




# QUBE Investment

## Packages, benefits and costs



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# QUBE Investment

## Founding Story



When Eddie Obeng published his first article explaining his discovery that the pace of change had overtaken the pace of learning for most people and organisations he had no idea how much of a global breakthrough he had made.

Over the next 10 years Prof Obeng systematically rewrote the concepts, tools and behaviours which had been traditionally taught to bring them in line with what he called the "New World After Midnight", and taught and tested and proved the concepts at his top-end-boutique virtual Business School, Pentacle.

QUBE began as the idea of "Eddie-in-a-box". The insight was to put the teaching, interaction, concepts, tools and behaviours in a box which could be "shipped" out to executives and managers around the world for interactive learning with access to Eddie. Once Eddie discovered that he could bend virtual reality environments to give him a way to provide an immersive, interactive, learning culture "Cube" was born. With development it became QUBE.



*Figure 1 Eddie Obeng announces QUBE at Ted Global 2012. "I've travelled 50,000 miles without leaving my desk!"*

**In 2012** Prof Eddie Obeng presented his New World approach to a world audience at TED Global and introduced QUBE. 20 years in the making Eddie has developed applied and taught comprehensive ways of thriving in complexity and uncertainty.

His work fits perfectly with your current #COVID19 disruption 2020 and post-#COVID19 challenges.

**In 2015** the first client to ask if they could make use of The Virtual Business School facilities for delivering day-to-day business was Vizeum. The idea was to run a global sales meeting with a client bringing together all their key people from around the world at once in front of a client in South Africa who would also be on QUBE with the local Account Manager.

Pentacle reluctantly agreed. QUBE had never been envisioned for day-to-day work, only for learning and workshops.

They won the £14m South African contract. After this, providing the QUBE facility for both Learning AND Working became a core part of the offer. We call it a digital office facility . [Case stories here.](#)

**In 2018** the QUBE Campus was launched. The facility allows seamless integration between skilling up, workshops, day-to-day work, conferences, integration with all software plus all the activities you would expect on a typical cutting-edge, corporate, Silicon Valley style campus.

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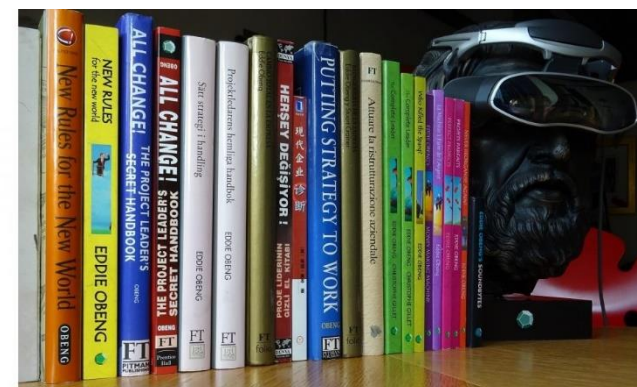
# QUBE Investment



## Founder's Story

You can find out more at [EddieObeng.com](http://EddieObeng.com). Eddie runs master classes, courses, learning programmes, conferences and workshops on QUBE.

His 10 published books (including two Financial Times bestsellers), 25 years of consulting project work and hundreds of published articles and blogs provide content and proven examples.



2020 World Class keynotes Prof EDDIE OBENG available on QUBE

- | Agility & Simplicity - From Local/Project Agile to Global/Cultural Agile | #AGILITY #LEAN-START-UP #DESIGNTHINKING
- | People-Centred Future of Work | #REMOTEWORKE #HUMAN-MACHINE #AI
- | Digitally Transform Successfully | #METAMORPHOSIS #DISRUPTION #STRATEGY
- | Immersive Virtual Reality - Profitable Best Practice | #COSTS-HALVED #SPEED-DOUBLED #ENGAGED-PERFORMANCE
- | Your Leadership Toolkit | #PERSUASION #ENGAGEMENT #SKILLS #AMBITION
- | Banish "The Skills Gap" - Digitally Enable People, Upload Capability, Think Together, Work "Out Loud" | #SKILL-UP #COLLABORATION #PRODUCTIVITY #INNOVATION




PURPOSE	Topic – Examples	Trends – Examples
<b>Invent Tomorrow:</b>	Innovation, Strategy	Business Models, AI, Design Thinking
<b>Deliver Tomorrow:</b>	Programme and Project Management Change Management	Agile, Digital Transformation,
<b>Lead and Organise:</b>	Leadership Real and Virtual Teams, Networking	Followership, Collaboration, Resilience, Psychological safety
<b>Deliver Today:</b>	Process and Service Management	Remote Working, Service, Customer centricity,
<b>Ensure Results:</b>	Business Acumen	Performance, Productivity

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## What do you need QUBE for?

