



Set The Record Straight s̄eL ̄The LMS

Description

or name one SaaS or non-SaaS solution where theDeep thinking question. Can you think it is only Legacy and thus an antiquatedmarket for that solution overwhelmingly believes or outdated, non-useful because it is called̄ offering best found in the diggings of Troy; not the X̄ and thus the entire industry of saidor that the end-user ;̄setal̄ is therefore or that, to enhance their experience, and thedo it; t̄nac̄ S̄X̄ that accesses it, needs this which pitches ABC, but in reality, Ȳ or thatdo all that, is still better than t̄seodentirely ?̄X̄

I thought about it, and my answer was no. I think of a type of solution that still t̄ñaceven and support it; it offers, as a whole, a lot of a large audience base; a lot of folks love ithas it, and can offer a strong UI/UX for the end-the latest capabilities and technology around and yet, continues to get t̄ñac̄ user. Not one. I think of a solution that does all that, that just the name of the type is enough to makepounded that it is none of that; or think that it is none of those things. Not one.people

on information that is just wrong. Thehere we are. Naysayers continue to pontificateYet so much more than an LMS is 100% untrue. LXPspremise that an LXP, for example, does learner-centric, the moment the client decidesoffer assigned learning. They, thus are not only compliance content to your learners,to go assigned learning. If you want to provide of what they can take and experience, you can.you can. If you want to limit the scope advanced, compared to many LMSs in the market.The skills are, overall, not as strong nor a learning platform, or an LMS or as an add-onThe vast majority of LXPs today are within should add the Learning Platforms is the secondoption to either of those offerings. I Dev Platform, or Employee Experience Platform,biggest segment because a Personal

component, is in essence, a learning platform where learning is the core

as they were defined, is minimal in the entire industry of learning systems. Regardless, the number of 100% true LXPs, others? Some have a content marketplace; they are an LXP. The core for them is the UI which is either GRID or Playlist and thus, they pitch they are an LXP. The funny thing here is that there are all types of learning systems, including LMSs that have that same UI.

around this, and ditto for Content LMSs as a whole (have a lot of capabilities extension? many learning platforms. Do you want to tap into a bookmark tied around whatever content you have, OR 100% Besides and pull down content others in the the two original LXPs, I do it. I call ourselves an LXP. Do you want to find content on the internet and have seen a PDP do it and some LMSs. pull it right into your learning system) see this more with LMSs and (noisy an LXP) again, aside from Degreed, and EdCast and the latter Learning Platforms, than does a so-so job on it.

the top level of skills and capabilities in the The most that are out? Do you want which has more than 100 skill capabilities (I base this on my template, the original LXP. Higher than EdCast. Higher Cornerstone. An LMS. Higher than Degreed, learning platform. Docebo, an LMS, scores around than even Pluralsight, which is, uh, a BTW is around 90%. Both are LMSs. Those other Not even in the 62%. Cornerstone, Thrive, a former legit LXP, is now an LMS. 35% range.

it is probably Juno Journey. They had it early The best Learning Platform with a legit LXP in LXP, which is on, and it continues to improve i.e. the entire system that is, not just the is designed to go way beyond that. I would even there, does a good job, but the system easily slide into an LMS. The second who does argue that this Learning Platform could solid job and is within an LMS, is Bealink.

in content, free, and using a very cool search Fuse does an outstanding job with bringing unique UI/UX around communities, which, if they capability, has always had this and their data visualization rocks. They are streamlined them down, could go cohorts, slide into an LMS) which I think they are, but Learning Platform, but again, can easily another story.

time. More in, then less out. If they were dated LMSs are coming into the market all the as much as an LXP, they see those wonky systems that did be rolling in. I do The dominant player in each of those shows one new 100% LXP at LTUK. Nor at DevLearn.

was an LMS, followed by a learning platform.

in late July(, the majority are LMS vendors.In my upcoming NexGen Leader Pack)coming

The Comments

about this upcoming blog post and one about I posted on my LinkedIn Learning thread the comments rolled in. The ones that caught my whether you really needed an LXP, and such perspectives as)I am paraphrasing these(eye more were the ones that presented

- to content in a moment of need; tailored to themLearner wants access
- LXPs forced LMSs to upgrade their UI/UX
- and their continuous development)The LMSdo this(tñseod LXP focuses on learners

both fair statements and not the first time,read such points of view. evf These were

Let me address each one

to content in a moment of need, tailored to themThe learner wants access

can do this. Seriously, this comes to whomever100% agree, but any learning system bought the system, and how they want to use it.fault here. If I want sñetsys not the sñl dates, I can do in an LXP, Learning Platform,to do assigned learning with specific due LMS. If I want to offer my learners to pick theEXP, Talent Dev Platform, PDP, and yes, assigned learning. My LMS did, back in 20·0.content they are interested in, I can, without of, could do the same thing. 100% of onlineAnd actually, even LMSs, I were aware time of need, this is precisely why an LMS wascourses were doable and available. As in only way, the main way to learn)excluding thecreated. Because, ILT, on-site, was the tñseod and still tñdid guides nobody read(the term "offer that. Web-Based Training e-learning which folks now misuse, was all aboutin time tsuj"coined back then to refer to ,V/42 when I want to learn, nrael"learning,,esle not driven by someone ,decap-fles" and over again, as much and as often you uoy"can re-learn or go back and learn over .tnaw

courses, were effective in instructional designThe systems back then, and especially the get really interactive and engaging content ifand e-learning developed; thus, you could I still see a lot of today(. As the client,so choose. Or you could do total static)whichyou 100% let folks pick, some assigned, some picked,you could choose whether you wanted on the market, you can still do this today. Andor all assigned. With any learning system professions, access their learningthe majority of people in white-collar/officeFWIW,

