



so crystal clear.. tñsi It ?gniyuB LXP

Description

stands out in the learning system space for soWhat is ?ynam What is it about an LXP that sets, lots of 3rd party ?ylpmi it, or does itls it based on finding a system with solid skill experience compared to what you have seenls it ?erofeb content, and a different learning or a narrative that makes it appear as though itanything tñsi the buy-in of a word, a term Platform that pushes vendors themselves toin fi lles or fi dda as an LMS or a Learning such a way that they know people will purchase?ti

an LXP so different than anything else out theredepending Reverse. Twist and Spin. Is and specifics are what is perceived to be anPXL on your scope

Questions to Ask

od A. What are you trying to

learning experience because that say tñoDwe want our learners to have a different can have a different learning experience tñseodtruly tell me what you are trying to do. I YouTube Or watching the movie on which theif I want to read a book versus watching experience. LXP sfi book is based on. No, ecneirepxE gniinraeL not a different learning most have some sftaht is just hype. Hype, it. Most systems today have 3rd party content; better than others; they may have a UI design ofskills and capabilities, some level of curation. I say systems because LXPsplylists/channels and likely will have some other learning system are not unique anymoreLMS and they are ubiquitous to any Learning Platform included.

and capabilities tied to content and job rolesyou If your focus is having lots of skillsthen

in an LXP or some LMSs, depending on the vendor. say you are self could find that with an LXP in it, Or an Employee Development looking at either an LXP or an LMS learning platform(. You thought about a skills-Platform with an LXP in it)EDP is really a but realized you want more)common, BTW(.specific platform

from. Do you want to have trending or most Now you have three buckets to choose playlists of content OR those around skills, for Ok, you can remove LMS ?elpmaxe popular Cornerstone LMS with EdCast. You are now down with LXP built-in unless it is for example, Bealink or a vendor such as Juno Journey an EDP to a legit LXP vendor such as Degreed or you do have some LPs with an LXP still in it. with a legit LXP in it. And

to. In that case, not mapping this is different Suppose you are only into heavy skills tied and Skills is the crux of the whole thing well, that here- but tied via TAGS to content, the vendor who really slices it a bit more as it relates to the whole LXP specific, because LMS. Thus if you wanted the LXP angle, you has the most skills capabilities is Cornerstone seen, the best fit)assuming you want or are would go EdCast. Now based on what I have the streamlined and nice fit, is the combo. But say that self thinking about an LMS(, then the case. You just want an LXP. tñsi

and not a Learning Platform)like Fuse which Well, going only LXP with it being an LXP, slim. What though, if you want skills tied to has LXP capabilities in it(, your pickings are key here tied around those skills job roles because the job roles piece is really the)again, not mapped(. You also want to offer too. Well, you are now back to seitinutroppo to think about an EDP, such as Juno Journeysay a Degreed or EdCast here. You may start too.

your use case, or their pitch. It isto do this is not about features, functionality, Trying if you what you really trying to focus on it in, say, a sentence or two, then tñac explain sure. tñera you, yourself,

tied around job a bigger need sfahW B. content curation or content curation ?selor

re-state this is just for those seeking an LXP because a lot of learning will again content curation, and ditto tied to systems different types, including LMS and LP, offer that a legit LXP has cornered the market job roles by TAGS)metadata(. The assumption tñsi with strong curation is false. It just the case.

look and feel with your learners. When you go Nor have they mastered the way it should

with, say, content curation tied around skills if a vendor can tag the skill to any type of there are plenty of vendors who content, that they can pitch it as an LXP capability, and will finagle it so they can. That's not a worry, they

metrics around skills tied to content or skills C. What is more important strong ?scirtem not about the sfi and content OR

metrics. What is the relevancy if you have basic Personally, to me, it is always about the if you have assigned learning OR if the person data about what content is viewed often, the details. How many ?dnoces bounced in for a That tells you nothing. You want content has a courses/content did folks view for how long, and where exactly)if the dive deep, but most no longer do(. What content TOC, a vendor should offer that ability to ideal, but if you are assigning it, guess what it is assigned stuff. I is the most popular is are curated the most, what is the least popular would want to know what types of content used, AND an ability to go further than a top 10 with a filter to remove content being then those numbers should look different. If we assigned as an option. Remove assigned; here, excuse me, anti-learning style folks, I am talking about engagement as the core want to know what types of content are engaged. An ?tsacdoP/oiduA ?oediV ?FDP would prefer this in some format that actual course one of the other options. Maybe they when we are discussing engagement is that if eBooks. The reason such data is relevant feature)and honestly, they all should, but they would , (that's not system offered such a to that learner)s(that will achieve the highest know what content should be offered subject/topic, I could combine the two and get amount of engagement. Then if I knew by of what is important to that individual. deeper understanding

videos. Not five minutes, not 10 minutes, For example, Steve watches only two-minute You see in a report that Steve only watches not sliced up a few minutes here and there. average. He does not look at other content type this say it self) about 1 minute on around Work and Life Balance and Communication assigned(. He also is picking content him. In a report, you notice he spends or visits with Gen-Z. Nothing else matters to vendor)3rd party(compared to the others that numerous WLB courses with one specific are available.

with Right now, you have to slice that data but if I am a vendor planning on using Gen-AI some machine learning OR only machine learning or only Gen-AI; then you will want the system to output only the following to Steve

- Minute Video duration
- Courses on WLB from Vendor X

- Courses on Communication Workplace with Gen-Z.