Do Work   Collaborate   Deliver	 Event	 Prog.	 Everyday
Remote working/ Work from Home/ Distributed working	✓	✓	✓
Ensure engagement and involvement	✓	✓	✓
Improve collaboration		✓	✓
Accelerate Innovation		✓	✓
Generate creativity	✓	✓	✓
Emotional involvement – maintain culture			✓
Coordination, War Rooms, management information		✓	✓
Deliver Conference	✓		✓
Deliver project/agile programme		✓	✓
Provide a digital twin for the Head office/Campus		✓	✓
Reduce Carbon footprint/Corporate Social Responsibility/			✓
Provide a common accessible workplace for Customers/ Suppliers/ Partners		✓	✓
Ensure better utilisation of people and resources			✓
Improve speed (typically 2-5 times faster). Cost reduction (typically 50 -75%).		✓	✓
Direct inclusion of customers.			
Improve coordination/Transparency		✓	✓
Almost everything else!			✓

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## Event on QUBE

You may be planning your own event on QUBE. Our expert facilitators will help you translate the content and delivery for success in a digital medium. We will de-risk your event which means you will be guaranteed an engaging, well received, successful event on QUBE. You will not get the dropout rates and background emailing you get on a webinar. You will avoid the groans of exhaustion from a #zoomboom or #yamjam.

Or you may use one of our world class courses, workshops (workshops) and conferences that have been designed and developed by one of the world's foremost educators Professor Eddie Obeng and delivered by our world class experts and tutors. This means that you can always be assured that you are receiving the most cutting edge, proven learning.

Over the past 25 years, for the most crucial topics in our complex world, Prof Obeng's books, research and publications have awards for their ability to provide a pragmatic answer to the question 'How do we ... ?' for the most pressing topics in our complex, fast changing new world.

### Customised courses:

*From £390 per person*

You can get an initial idea of your investment. Use the QUBE configurator to get a comparison of the costs of a traditional course versus one on QUBE:

<https://QUBE.cc/Configurator>

Then contact us to discuss your needs and for a quotation to match.

### Pre-packaged courses

You can find details of pre-packaged courses:

<https://QUBE.cc/My-QUBE/>

### Workshop on QUBE:

*From £313 per person*

Our excellent facilitators will help you deliver your workshop results. You can get an estimate of the costs for a workshop using the QUBE Configurator and then contact us to discuss the details

<https://QUBE.cc/Configurator>

### Conference on QUBE:

*From £250 per person*

More at

<https://QUBE.cc/BeatDisruption/>

### Meeting on QUBE

*From £116 per person*

More at

<https://QUBE.cc/BeatDisruption/>

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# QUBE Investment



## Programme on QUBE



In our new world, *acting without learning is a recipe for slow failure.*

Repeating past patterns against a backdrop of change means you steadily lose ground.

*Learning without immediate application & fast action by a wide group is also a recipe for failure.*

To solve this problem we created our Learning to Transform programme. The key phases are **Engage** (with you) **Diagnose**, **Design** the best intervention, **Implement** the design and **Embed** the new learning, processes and methods through the organisation.

We have discovered that *the best way to de-risk delivery is to add skills and knowledge*. Our Innovation Accelerators and Project programmes use Health checks to identify weak spots and then integrate Learning on QUBE with your execution in your organisation to guarantee success!

### Learning to Transform

*Free first hour in phase Engage.*

You will need to get in touch with us to discuss the needs and opportunities before we can provide an estimate.

Each phase is costed separately to reduce your risks.

Anticipate an initial investment of £25,000.

### Agile, Project Programme

You will need to get in touch with us to discuss the needs.

### Innovation Accelerator

You will need to get in touch with us to discuss the needs.

### Hackathon (Haqathon)

Typically, these run over 5-8 days. Many organisations take advantage of QUBE to involve people from all around the world as well as key suppliers and customers.

You will need to get in touch with us to discuss.

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# QUBE Investment



## Everyday on QUBE



Everyday on QUBE is the best choice. QUBE is a facility designed to be the antidote to all the challenges of the new world. QUBE is there to enable you to thrive in the new world. For example, this means remote work is not a barrier to productivity, the loneliness and cultural isolation are eliminated and barriers to inclusion are removed. In addition, it means that you will benefit from faster speed (approximately two times), lower costs (approximately half), more creativity and fuller engagement of all the stakeholders!

- QUBE is NOT a system or platform or tool (It contains tools called “PETs”). QUBE is a **facility** for collaboration, learning & delivery. That means you can continue to use all the software you are familiar with and still use QUBE.
- QUBE does not reproduce traditional ways of working. You will have noticed people are deliberately represented as neutral qubots. No one is prejudged or stereotyped. Gender, race and age, job position become irrelevant to working together. Introverts feel fully empowered (the opposite of the stresses they feel on webcams) which means that you will get full engagement and benefit from the productivity boost.
- QUBE strongly encourages inclusion & participation from anywhere. Your diverse team share and apply their thinking which means that your solutions will be out-of-the-box and more innovative, beating the “me too” thinking of competitors.
- You know, some things like shaking hands are easy to do in person but difficult virtually. Other things are easy to do virtually but impossible in person. Over 25 years we’ve built a culture on QUBE – the envy of every modern-thinking

organisation. We will show you how to behave and act to get the most out of your investment and that means your culture will shift to be more agile, dynamic and powerful as a result of your investment in QUBE.

- QUBE stuff stays there! Just like for real. There’s no hassle of a new link or password each time you enter a qubicle. You are free, empowered and autonomous. Return and regroup in a qubicle at any time to continue development of a particular business solution. And that means no time wasted catching up. And it means an emptier email box!
- Pentacle has developed many hundreds of Performance Enhancement Tools (called PETs) to capture very nuanced ways for teams to work on problems together. They include: how to develop a new market proposition, how to do a business case in seven minutes or how to reduce risk. That means you will spend your energy on creating and delivering solutions and not waste it on discussions about how to do it.