I think this system, outside of the workplace. This new. It was that way even back in 2010. Gen-AI and the LLM, tailored can get even better but we think as systems evolve with are still so very early; any vendor that says there are always, it's not 100% perfect. So never assume they are. Things about LLMs are not

LXPs forced LMSs to upgrade their UI/UX

see this, whereas with new means better from a common conjecture, I often hear. I often while it might have a slick UI, the UX may be a UI/UX. A fresh look is always needed, but recently, that had a nice UI, really slick, and oversimplified, or ineffective. I saw a system, I digress. They noted that one of the widgets they used widgets not new, BTW, but is in this area. It turns out that they want to have any kind which can be changed, space, so something had to go there. Now is that? To me, no. It's a blank

LMSs that went to a whole new level

enabled you to have, say, not just GeoLearning had a version that, on the user side, colors all matched your logo behind a desk it was 3D the UI version, but also the carpet ILT, a gallery which offered a lot of yours now that is white-label. I had 3D desks for and two additional levels. If you want to move options, a bookstore with e-commerce, So, very cool. I think that is pretty amazing. from one level to another, go via an elevator. I owned it in the early 2000s.

the content marketplace visually seen, a very Docebo was the first vendor to have buy and go into your system for content/courses regardless of modern UI/UX, one-click you bought them. This was several years ago. whether

by Callidus Cloud, which was acquired by SAP UI/UX was Litmos, before being acquired of nowhere. With less than five people working highly modern. The system took off out Oh, we were talking again several years ago. there. Feature-rich.

first vendor to have geolocation in their mobile ExpertusOne, in 2015. LMS? ppa The vendor.

the whole playlist, YouTube or Netflix-like And if you want to get more specific about platform appearance, and search for video Video it was established by a Learning by Workday, and was the Learning Platform known as MediaCore. Eventually acquired core for Workday Learning. Surprise!

forcing them to have a better UI/UX, I never saw As for the LXPs, overall, pushing, LMSs

as a whole to go with more content curation?stepsa that. Did they push the LMS market did. The Yes, but not every LXP offered thatto the level that a Degreed or EdCast out, they are not an LXP, let ?elgna PlaylistLinkedIn Learning offered that once they rolled content playlists are not fully aligned to sayalone a good learning platform. HA Plus, their about that too. evf what the person seeks.written

offered, metrics. They are overwhelmingly poorLXPs failed in two areas that a lot of LMSs comes with the system(. You want better withDegreed ?deerged)out of the box, i.e. other ?tsaCdE and it rocks. Intelligence is itDomo. Both are additional costs. There were problems they had, that a large chunk of LMSsone being multiple levels of have tñdid approval)a nice capability to offer(.

and their continuous development)The LMSdo tñseod LXP focuses on learners this(

learner-centric methods and informal. LXPs offerThis ties into another perspective around clients uses. Why you may ask did LXPs add thisassigned learning, which a chunk of their the whole learner-centric and informal angleto offset why feature when they pushed and does offer informal ?SML you should have an)ignoring that any LMS can offer do that(learning, and can go learner-centricif the client wants to

clients. And whom did the LXPs target and stillL&,. Not training. Only L&,. ?od Their learning. You see, they had L& folks who werefolks who)as a whole(, use assigned and while they bought into the whole learner-using an LMS, and using assigned in that, ask for more and more features they had in theircentric, they invariably started to back against this, LXP vendors capitulated inlearning platform or LMS. Rather than push they became ubiquitous to a learning platformvarious ways and capabilities, which is why or LMS.

continuous development. I do not like the wholeuounitnocAny learning platform offers may not be around in a couple of years, OR thatangle around a job role. Because that job a French Fries Sketch Doodle pad. Continuousperson leaves your company and starts and not just skills tied to job roles, orshould be personal and professional development fans of personal and ytintutroppo laitnetopthethey may get. The folks who are big background. Again, not all, but it is onedevelopment are folks with a trainingprofessional L&,. LXPs, as you can quickly see, are all aboutof the modality differences compared to training, or an association, but howemployees. Yes, you can use it for B2B/customer background in L& and thus OD, oversee customermany people do you know, whose ?smargorp training or association educationI never met one. The feature sets heavily

plenty of audience segments are not employees. zero in on employees, which is fine, but Not blue-collar. sfi When I say employees, a white-collar/office workforce.

Bottom Line

I truly thank you and appreciate them. I For those who provided their perspectives, you only see what you can see, or are aware of, understand the reasons behind it, for way more, and have been around in the e-learning whereas as an analyst, I see just totally dates me. No, I am not 221, though. space, since the early days. Which

street, and I always love those who say, about this or tahW Enlightenment is a multi-way ?taht

learn, unless, well, we learn. tñac To me, we

can be matched in an LMS, as it can be with In the end, though, your learning experience or any learning system that is out there. a learning platform

Do some have a UI/UX that rumbles out of the LMSs, though, are not outdated relics. not match up with the coolest new stone agessure, but plenty of SaaS offerings do Ditto with Learning Platforms. And Ditto with UI/UX out there, and people still use them. standalone, or a part of an LP or LMS. LXPs regardless if they are

often say beauty is in the eye of the beholder. They

beauty is being driven, not by the end-user or When it comes to your learning, that overseeing the entire system and/or department. system type, but by the person

the blame, where it really belongs. sfiel So, put

the LMS. tñsi Because it

lack of learner-centricity, lack of sfi those, who see the beauty of assigned learning, to everything else you see as evidence of what is tailored course/content experiences, and wrong or bad with the LMS.

?yeht And who are

who oversee the department/and learning system. The same folks

Or as we often refer to in the industry;

The client.

E-Learning 24/

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