

# VR4Skills Online Training User Guide

October 2024



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*Project Number: 2022-1-PL01-KA220-HED-000089035*

*Project Title: VR4SKILLS - Comprehensive training framework for leaders of internationalization enhanced by Virtual Reality (VR) in the post-pandemic era.*



## PROJECT OVERVIEW

VR4SKILLS-Comprehensive training framework for leaders of internationalization enhanced by Virtual Reality (VR) in postpandemic era.

- | Program: Erasmus + Cooperation partnerships in higher education
- | Project No.: 2022-1-PL01-KA220-HED-000089035
- | Delivery period: 01.11.2022-30.10.2024 (2 YEARS)
- | Budget granted: 250 000 euro

## PARTNER INSTITUTIONS



**Akademia WSB**  
**WSB University**



**UCLL**  
HOGESCHOOL

**businet**  
global business education network

**avans**  
university  
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## METHODOLOGY: NEED GAP ANALYSIS

- | The term “gap” refers to the space between “where we are” and where “we want to be”.
- | Need Gap analysis assesses the differences between the actual and expected performance.
- | **PERFORMANCE GAP ANALYSIS:** This type of analysis finds the difference between an organization’s or person’s expected performance and their actual performance.

### STEP 01

Identify the current state of your department.

### STEP 02

Identify where you want to be with your department.

### STEP 03

Identify the gaps in your department.

### STEP 04

Devise improvements to close the gaps in your department.

### DIGITAL SKILLS

- | Excel, Advanced Excel and Other Microsoft Programs, Sharepoint, Outlook, Google Skills, One Drive
- | Blackboard, Moodle, Teams, Zoom, Slido, Mentimeter, Kahoot, Trados, Osiris, Canva, SAP
- | Webinar Tools
- | Student Information Systems

### MANAGEMENT / LEADERSHIP SKILLS

- | Workshops on Leadership and Lean Management
- | Time Management
- | Student Motivation
- | Communication Skills
- | Conflict Management
- | Management Fundamentals for Executive Candidates

### THE INTERCULTURAL EFFECTIVENESS

- | Creating a positive international student experience
- | Academic English and Some Other Language Courses

### COLLABORATION SKILLS AND MENTAL / COGNITIVE SKILLS

- | Self Awareness Course,
- | Mindfulness
- | Meditation

### 4 MAIN SKILLS CONCLUSION FROM GAP ANALYSIS

01. Although not evenly distributed among countries, the improvement in digital skills is needed.
02. As a more interesting result, majority of the participants, who stated that they received management/leadership training the most, avoided saying that they found themselves good in this subject.
03. According to the statements, it can be said that there is a need for intercultural communication training.
04. Participants’ self-evaluations for Collaboration Skills And Mental & Cognitive Skills again provide clues that improvement is needed.

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## TRAINING PROGRAM ASSUMPTIONS

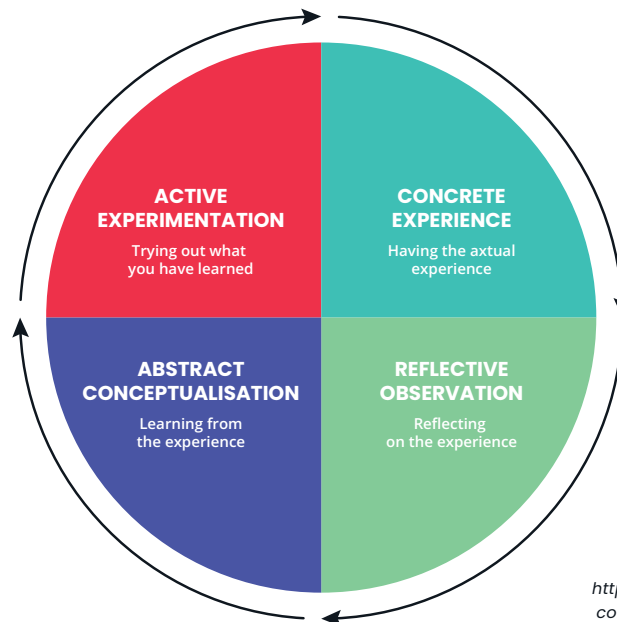
### APPROACHES

Each learning module was designed in a model that builds participant involvement in accordance with Gagne's 9-step model, Kolb's cycle and elements of reflective self-learning. Some of the courses could also use scenario-based learning/ problem-based learning/ flipped classroom. You can see each of them briefly described below.