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# QUBE Investment

Steve Jobs had a huge problem.



How do you explain what an iPhone is to people for the first time?

It's a sort of phone ... no, it's like a computer ... Where should he start?

At the launch presentation he famously described the iPhone using three familiar objects.

At the launch event thousands in the venue and tens of thousands around the world watched him as he walked on stage and announced that Apple were introducing three new revolutionary products: *"An iPod. A phone. And a breakthrough internet communications device."*

There was a little applause.

He repeated the list, *"An iPod. A phone. And an internet communicator."*

Still there was no applause.

And then he adds, *"You're not getting it yet, they're not three separate things."*

*We call  
it iPhone!"*

The crowd went wild!

[Watch here](#)



# QUBE Investment

## Eddie Obeng had a huge problem.

How to explain QUBE to people for the first time? It's virtual reality ... a classroom ... but with a culture ... and clever software. Where should he start?

### [LEARN]

*"A facility containing all the knowledge I have acquired on how to work successfully in our modern world, ready for you to use. It is where people learn and collaborate in a new engaging way. The modern culture experienced is brought to life by expert educators so people quickly feel at home and are effective".*

**LEFT:** The QUBE campus, every space and layout you need for collaborative work and learning. **RIGHT:** Facilitator plus 17 participants from 12 countries in circle..



### [DO/WORK]

*"A set of embedded tools and common processes that speed-up alignment and improve productivity and creativity".*

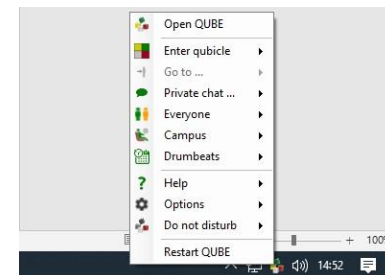
**LEFT:** Facilitator and group at a whiteboard in interactive discussion and ideation with sticky notes. **RIGHT:** Facilitator and group at whiteboard. On QUBE everyone is actively involved, no sitting back and watching. [VIDEO](#)



### [softWARE]

*"Easy-to-use but surprisingly functional, secure software. The QUBE campus is presented in virtual reality is accessible from anywhere and works for everyone".*

**LEFT:** Participant on QUBE from anywhere in the world. A bigger screen makes it easier. **RIGHT:** On QUBE you are two clicks from your colleagues, your office, your workshop. The QUBE launcher is accessible and easy to use. [VIDEO](#)



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Everyday on QUBE is delivered as “QUBE at Your Service”.

Over 25 years of research and experimentation at Pentacle we have developed strong insights into how to make third-generation, digital collaboration work. Our challenge is to persuade you to allow QUBE to enable you to get the benefits of working and learning better.

## 1. Soft: Culture, Relationships, Engagement

*QUBE working is a cultural change.* That requires leadership, role models, new learning & new language. Your new culture of collaboration must be more inclusive, creative, productive and agile than the old. Reinforced repetition of behaviours will embed new cultures for longer term working practices. Pentacle Experts and Facilitators will be role models and guides to keep you safe in this new world.

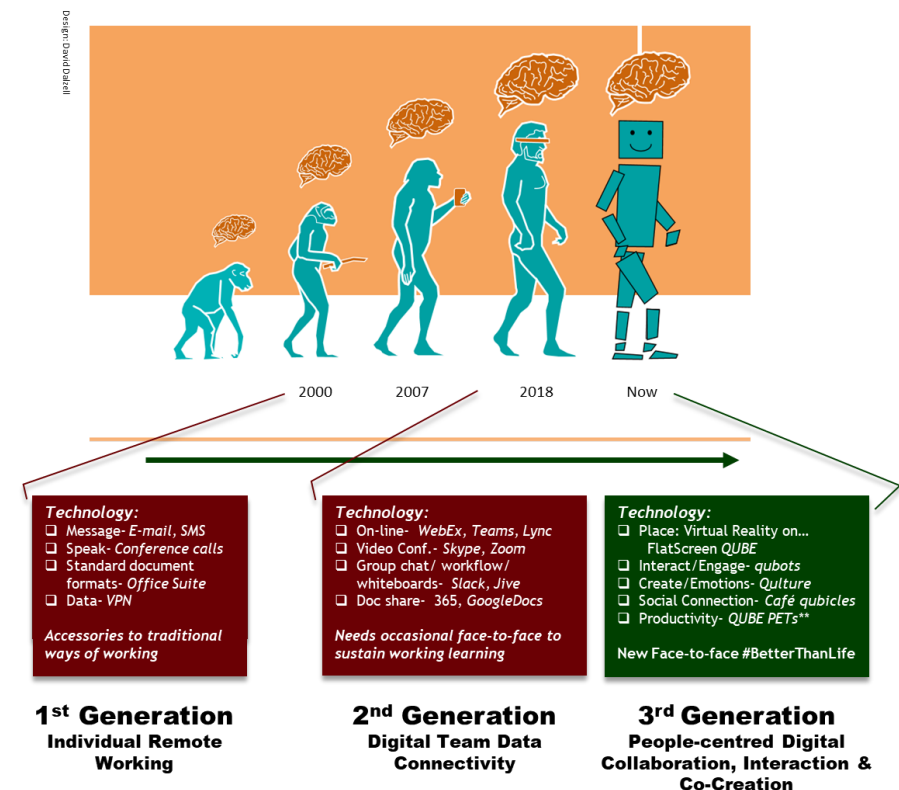
## 2. Hard: Alignment Tools, Process, Working out loud

Every effective culture has appropriate tools, processes and rituals to maximise the ease with which people can collaborate and deliver together. In our fast-changing world these tools and processes are unlikely to be familiar to most people. QUBE Experts and Facilitators will help you become familiar and use the processes and tools most suitable for you.

