

ICF CONVERGE

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The Impact of VR and AR on Coaching Experiences
A Foundational Look at Coaching's Tech Future

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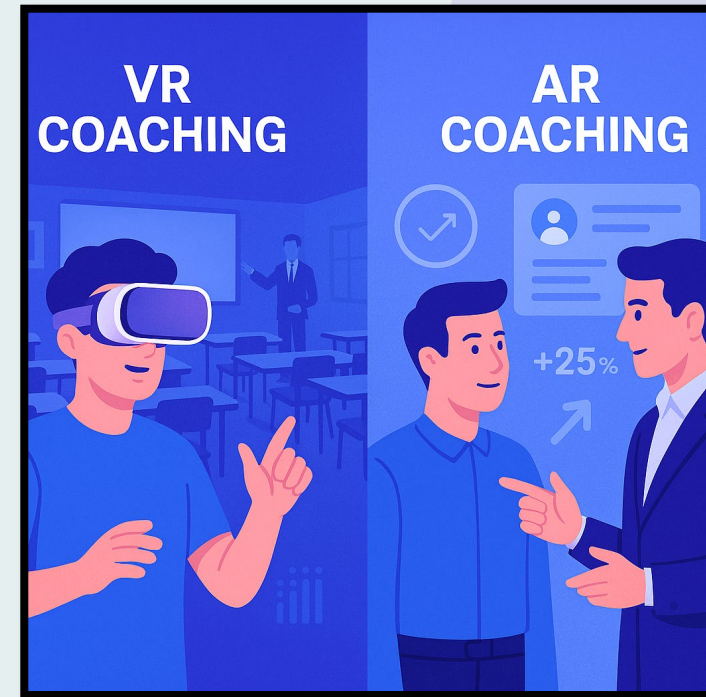
Learning Objectives

Coaching Benefits

Explore applications

Future

- Trends
- Ethics
- Sustainability



What are VR and AR?

VR: Immersive digital leadership simulations (Bailenson, 2018)

AR: Real-time skill feedback overlays

Benefit: 20-30% higher engagement (Kaplan et al., 2020)



Why VR/AR Matters



AR: Enhances skill mastery with **instant feedback** (Ariansyah et al., 2024)

VR for anxiety (Powers & Emmelkamp, 2008)

VR/AR brings Kolb's experiential learning full circle—clients don't just talk, they do.

Case Study: VR in Coaching



Simulates teaching space leadership

70% confidence gain (Bi et al., 2025)

Future Possibilities

Virtual coaching sessions

AI-driven AR feedback projected to grow (Zahabi & Razak, 2020)



Ethical Considerations

Privacy: **Biometric data risks** need consent (Kourtesis, 2024)

Accessibility: High costs (\$249-\$3,499) as of 2025

- Suggest publicly funded programs (Thangavel et al., 2025)



Ethical Considerations

Sustainability: 30-40% resource reduction (Javaid et al., 2024)

Challenge: Digital divide needs infrastructure

Ethics isn't just a checkbox—it's how we build trust in tech-enhanced coaching.



Ethical Considerations Handout

Let's pause and reflect...



Use the Ethical Considerations handout to reflect on privacy, accessibility, and sustainability.

During the discussion, jot down one ethical strategy you'll implement in your coaching practice.

Interactive Segment

Now, let's experience immersive coaching in action...

Demo via YouTube:

<https://www.youtube.com/watch?v=6jx1uRjoCGM>

Explore VR/AR coaching potential hands-on

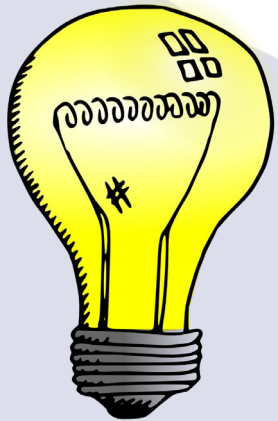
1. What leadership skill would you practice in VR?
2. What ethical strategy resonates most?
3. How might this shape your coaching by 2030?



Start small—test one app, reflect, and grow from there.

Key Impacts Handout

What impact could immersive coaching have on your practice?



Refer to the Key Impacts handout to revisit coaching engagement (**20–30%**), confidence (**70%**), and skill mastery.

Use the Notes section to capture your reflections during the demo

References

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- Zahabi, M., & Razak, F. A. (2020). Future trends in virtual reality and augmented reality for professional training. *Future of Learning Technologies*, 25(3), 201-215.

Q&A

Address VR/AR coaching questions



Thank You!



🖥️ VR Coaching Demo: <https://www.youtube.com/watch?v=6jx1uRjoCGM>

🌐 MootUp for Zoom: <https://marketplace.zoom.us/apps/Z-8ZaYtPQcyfPxNxN6mqjw>

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