



Learning Systems Vol 3 ?wonk Did you

Description

LMS aka Learning Management System. LXP Learning Experience Platform. Learning Employee Experience Platform)bad name for Platform. Cohort-based learning platform. it(. Employee Development Platform.

for types of systems as I have noted before. I forget the joke of that There is a lot there micro-learning has been around since 20·0, every micro-learning platforms, ignoring that it is based solely on how you or whomever type of learning system can do this because Plus, duration is highly misleading much so, that it creates the courses/content.so Training)WBT(the precursor to the word e-ignores the basic tenant of Web Based term, for all types of e-learning solutions.which initially was used as an umbrella learning, LMS. LCMS)Rip, albeit a few are back, like Authoring tools. Web Conferencing solutions. technology. Courses zombies(. Learning tools regardless if now referred to as learning hence the reason around WBT(or synchronous-self-paced)which they have always been, syllabus or stop and wait approach that EdTech meaning K-12 and based, think the learning incorporates quite a bit around higher education use frequently. Cohort-based easily do asynchronous which is the whole self-synchronous based learning, but it could create today. No one really says asynchronous or contained course/content so many folks but they are/were the terms readily used.synchronous anymore,

readers were not aware of the above. A Did You paragraph. ?wonk I suspect that many the understanding of the history, the terms and Information such as this is essential in the way of our climate on this planet, or still what has become of the terms whether gone used but in another form.

It was as mentioned above as an umbrella term Take e-learning. It means online learning. that were, well online. Think of e-mail. When representing all different types of offerings that garbage that exists, but in ?raeppa did it When the Internet as you see it, okay not all mail. Nobody, used the term before that, 1993 with web sites. E-mail means electronic sure someone out there will stipulate they did. although I am

how to use it. Snail mail has arrived to as a We all know what e-mail means, or more so, the postal mail. Hence snail. It sfl term. used tñsi been around several years, and means the mail service, but it does exist as a term. when your postal carrier talks about

term no more. When you check out a learning Getting back to e-learning. An umbrella you may see) and I see it quite a bit(beingsystem and they are discussing the content, used to refer to an online course. A vendor saysignoring that it really ēsruoc gninraele^ē understood why a vendor does this. I say ithas a hyphen between the e and the l. I never to anyone, especially when the other coursebecause it should be extremely obvious Face to Face(or ILT, webinar)not highly used, options which I do see are classroom)ILT, in EdTech they love to say flipped classroomit is a ^ēbut that means web based seminar, approach(. If it is a document or materialyou often see ^ēweb conferencing, with a boring nomenclature. If it is a video, I have seen allPDF or the icon, or resource, or some other kidding(and the dreaded ^ētypes of weirdnesscontent)duh(, resource, self-paced)no simply say tñac ignorance of elearning. WhyThat to me, is quite clear. ?oediv a vendor

nobody nowadays knows what that means, evfseen SCORM as a type mentioned, which Plus, if they system accepts ^ēand nobody caresas a learner, and honestly as an admin. will never see those mentioned or listed. Thisother SCORM types or AICC or xAPI, you way too many SCORM package- meaning to upload agoes into the back-end too. I see really uploading content. So, just say content.course. Yet, you are

your SCORM or whatever type of course standardContent can be lots of things, including what the vendor can accept. Way too many vendorsyou are uploading that aligns to as though someone who is new to this space, ignore this, sitting back in the early days, department overseeing the system understandsgets it OR even someone from whatever ^ēOR even your admin. I think of Kirkpatrick.tñod ok, the majority ^ēnobody cares ^ēhello ^ēUse it in your marketing. Pitch it to the CLOwho for whatever reason, often like the are dealing with inquiries and you have it, saywhole Kirkpatrick piece. If the person you .tñod so. Otherwise,

of itself that appears in the catalog. A lot ofAnother did you know comes to the content in

of the content, as if some learner says, you vendors will list the publisher Nobody. I am picking that? I like have IT and I repeat Nobody cares. They are seeking. A skill. An Interest. A job role. for content that ties to what filters they looking a vendor have to mention or note the 3rd party Popularity, whatever. Unless you as agreement, remove it. Here though is the course provider based on your partnership from it, is sacrosanct. Now a lot of problem They are stuck in the mud. And budging

Docebo, because they went from listing publisher due to their I give out huge kudos to partnership with GO1 who lists them; and now Docebo that is, just have the Why courses/content under the categories with no mention of the publisher. here, although for some sight everyone else do As they say it is not rocket science y do vendors, they will push back with a way to has asked or said anything, because they are unaware or think themselves, refuse to do it. Well, I think it is simply understand without a bunch of who cares. It though about who cares, it is about easy to of gibberish.

yesterday and they used unlimited as a term in Speaking of terminology, I saw a system client, has purchased in the system an unlimited their catalog. What it means is that the for their learners. Here is the kicker though they learner package of courses/content relevant. who care. It seed

that could would take a massive tome to write. hold If There are a lot of did you know you did back on those, because there will be a Vol 1. This one is Volume 2. won't Volume 2 exists [here](#). In researching past posts of Did you find the very first in 2013. This is one I wrote [Volume 1](#).