## 3. Technology, Functionality, Security, Stability

*QUBE is very functional but surprisingly easy to use.* It has the combined functionality of second-generation collaboration tools such as Skype, Microsoft Teams, Zoom, Yammer, Webex. That is: text, in person video conferencing, webcam, speech and much more because it uses a

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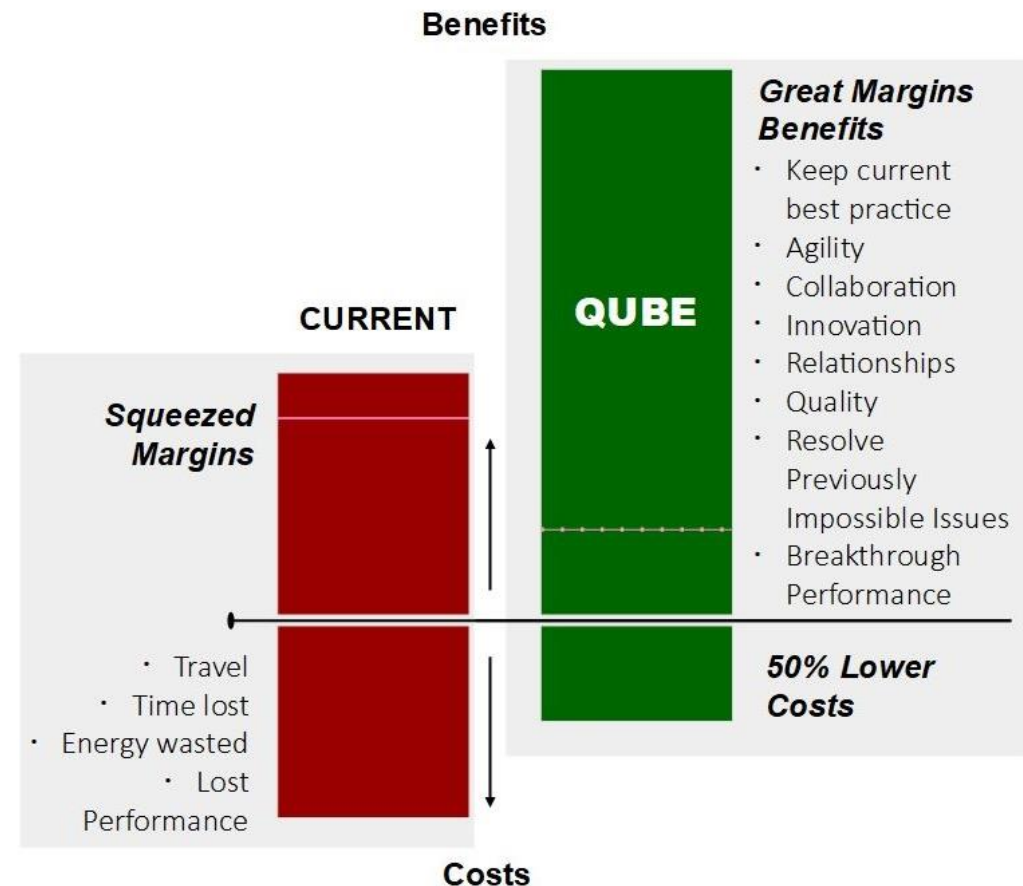
# QUBE Investment

virtual reality environment. QUBE is not designed as an app. An app does just one thing. An app is like an axe which just cuts wood. QUBE is styled as an aeroplane cockpit with everything you need in view and a click away so you can be totally free and unrestrained by the software and feel real agency.



## From Saving to Growth, from Costs to Benefits

The **QUBE at Your Service** retainer commercial agreement allows the highest level of flexibility for you as you learn and understand how transformative QUBE will be. You decide the pace of your “maturity”.



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# QUBE Investment

## Typical Client Journey

Adopting a new innovation is a significant change challenge for any organisation. With the enormous benefits come the inconvenience of disruption and the need for leaders to lead and encourage change.

The typical client journey can have three phases:

### **Immediate/Obvious Solution [Starting point especially if #COVID19 driven]**

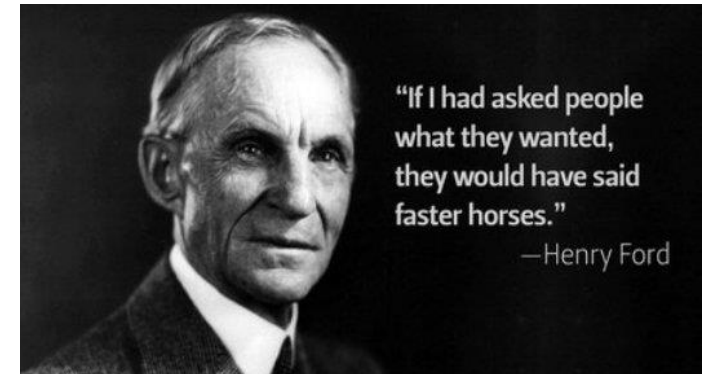
Initially most QUBE Clients wish to simply replicate their current practices and processes digitally. This provides an acceptable but minimum level of value to the Client.