### GAGNE'S 9 EVENTS OF INSTRUCTION:

- |  |   |
|--|---|
| <b>01.</b> Gain attention of the students.     | <b>05.</b> Provide learning guidance.     |
| <b>02.</b> Inform students of the objectives.  | <b>06.</b> Elicit performance (practice). |
| <b>03.</b> Stimulate recall of prior learning. | <b>07.</b> Provide feedback.              |
| <b>04.</b> Present the content.                | <b>08.</b> Assess performance.            |

### THE KOLB LEARNING CYCLE



Taken from:  
<https://www.structural-learning.com/post/kolbs-learning-cycle>

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## VR4SKILLS TRAINING

### MODULE 1:

#### COLLABORATION AND MENTAL / COGNITIVE SKILLS

Main aim: The trainees will be able to

- | evaluate, assess and revise the emotional and social intelligence skills.
- | Measure their stress levels in order to avoid a burnout.
- | Revise their cognitive skills and see how they affect mental well-being

Units:

01. Emotional and Social Intelligence
02. Agile Work and Resilience
03. Cognitive Skills
04. Mental Well-being

### MODULE 3:

#### MANAGEMENT AND LEADERSHIP SKILLS

Main aim: The trainees will be able to

- | Recognize their leadership skills
- | Apply the tools to drive change through collaboration, communication, and influence

Units:

01. Management & Leadership
02. Effective Team Collaboration

### MODULE 2:

#### DIGITAL SKILLS

Main aim: The trainees will be able to

- | Design digital content appropriate for the working environment
- | Evaluate their use of collaboration and communication tools and find ways to use them in a more effective way
- | Learn about the different types of data storage and analyze what the most optimal option is in their work environment.

Units:

01. Digital Content Creation
02. Effective Digital Communication and Collaboration Tools
03. Data Storage

### MODULE 4:

#### THE INTERCULTURAL EFFECTIVENESS

Main aim: The trainees will be able to

- | Revise their intercultural competence in order to identify their weaknesses and apply new techniques in intercultural environment.

Units:

