

New Training Tools

Training and the 20th Century

Keeping abreast of the latest in training technology keeps your employee development programs from stagnating. It also may make your job easier. The availability of interactive laser videodisc equipment offers new possibilities for a wide range of training functions. Systems are available from **NCR, Digital** and **Wilson Learning Corporation**.

NCR Corporation has introduced a computer-controlled videodisc system that can be valuable in product sales and promotion, training or information delivery. *NCR InteracTV* connects an NCR personal computer with a laser disc player, an audio module and a pair of speakers, allowing for the simultaneous display of videodisc images and computer-generated text and graphics on a single screen while offering dual channel narration and music. The system provides user control over the presentation of video images, sound, text and graphics. A touch screen is available, which allows system control through the touching of a finger to the high resolution monitor.

As a training system, *NCR InteracTV* reinforces learning by posing questions and providing immediate feedback. Independent, interactive study, such as this, is designed to enhance comprehension and retention among students in any training environment.

As an information delivery system, *NCR InteracTV* can randomly display 54,000 still frames, 30 minutes of continuous video/audio play or a combination of these, using dual channel audio information. This allows the user to access either stereo sound or two levels of narratives, instructions or languages.

The system's capabilities provide a wide range of potential uses including employee training, sales promotion, product exhibits and services, sales assistance, electronic marketing services, inventory information and cost updates, high-tech assembly and maintenance, and more effective presentations and information centers.

InteracTV's programming function

provides interactive, computerized control of the videodisc and/or an additional laser disc player, VCR or camera. This, combined with the ability to overlay 25 lines (80 characters per line) of information on the same screen, is designed to make this a complete interactive information system.

NCR InteracTV is priced at \$8,730. For information contact Vince Santurbane, **NCR Corporation**, USG-3, Dayton, OH 45479. 513/445-2075.

Digital's new interactive videodisc system engages viewers with audio-visual and action learning. It can be used to show natural moving pictures or still, color video images. Both can be overlaid with computer-generated graphics and text, with narration (or sound effects, music or translation) from two tracks.

The flexibility of the *IVIS* program enables viewers to mix video segments with computer menus and programs

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that appear on the monitor. In addition to playing sequences at normal, high or low speeds, in forward and reverse, the viewer can freeze single frames and scan ahead.

WIS allows trainers to dramatize lifelike situations visually. Simulations demonstrate what to do by exhibiting how to do it best. The system can be used to help technical students master assembly arts or electrical skills. It offers hands-on experience, assures consistency of training, requires little supervision, accommodates individual learning needs and provides the possibility of mixing teaching and media techniques.

WIS responds to student input by explaining new material, providing additional examples when called for, correcting mistakes and offering feedback.

More information may be obtained from **Digital Education Services**, 12 Crosby Drive, Bedford, MA 01730. 617/276-4111.

Wilson's IT Group has linked a laser videodisc and a powerful personal computer. Images from both combine on a single screen in front of the learner, who uses a "mouse" to communicate

with the machine. Computer text and graphics overlay the still or moving pictures from the videodisc. Instructions to the learner/operator may come from the computer-generated graphics or the sound or picture portion of the videodisc.

"The Versatile Organization," one of Wilson's programs, consists of one introductory and five training modules, each requiring one to two hours to complete. Module one helps the learner understand the nature of assertiveness and responsiveness and how these characteristics shape personalities. In one game, the learner attempts to select the crew for a business trip to outer space. In addition, "The Eight Doors" asks the learner to select one of eight doors on the screen. A person steps from behind it and begins to speak. From the behavior, the learner attempts to identify the personality type.


The learner continues to practice identifying personalities, called "social styles," in module two. The learner also receives his or her own social style profile, about which issues and questions are addressed. Module three introduces the concept of versatility. At

one point, the learner travels through a maze, meeting and dealing with characters possessing different social styles. Recognizing secondary or "back up" social styles as well as practicing techniques in self-management and handling stressful situations are the focuses of module four.

A sophisticated videodisc game in module five can operate at various levels of difficulty and complexity. The learner tests his or her understanding and competency in the material presented earlier.

Training with the computer is reinforced with on-the-job learning exercises. Modules one and five are adaptable to the organization's audience—sales, management, customer service, supervisory or professional—as well as to certain industry types. Information is available from **Wilson Learning Corporation**, Interactive Technology Group, 2009 Pacheco Street, Santa Fe, NM 87505. 505/471-6500.

CORRECTION

Counseling Skills for Managers is available from Richard M. Tureen, 8566 Northwest 19th Drive, Coral Spring, FL 33065. 305/753-9733. 

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