### **Vision Driven [Value driven/To resolve the inadequacies of second-generation remote working]**

With maturity, you will allow your Facilitator to encourage you to expand scope to different/better use cases. Also, the Facilitator helps you learn new ways of working. This allows you to explore, achieve and deliver relationships and results which would otherwise be impossible without QUBE. It becomes normal to invite people not initially envisioned to be on QUBE to join and participate in activities as the day-to-day work and social activities begin to move to QUBE. This further increases maturity.

### **Transformation Breakthrough [Long term strategic advantage/culture change]**

Finally, you mature to transformation, where your operations and people are fully digitally transformed and operate at a significantly enhanced level. This brings maximum value to the client and cements your competitive advantage.



The only question remaining is which level of retainer suits you?

# QUBE Investment

## Your QUBE Journey

Whether you are looking for:

- Immediate/Obvious Solution
- Vision Driven
- Transformation Breakthrough

Your QUBE at Your Service offer will include:

### Access to Expert Tutors/Facilitators.

Pentacle The Virtual Business School provides you with the very best Experts and Facilitators available which means you can be confident of getting the best consultancy and teaching.

The Pentacle tutors have “lived” on QUBE for a while and that means they are behaviour guides and will create the best culture for your objectives. They are also familiar with all the inbuilt Performance Enhancement Tools which means they can save you time by leading you directly to the best way to do things.

### Access to at least one QUBE campus containing qubicles (rooms on QUBE)

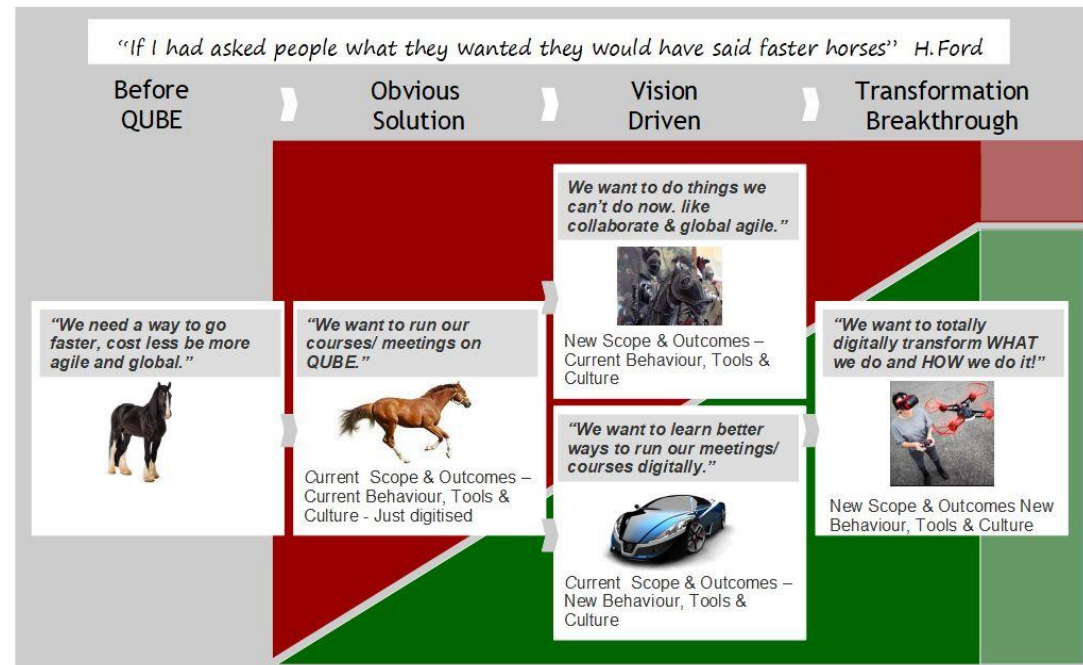
Qubicles are designed just like real rooms to be effective and comfortable. They range from conference qubicles seating hundreds for large events to outdoor cafes with blue skies to Agile team qubicles to personal office qubicles for you to sit and reflect in.

A full explanation of the campus and what a qubicle is are on the following pages.