01. Developing Intercultural Competence and Empathy



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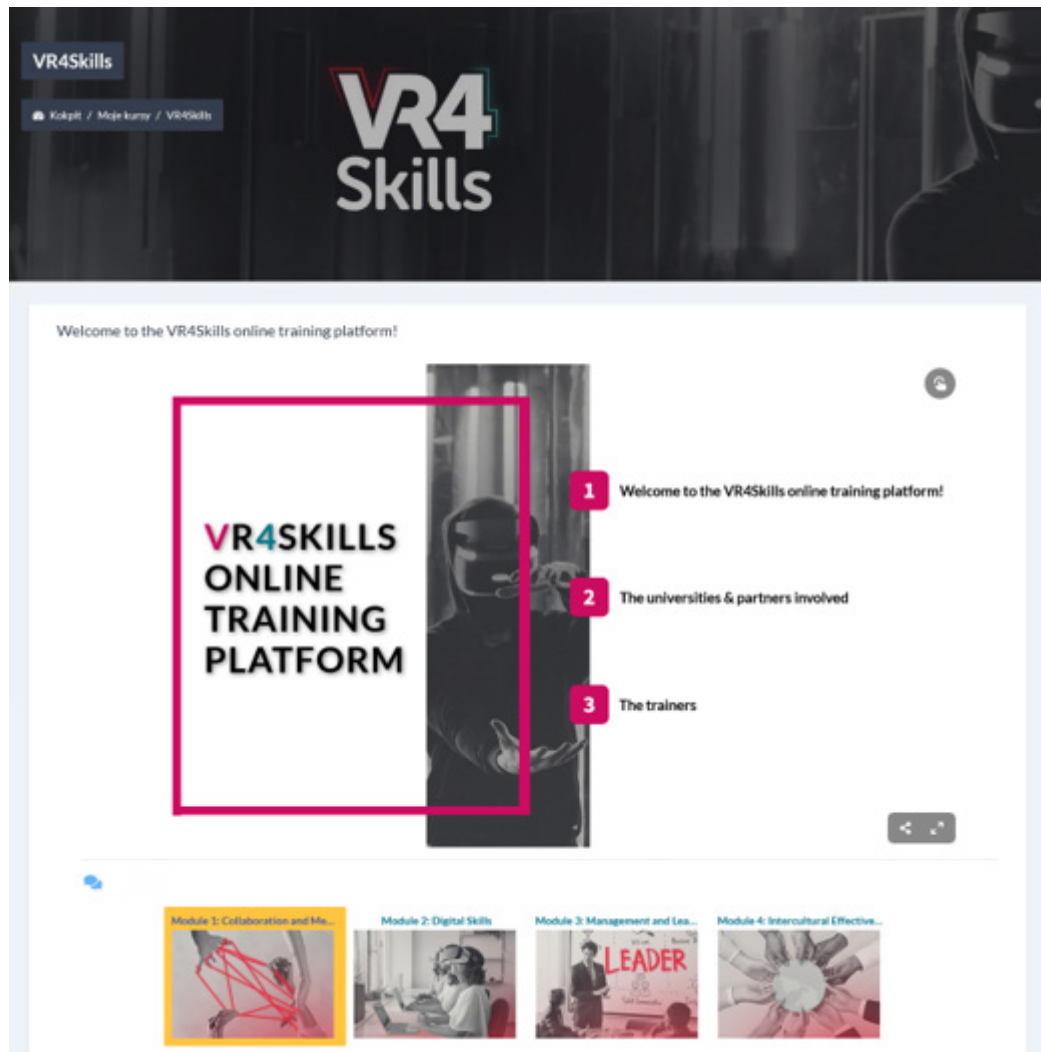




## TASTE THE TRAINING

[HTTPS://ERASMUSPLATFORMS.WSB.EDU.PL](https://erasmusplatforms.wsb.edu.pl)

## VR4SKILLS ONLINE TRAINING PLATFORM



**VR4Skills Online Training:** 



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## REGISTRATION FOR VR4SKILLS TRAINING:

1. Visit:  
<https://erasmusplatforms.wsb.edu.pl/login/index.php>
2. Create new account
3. Accept Platform Rules and GDPR rules



[Lost password?](#)

**Is this your first time here?**

[potrzebujesz pomocy/help/вам потрібна допомога? <-- / kliknij w napis/click on the text/натисніть на напис](#)

For the sake of the security of your personal data, we would like to inform you that setting up a platform user account in order to use the e-learning platform <https://erasmusplatforms.wsb.edu.pl/>, requires you to provide personal data indicated in the form to create a user account and is tantamount to your consent to their processing for this purpose. If you do not agree to processing personal data for the above purpose, please do not create a user account, which will be tantamount to resignation from using the e-learning platform <https://erasmusplatforms.wsb.edu.pl/>.

### New account

**Username** \*

The password must have at least 8 characters, at least 1 digit(s), at least 1 lower case letter(s), at least 1 upper case letter(s)

**Password** \*

**Email address** \*

**Email (again)** \*

**First name** \*

**Last name** \*

**City/town**

**Country**

\* Required

### WSB University - Erasmus Platforms

Before continuing you need to acknowledge all these policies. x

#### Consent

Please agree to the following policies

#### The Regulations for the use of the Erasmus e-learning platform

Please refer to the full [The Regulations for the use of the Erasmus e-learning platform](#) if you would like to review the text.

I agree to the The Regulations for the use of the Erasmus e-learning platform \*

#### GDPR

Please refer to the full [GDPR](#) if you would like to review the text.