Volume 2

won't Did you

created and what are the benefits for it. Remote is essential do know why WBT was to EdTech learning a term I truly despise again, a lot of and no surprise is refers which technology refers to corporate learning. It vendors content included think educational. seed It Please read this again. seed It means K-12 and higher education. And here it always has. is the kicker

that ignores the seed The next time some salesperson or CEO shows off a system never took the time to find out what it is, how basic principles of WBT you will know they But money drives the industry, and I mean who it works or anything else. Sad really.

your cares,

duration, self-paced, micro- Well, they should because it eliminates the nonsense of spin vendors espouse to entice you to buy. learning and that other confusing

Why WBT was created. [Read here.](#)

Work Done by you

a mobile app. This means that instead of your There are vendors who will white-label Apple IOS apps or Google Play and finding the app, with students going into the Play and find it under your their name on it they could go into the app store/Google name.

enterprise, aka customer training/client This is ideal if you are doing B2B) aka extended is ideal for any association, and any vendor who training/partner training(. I also think it that goes direct to consumer) formally known as offers online content via an app store companies who will do this, even for their own B2C, now referred to as D2C(. There are employees.

assume that a lower priced system or a system There is always cost to this, but do not there are plenty who do. And there are big you would never think will do this, because Cornerstone for example, . Now name vendors who they should, but that is Now another story.

there are vendors who do not have a mobile app that will build a custom ,(???) Then I really like Thought Industries, but one app for you. Again there is a fee-involved. mobile mobile app. They do give you the files and offer of my biggest gripes was the lack of a build a custom mobile app for you you to do it white labeled with yuck. But, they will your name on it, and aligns to the system.

with their mobile app, but what they really Some vendors will say they have white-label the end-user will see your name and logo in it. That mean is that within the mobile app, it.

Work Done by you

not assume it means Generative AI which is all AI. When a vendor says they have AI, do which is not the same as Gen-AI. If a vendor the rage. It could mean machine learning, no clue. I am unaware of any vendor who is using says neither, then clearly, they have

tied to their NLP)Natural Language Processor(.deep learning

?wolk Did you

on a regular basis. Think about this for aThat many vendors do not train their salespeople to ?ni second. What industry are many of youL&; or Training. And what do you provide basis ?srebmem your employees, customers,with e-learning or Training. On a regular those who do OJT in retail for example(.the yuck of ILT)excluding

there is often a disconnect within the companythe vendor- whereas the On top of that, know what new features are being added,product dev team does not let the salespeople process changes, nor and this is the KING of itreview the RFP that the how the salesperson or whomever has filled outto make sure what they are writing is accurate. of the internal process of checks and balances,The last part is huge. And it should be part before that RFP goes out.

Secret Time

to be in a shock mode or yeah I figured mode.heard way too many evf You are about tell me that they have salespeople who will saytimes from folks who oversees sales are aware of this, anything to land the dealeven if it is wrong or misleading. Now if they it. The folks I spoke with who told me, neveryou would think they will do something about the sale. As with any industry the majority ofdo anything. In the end it is all about getting are honest. And their are bad apples too.salespeople

do whatever it I know of a CEO of a companylearning system who told me they would to land a deal, even if what they say they haveexist. Thankfully, the CEO is tñseed takes no longer in our industry, but their approachwhy they are gone. tñsaw

?wolk Did you

integration or requirement that the vendortñseed That if you have a request for a special you cannot rely on them saying yes, we can donecessarily do on a regular basis, that that.

What you need to do:

- in details on how they will accomplish itRequest that they explain
- mock-ups or screens on the approach and methodseeing is Have them create believing

- if it will require a 3rd party dev team to do it. Ask if it will be an additional fee and checks and will the vendor oversee this. The ?spuwollof i.e. the team, with additional fee is common.
- say that another client did the exact same thing. ask to speak either to the . If they looked. I prefer talking to the client. If the client or for the vendor to show you how it . vendor declines, ask them who the client is and then on your own go to LinkedIn. You will find that person. They reach out via and search people for that company. never had someone decline. evf message.

Bottom Line

After all it is volume three. tñsi There much more to say in this edition.

Though, I will leave you with this

Did you know, that I added another rescue to the?kcap

post, as a narrator. tñod We named her Nava. Sobe surprised if she takes over a blog

the keyboard. tñac need to make sure she llfaccess

She might try to eat it.

Or use it as a dog toy.

E-Learning 24/

Category

1. learning systems
2. LMS
3. LXP

Tags

1. e-learning
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