### A QUBE Administrator for technical and administration support

## QUBE: Extracting Maximum Value

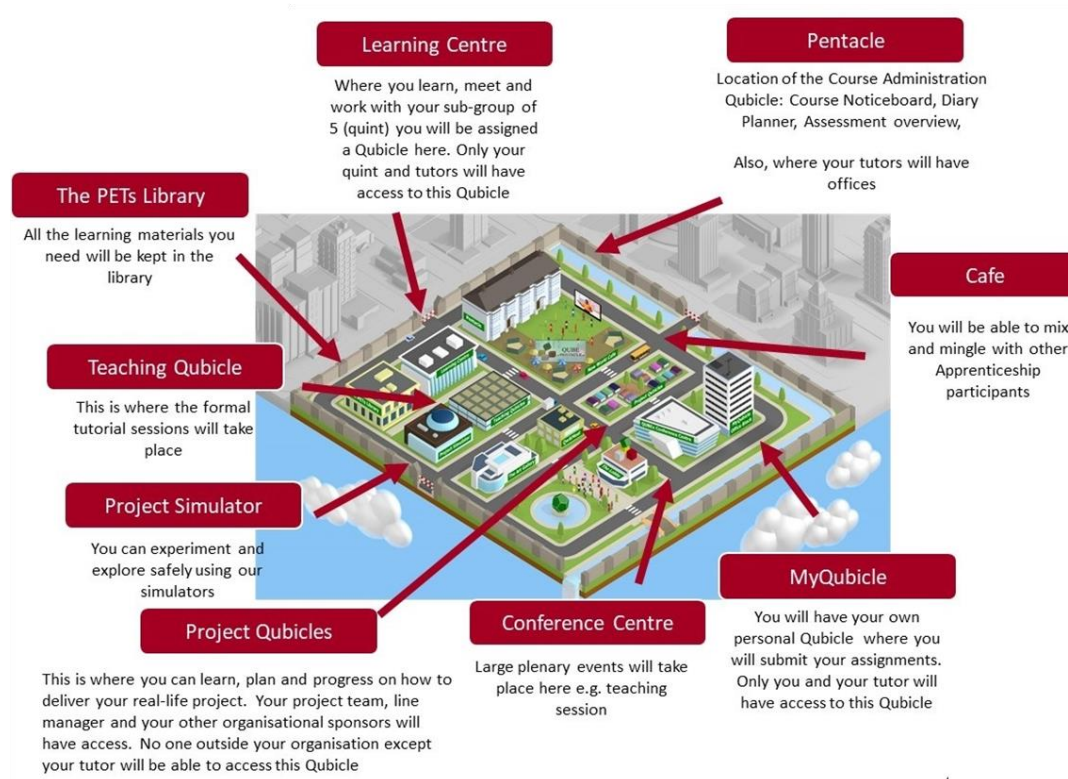
Why we insist on a retainer to ensure you achieve breakthrough





# QUBE Investment

## Your QUBE Campus



### LEARNING CENTRE

*In 2020 if you're not learning you're not working.*  
Now your core teams has a fixed place to collaborate. No more emailing versions back & forth, No more pointless PowerPoints.  
Just meeting to get things done!

### PROJECT QUBICLES

This is where you deliver real-life projects. Set up for *All Change* types and Agile Working, your project team, line manager and your other organisational sponsors will have access. No one outside your organisation except your facilitator will be able to access this qubicle

### CONFERENCE CENTRE

Large plenary events will take place here; Senior executive town halls, guest speakers TEDx style, and global exhibitions

### TEACHING QUBICLE

For workshops or skill-up on anything

### PETs LIBRARY

Performance Enhancement Tools (PETs)\* are a common set of tools for alignment & collaboration. They are to be found in the library

### CAFE

You will be able to mix and mingle with other participants from both this course and other courses Also useful for more permanent exhibitions

### TEAM QUBICLE

For regular catchups (we call them drumbeats) with your immediate team

### MY QUBICLE

You will have your own personal qubicle where you can personally invite others

### PROJECT SIMULATOR

You can experiment and explore safely using our simulators

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## What's in a qubicle?

### What is in MyQubicle



On QUBE every session begins with **Hopes&Fears [1]**. Use a tab per day.

The **PETs shelf [3]** contains the Performance Enhancement Tools we think you will need to hand. On the wall above is a cheat sheet

There are three empty **shelves [4]** for you. Label them up early and store your documents. If you ask, you can have a coffee machine on the table.

On QUBE every call ends with a **RAPID [2]**. Use a tab per day.



The standing desk is ergonomic and good for your health. Make sure the view you select out of your window is inspiring.

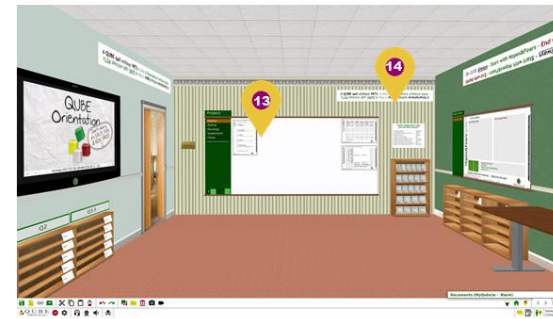
Your desk has two **multi-functional displays**. One is a **'Dropbox [5]'**. Documents you swipe to the upload target in the Lobby will arrive there..

Your **noticeboard [7]** is good for your day planner or for colleagues to leave notes /commenters. The **clock [8]** means you won't be late off QUBE.



The **large display screen [9]** is for sharing, showing & viewing presentations. Below is **shelf space [10]** for storing documents. Set the labels now.

The **personal whiteboard [11]** is not listed in the places so you'll have to walk there. Open the door [12] to see what's happening in another qubicle.



The **whiteboard [13]** is really useful for collaborative work of every kind..