I agree to the GDPR \*

\* Required



## REGISTRATION FOR VR4SKILLS TRAINING:

4. Find the VR4Skills Training on Platform's Home Page

WSB Home Dashboard My courses Intercultural Education Polish language course

VR4Skills



5. Enroll using self enrolment key

### Self enrolment (Student)

Enrolment key

Enrol me

6. Enrolment key: **VR4Skills24**

<https://bit.ly/erasmusplatforms>



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## TRAINING TESTIMONIALS

**NINA TURČIN**  
Project Coordinator and Academic Advisor  
at DOBA Business School, Slovenia



Coordinator

One of the most valuable aspects of this experience was our focus on providing training to a target group that is often overlooked: non-teaching staff at higher educational institutions. It was truly rewarding to be part of a program offering relevant training that is beneficial across various European countries.

[www.VR4SKILLS.eu](http://www.VR4SKILLS.eu)

**HIDDE WESTERWEELE**  
Coach and researcher, Avans,  
The Netherlands



Project member and trainer

Leading the two-day on-site training in Maribor was an incredibly rewarding experience. The program focused on personal growth in relation to stress-reduction and taught participants how to promote a healthy work-life balance. The interactive sessions, including hands-on activities and real-life examples, made the concepts easy to understand and apply.

As a trainer, it was exciting to watch everyone leave with practical strategies and a strong sense of purpose.

[www.VR4SKILLS.eu](http://www.VR4SKILLS.eu)

**AGNIESZKA WILANOWSKA**  
Team coordinator, Professor, UCLL Belgium




Trainee

Although some elements of the modules were familiar territory because of my daily tasks, I was pleasantly surprised by the **fresh perspectives** brought by the participants from different organizations and countries. **Sharing experiences and best practices on an international level enriched my understanding** and offered me new insights to improve our practices.

[www.VR4SKILLS.eu](http://www.VR4SKILLS.eu)

**ANJA MAHNE**  
Digital Marketing Associate at  
DOBA Business School, Slovenia




Trainee

Training is split into 4 modules, which makes it easier to follow. I had a great international team; each of the team members contributed a different aspect to the subject and it gave us a deeper understanding of the problems we are facing.

[www.VR4SKILLS.eu](http://www.VR4SKILLS.eu)

**VESNA KOLENC POTOČNIK**  
Programs Manager and VR4Skills Trainer  
at DOBA Business School, Slovenia



Teacher

Engaging as a trainer in the project VR4Skills was an important experience for me. It took a lot of thinking how to make a good learning experience and challenged me as a teacher to grow and progress in my practices. I got a great opportunity to meet other teachers from other countries and universities. In this sense, I learned other teaching approaches in online/hybrid learning.

[www.VR4SKILLS.eu](http://www.VR4SKILLS.eu)

**ŽIVA VEINGERL ČIČ**  
Teacher and VR4Skills Trainer at  
DOBA Business School, Slovenia




Teacher

In the workplace, agility and resilience keep motivation high and stress levels manageable, even in uncertain times. Together, agility and resilience are the keys to thriving in today's fast-paced professional world—empower us to succeed with these skills.

[www.VR4SKILLS.eu](http://www.VR4SKILLS.eu)

**PAUL BARTELS**  
Coach  
Avans, The Netherlands



Trainer

The two day on-site training in Maribor was an interesting journey of self-discovery. Next to the lessons in personal development, the participants have gained the tools and know-how to become ambassadors in order to help people in their surroundings with achieving a better work-life balance.

As a trainer, it was inspiring to see how participants from different cultures work together and share personal stories and tips to reduce stress levels.

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**VERONIQUE DE JONG**  
International Coordinator  
Avans University of Applied Sciences



Coordinator

Collaborating with international colleagues in higher education was incredibly valuable. The topics discussed significantly enhanced my knowledge and skills. I found the digital skills modules particularly beneficial, as staying current in this area is crucial. The online training focused on building knowledge and competencies, while the onsite training emphasized hands-on experience and immersion. The combination of these 2 is key!

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