

XVenture launches 20-program Learning Ecosystem designed to measure capability, not just completion

New learning system brings together behavioural science, pre and post measurement, AI coach and immersive learning across five connected layers of development.

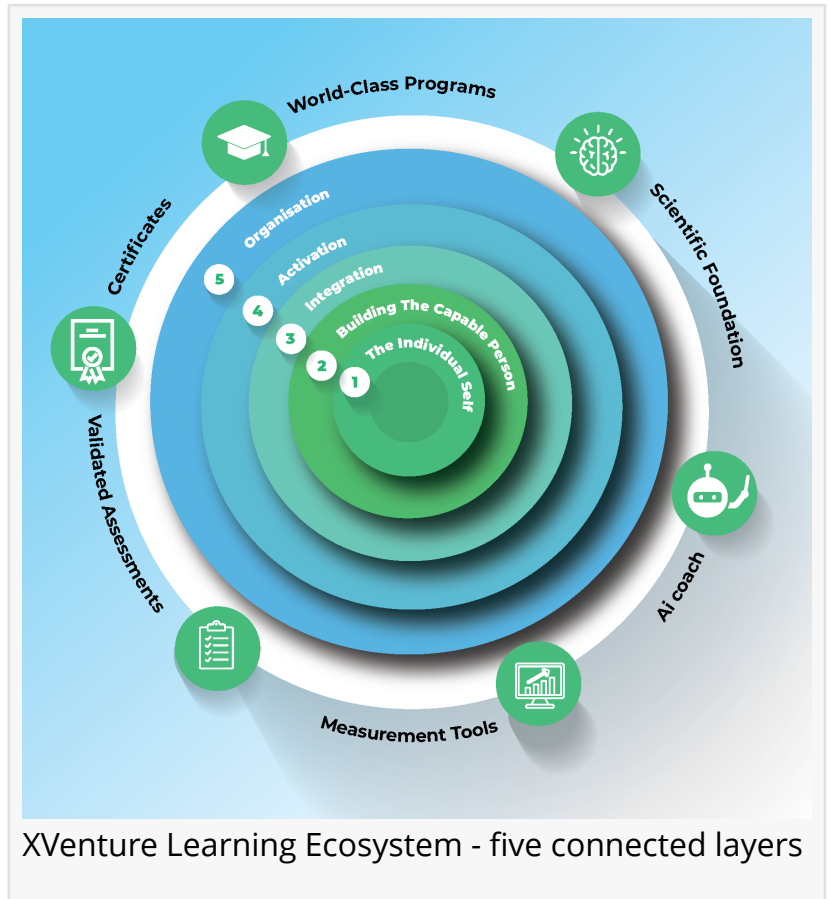
SYDNEY, NEW SOUTH WALES, AUSTRALIA, September 15, 2026 /EINPresswire.com/ -- XVenture, the Australian behavioural science and human performance company, today launched its complete Learning Ecosystem, challenging organisations to look beyond course completions and participation when assessing whether workplace learning is actually working.

The Ecosystem brings together twenty programs across five connected layers, moving from individual capability through communication, resilience and decision-making to culture, leadership, strategy and organisational performance.

Material previously delivered to executive teams, organisations and elite sport has been brought together into one connected online learning system, with measurement built into every program.

Every program was authored by XVenture founder Dr Mike Conway, who has spent more than three decades applying behavioural science across business, healthcare, education and elite sport, including as Mind Coach to the Australian Socceroos.

The programs draw on that experience, fifteen years of XVenture's own delivery, and published evidence about how people learn. Bringing the twenty programs together into one connected



system took a further twelve months.

"I have been a party to it myself. Get people in a room, deliver the training, tick the box and move on," said Conway. "But that is a delivery format, not a learning design. For more than twenty years I have been fascinated by how people actually learn, and much of corporate learning simply isn't designed around that evidence."

At the centre of the Ecosystem is a simple principle: completion is not evidence of capability.

Each program has its own pre and post measure, designed to assess change in the specific capability being developed. The aim is to give organisations evidence of what changed, rather than assuming that attendance or completion means learning worked.

"Most organisations can tell you how many people completed the training. Very few can tell you what actually changed," said Daniela Kraus, Chief Operating Officer of XVenture.

"The questions I ask now are simple. Is it building the capability the business actually needs? Is it sticking? Is it delivering a return? Those are much harder questions to answer, but they are the ones that matter."

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Rebecca Barry

That view is shared outside the company. "Stop rolling out generic training and assuming that attendance equals capability. It doesn't," said Rebecca Barry, a global people and culture executive who has introduced XVenture's programs across the APAC and MENA region. "One size fits one."

Woven throughout the Ecosystem is XVenture's Integrated



Inside the Spatial Intelligence Immersive Virtual World Learning experience



The Integrated Mindset Index App is one of the programs included

Mindset framework, comprising twelve human capabilities that are progressively developed as participants move through the programs.

The Integrated Mindset Index was developed through Conway's global doctoral research and subsequently used as a measurement instrument in his published research into the impact of integrated mindset development on senior leaders.

The programs are designed using the AGES model of attention, generation, emotion and spacing, based on the work of Davachi and colleagues published in the NeuroLeadership Journal. Content is delivered in bite-sized formats designed to support attention, retention and application.

The learning experience itself also moves beyond conventional online training. Learners can access a speaking, XVenture-trained AI Coach 24/7 for support, reflection and questions as they work through the programs, while some modules are delivered within immersive virtual world environments. Bite-sized content is combined with tasks and activities that help learners contextualise and apply what they are learning to their own work and life, supporting the shift from simply consuming information to embedding new capability.

XVenture has delivered programs to more than 700 organisations across four continents. Clients have included EY, Westpac, Woolworths, HP, HubSpot, Nestlé, Gymshark, Legends Global and ecostore, alongside elite sporting organisations, schools and universities.

XVenture opens Neuroscience of Learning to learning leaders

To coincide with the launch, XVenture is providing complimentary access to one of the twenty programs, Neuroscience of Learning, for people responsible for learning within organisations.

Written by Conway, the program examines how people learn, what influences whether learning is retained, and how learning experiences can be designed so that new knowledge and capability are more likely to be applied after the training ends.

"If you design learning for other people, you should know what the evidence says about whether any of it works," said Conway. "That module is the thinking behind everything else we build, so we would rather people simply had it."

In-house learning leaders can request complimentary access to Neuroscience of Learning by emailing experience@xventure.com.au by 30th October 2026.

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