The **banner [14]** posters says: *"A QUBE call without PETs is like a smartphone without Apps"*. Use the DrumBeat PET. <https://QUBE.cc/QwikGuide-DrumBeat/>.

- |                                     |                                      |                             |
|-------------------------------------|--------------------------------------|-----------------------------|
| 1. Hopes&Fears whiteboard           | 6. Multi-functional display/ Blanks  | 11. Private whiteboard      |
| 2. RAPID whiteboard                 | 7. Noticeboard Right click to Browse | 12. Door                    |
| 3. PETs shelf                       | 8. Clock (local time)                | 13. Whiteboard (discussion) |
| 4. Your doc shelves                 | 9. View Presentation Big Screen      | 14. Banner Slogan           |
| 5. Multi-functional display/Dropbox | 10. Document shelves                 |                             |



# QUBE Investment

## QUBE at your Service – Quarterly Retainer levels



See over page: \*Rates for extras will apply, \*\*Learning, \*\*\*Terms

	Black	Gold	Burgundy	Orange	Aqua	Brown	Green
	[Third and Public sector only]						
<b>Facilitation</b>	Lead Facilitator up to 6 hours	Lead Facilitator up to 10 hours	Lead Facilitator/ 2 Backup facilitators up to 25 hours	Lead Facilitator/ 4 Backup facilitators up to 40 hours	Lead Facilitator/7 Backup facilitators up to 85 hours	Lead Facilitator/ 12 Backup facilitators up to 125 hours	Lead Facilitator/ 20 Backup facilitators up to 250 hours
<b>Campus</b>			Main and Secondary Campus	Main + 2 Secondary Campuses	Main + 2 Secondary, Partner campus	Main + 4 Secondary 2 Client Campuses 2 Supplier campuses Partner campus	Main 10 Secondary 5 Client Campus 5 Supplier campus 5 Partner campus
<b>Registrations</b>	Up to 20 registrations	Up to 50 registrations	Up to 200 registrations	Up to 350 registrations	Up to 600 registrations	Up to 1,200 registrations	Up to 2,000 registrations
<b>Qubicles</b> [plus base qubicles]	Up to 3 qubicles	Up to 8 qubicles	Up to 20 qubicles	Up to 50 qubicles	Up to 100 qubicles	Up to 150 qubicles	Up to 200 qubicles
<b>**Learning Modules</b> [See next page]			2 hours of learning modules	4 hours of learning modules	8 hours of learning modules	12 hours of learning modules	20 hours of learning modules
<b>Access to 350 PETs™</b> [Performance Enhancement Tools]	All	All	All	All	All	All	All
<b>Coaching</b>	Included in total facilitator hours	Included in total facilitator hours	Included in total facilitator hours	Included in total facilitator hours	Included in total facilitator hours	Included in total facilitator hours	Included in total facilitator hours
<b>Support in event, work planning and design</b>	Included in total facilitator hours	Included in total facilitator hours	Included in total facilitator hours	Included in total facilitator hours	Included in total facilitator hours	Included in total facilitator hours	Included in total facilitator hours
<b>Thought Leadership: Inspiration on QUBE - Free</b>	All	All	All	All	All	All	All
<b>Best practice: QUBE@Work Free</b>	All	All	All	All	All	All	All
<b>Superuser Training</b> £1500 +VAT pp	-	-	Free for 1 person per quarter	Free for 2 people per quarter	Free for 4 people per quarter	Free for 8 person per quarter	Free for 15 people per quarter
<b>***Quarterly fee (plus VAT)</b>	£5,000	£10,000	£25,000	£45,000	£95,000	£150,000	£250,000

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## \*Rates for extras

Facilitator costs	£625 per hour
Admin and Tech support	£75 per hour
Extra New Person Registration	£275 per person
Campus	£2500 per campus
Standard qubicle	£125 per qubicle
Bespoke or customised qubicles	£250 per hour to create
<i>All plus VAT</i>	

## \*\*In-built Learning Modules

\*\* 1-hour Learning Modules to select from:

- METHOD: Working out Loud in practice
- METHOD: QUBE Culture: getting the most from virtual working
- THEME: Invent Tomorrow – Innovation, Design Thinking, Digital Strategy, Creativity,
- THEME: Deliver Today – Customer centricity, Service Excellence, Productivity improvement
- THEME: Deliver Tomorrow – Project Management, Change Management, Programme Management
- THEME: Lead and Organise – Future of Work, X-Generational engagement, Collaboration
- THEME: Ensure Results – Value Analysis
- LIBRARY: 300 Performance Enhancement Tools for every situation
- COACHING: Peer to peer, Quint working

## \*\*\*Terms

Quarterly retainer charges are payable 30 days in advance to ensure continuity of service.

Cancellation must be received in writing 60 day before the end of the current active quarter. Retainer levels can be adjusted after initiation by either party on the basis of past usage or anticipated usage. Discussions and agreement must take place up to 30 days before the commencement of the next quarter.

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# QUBE Investment

## Packages, benefits and costs



## Awards, Proven Returns, Published Articles and Client Cases

### Awards

**Henley Knowledge Forum Award: *Advancing Practice in OD and Change*. February 2020**

NHS Health Education England (HEE) began working on QUBE approximately four years ago with just one small core team. Since then working on QUBE has grown organically and the impact of Covid-19 for those utilising QUBE has been significantly reduced as virtual working is BAU for many staff within HEE.

