exaggerating the things we say and do. **ALLOWS USER TO GIVE AN OPTIMIZED IMPRESSION** of themselves to job managers and potentially create hiring mistakes.
- The U.S. Department of Labor estimates that the average cost of a bad hiring decision can equal 30% of the **FIRST-YEAR POTENTIAL EARNINGS**. VR allows job applicants to be effectively screened for soft skills as well as emotional reactions to critical scenarios.



# ALIGNVR'S RECRUITMENT PROCESS REVOLUTION

A series of virtual reality based challenges, tasks, and tests are presented to the candidate /employee to suppress the tendency for candidates to engage in impression management & allows hiring managers a unique, unfiltered peek inside candidates' actual personalities.

Whether an unused hidden super skill or a subtle weakness, there's a lot that goes unnoticed during the hiring process, possibly resulting in hiring the wrong candidate. VR Programs can determine actual soft skills levels.



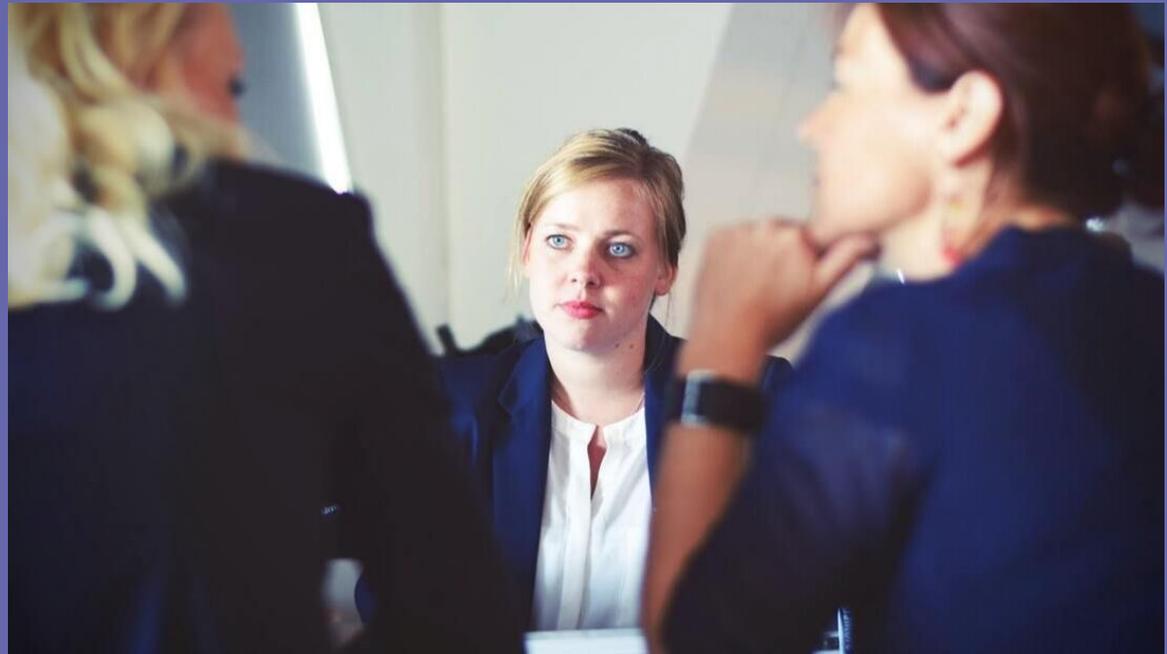
- Applicants are presented with a virtual environment where they'll be able to move freely, pick up and drop virtual objects using handheld tools. Virtual reality allows for the creation of all kinds of scenarios and puzzles that would never be able to be recreated in an ordinary interview process.

# SOFT SKILLS EVALUATION

Soft skills account for 85% OF JOB PERFORMANCE which are used in social & business environments. How can they accurately be assessed and developed?

VR training **pushes the boundaries of traditional learning by simulating any world you can imagine.** With VR, learners are given opportunities to develop their skills and encounter true-to-life scenarios without facing real-world risk:

- Employees in VR courses can be trained up to four times faster.
- VR learners are more confident in applying what they're taught.
- Employees are more emotionally connected to VR content.
- VR learners are more focused.
- VR learning can be more cost-effective at scale.



Effective new employee onboarding training can increase productivity by 70%.

AlignVR's apps induces natural behaviors so that managers can not only create training moments but also allow existing team members to help welcome a new member to the team.

Builds trust and confidence within the team not only for the current employees but for the new ones coming on board.

On going team building programs can then be used to further strengthen the team skills





Raise awareness for critical, company-specific Diversity, Equity and Inclusion goals  
Improve workplace inclusion  
Increase cultural sensitivity and intelligence  
Recognize implicit bias (also referred to as unconscious bias)

DEI/Sensitivity and Empathy Training

# TEAM BUILDING & DEVELOPMENT REINVENTED

AlignVR virtually manufactures social situations that feel natural and draw out real soft skill tendencies. Participants learn deeply about themselves and others on their team. New trust relationships are built between the team. Managers use results to identifying soft skill gaps within individuals and teams.



# ROI OF USING VR

- 30-70% is the average companies save on training when they switch to virtual reality methodology. This includes costs related to technology, travel, and transportation, as well as productivity loss experienced by employees taking time away from work.
- Avoiding a costly hiring mistake can save about 30% of first year salary.
- Having inefficient teams – incalculable loss
- Using VR in training results in a retention rate of up to 80% one year after training, compared to 20% just one week after traditional training.

*Companies might not be shouting from the rooftops about the benefits of VR because they consider it too much of a competitive advantage that they want to maintain for as long as possible. VR has now developed enough that you shouldn't be asking how much it would cost to implement VR, but how much it's costing you not using the technology.*





1

### Team Qualifier

You have several job applicants, and they all look great on paper. How do you decide which one to hire? The AlignVR process helps you to determine best fit for the job through assessment of their soft skill strengths, avoiding costly hiring missteps.

2

### TEAM Booster

This is a product designed specifically to help with companies looking to just give their teams morale boosts and to address workplace stress.

3

### Team Enhancer

Useful as both a onboarding and team building tool. New and current employees get the chance to display soft skill strengths and or improvement thereof. New employees can demonstrate their value to the team while interacting. Efficient training tool.

4

### Evaluation

The result is managers and teams of employees can begin to better understand not only their own competencies, limits, and areas for improvement, but how they fit into the team dynamic, how they should lead the team, and how the team can improve.

FOR FURTHER INFORMATION  
OR TO BOOK A VR DEMO

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Or contact Garth Likes VP Product

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THANK YOU

Let's Start the Journey



Come explore our VR  
programs on site or at our  
demo labs