As the use of QUBE increased, so did the skills and knowledge to work and facilitate virtual working. It was recognised early on that there was a gap in virtual working skills and these needed to be developed for future ways of working. NHS HEE invested in all elements required to support the transition to virtual working, not only in the digital enablers but in the skills, knowledge and behaviours needed for remote and virtual working:

- ❑ Developing and implementing national PMO function across the seven regions and national offices
- ❑ Developing the NHS project profession in collaboration with other NHS organisations
- ❑ Developing and delivering the national nursing programme to increase the number of nurses in NHS England and Wales by 50,000
- ❑ Establishing a joint PMO function for the NHS people plan with NHS E&I



*Anderson John, Joscelyn Shaw, Jo Stanford, Mike Gray  
NHS Health Education England*

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# QUBE Investment

## Proven Returns

Based on an aggregate of results delivered on QUBE since 2010, Pentacle feels confident to guarantee:

### Hard Metrics and KPIs

- Speed – Delivery and execution should be at least twice as fast.
- Cost – Costs compared to traditional should be at least half for projects and three quarters for learning.
- Errors, omissions and quality – Health checks and the use of DrumBeats should eliminate 90% of errors, omissions and quality issues.

### Soft Metrics and KPIs

- Stakeholder engagement
- Learning retention
- Diversity and Inclusion
- Social Cohesion
- Creativity and Innovation



## Published Articles

Bettoni, M., Bernhard, W., Bittel, N. & Mirata, V. (2018a) The art of new Collaboration: Three Secrets. In: E. Bolisani, E. Di Maria, & E. Scarso (eds.) Proc. of the 19th European Conference on Knowledge Management (ECKM 2018), University of Padua, Italy, 6-7 September., 2, 1133-1141, 2018

Schmeil, A. (2012) "Designing Collaboration Experiences for 3d Virtual Worlds," PhD, Università della Svizzera Italiana.

Bettoni, M., Obeng, E., Bernhard, W., Bittel, N. & Mirata, V. (2018b) Online Group Learning is Deeply Grounded in Shared Knowledge and Space. In: A. Volungeviciene & A. Szűcs (eds.) Proc. of the EDEN 2018 Annual Conference, Genoa, Italy., 17-20 June, 169177, 2018.

Bettoni, M., Obeng, E., Bernhard, W., Bittel, N. & Mirata, V. (2017) The Importance of Space in Knowledge Sharing Online: The QUBE Approach. In F. Marimon, M. Mas-Machuca, J. Berbegal-Mirabent & R. Bastida (eds) Proc. of the 18th European Conference on Knowledge Management, ECKM 2017, Universitat Internacional de Catalunya, Barcelona., 1, 122-129, 2017

Bettoni, M. & Obeng, E. (2016) 3D E-Learning for Collaboration. In: J. Pauschenwein & J. Weinzödl (Hrsg.) E-Learning: Warum nicht? Eine kritische Auseinandersetzung mit Methoden und Werkzeuge. 15. E-Learning Tag der FH JOANNEUM am 15.9.2016, Graz: ZML – Innovative Lernszenarien (FH JOANNEUM), 64-70, 2016.

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# QUBE Investment

## Client Cases

[More published Case stories here](#)



	Before	After QUBE
Execution, Agile, Project delivery	<b>Project:</b> National UTI Guidance Systems <b>Sponsor:</b> NUG <b>Project length:</b> 24 weeks <b>Outcome:</b> Innovative digital solution co-designed by end users	<b>Project:</b> National UTI Guidance Systems <b>Sponsor:</b> HPS (NSS) <b>Project length:</b> 8 weeks <b>Outcome:</b> Innovative digital solution co-designed by end users
Learning	<b>Nurse Leadership – Blood Transfusion</b> Problem had been identified but no action taken as it was not possible to bring together the group for training and development due to the geographic spread and nature of their demanding jobs	<b>Nurse Leadership – Blood Transfusion</b> Programme for transfusion practitioners <b>Duration:</b> 6 weeks <b>Lives saved:</b> estimated in the hundreds. <a href="https://QUBE.cc/Video-QUBE-Nurse-Leadership-Programme-Here2There/">https://QUBE.cc/Video-QUBE-Nurse-Leadership-Programme-Here2There/</a>
Merger and Culture Change	<b>Innovation at JDE</b> Merger of two global businesses to create JDE Coffee Need for a new shared culture Need for training in new shared systems Need for day to day project activity and coordination Need to provide social glue to underpin the culture change	<b>Innovation at JDE</b> <b>Superusers:</b> Members of the team joined the QUBE Superuser training to enable them to roleplay culture behaviours and processes in the new organisation. <b>Training Course:</b> Implemented in a quarter of the previously anticipated time <b>Day-to-day:</b> New culture of Working out loud on QUBE every day. People adopted QUBE culture and largely stopped fighting over legacy cultures.  <i>"For every £1 spent the Return on Investment was £8!"</i>  <a href="https://QUBE.cc/Video-Day-in-the-Life-JDE/">https://QUBE.cc/Video-Day-in-the-Life-JDE/</a>

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# QUBE Investment

## Contact Details



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## Notes

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