Here is the engagement at the highest level.

What is more

The whole hype around the LXP was theas though it was so ecneirepxe market. It was and is still a flawed premise, magically different from anything else in the argue a false narrative. Could it have df andSure, but those days are long gone. ?neeb really figured it out. When you add assignedAnd not one of the legit LXP vendors ever rules, and other course management pieces, thegoes by the fuO dnatS learning, admin wayside.

LMSs that have an LXP with enough of the courseLXPs of today, the legit ones, and playlists and skill playlists for example; arecapabilities including those trending/popular you strip it all down, about three the THREEwhen

- It Skills. Skills and more Skill capabilitiesmean they are good, just means tñseod them from others.)in the whole LXP side(they have enough that separates
- and private which means Content CurationPublic which means from the internet or 3rd party or ideally the combo of the twoyour content,
- Job Roles tied to content and skills

people focus on the first one and the last one.argue though, that the df Way too many p]arty mñ middle one plays an even bigger role.not referring to the number of 3rd what does that search to pull back that contentcontent publishers they have, rather see and select ?sretlif What are the ?sa appearfrom a learner What are the options to in only one place or in many, say a ?tniopdnatsCan I have that content curation appear How engaged can a leader ?ytinummoc cohort orDoes ?citats Immersive or just ?emoceb learner get lots of choices, or just a select?wef the

you see the LXP existing in your ecosystem or E. Where do you see or how do well, just the system itself)you have nothing ?(esle

say with HRIS/HCM, BI or some other measurementIf you have a lot of integrations is noted, then knowing said track record of thesolution, other integrations beyond what LXP is essential.

tell you tñoD ?tuo But how can you really findnobody is going to j just believe what they with XTYZ or ABC. Remember that client list theysay it is difficult, and we stink at doing it

list is similar to you, in terms of number of once showed you, ask them, if anyone on that they say yes three on that list. Okay, who are the users and that type of integration. If to contact them They should provide the names but you could ask you are not asking is the one that if you could talk to one. The vendors agree, the one you will get there was no problems and they love the vendor.

Sneaky Way

LinkedIn and search for the person overseeing I get the list of the three, then I go onto L&L, or Training and reach out via messenger. yet to see someone decline to provide evf They may say they are not overseeing it okay, do you know who is and can feedback. specific on your request maybe you connect me to you have seen that they are with Be with them, and you want to see how it went, what LXP and that they did integrations sneaky that was their experience and so on.. you can find out the real it. By going it is all Rainbows and Lucky Charms. story maybe

F. Vendor who are

should know. In other words who are just saying we are an LXP or this A vendor of values or this LP or LMS with an LXP, it any of that stuff. Nor is is a mission statement on their web site and marketing. Who are they? whatever else they love to publish

the I surmise, you will get a lot of which tells me, they don't understand know. And you have to know. It themselves type of era decide who we are a this or scene. I can always tell whether a strategy and thus system or content, who they are. learning technology(aligns by ascertaining

learning experience in this case. Who are they? Really. Not marketing pitch. Not What drives them every day, what says to them we know who we are, what we offer and how we envision where we want to go.

you that a vendor You want NexGen you should see it in their have to tell yes, crucially in the response of who they are. roadmap and in their system itself, and

you will to take a risk or stay steady as you? G. Are

ties a bit back into F, because the industry for the fearful. LXPs are not once this Some bounce along, others bounce here, then they were, nor will they ever return to that. in a few years go there, then back there likely like a yo-yo. Some may not be around with such a bad thing this acquisition, which especially if it is a PE firm or someone

to the LXP vendors. Some may change what they deep pockets and committed capital with many LXP vendors today. Once were a common practice

less risk OR are you will to select someone Do you want to stay with well-known thinking not as known, compared to say, the better known Or does it ? tsaCdE like Degreed or ? rettam even

Bottom Line

easy being tñsi tl Kermit the Frog once said, nor is picking an LXP easy either. ñneerg

your learners, what is really the most important Once you know what you really want for of the way, should bounce back to that. This a tñsi and essential around it, then the rest .tñod or you ñgive and take. Either you know

and should be able to make the right sñi If the former, you will have an advantage decision.

ñettal the sñi If

it out. And so now, before you get really going Then now is the time to sit down and figure that will end up not in a positive learning way for you and your learners. ñdown a path

E-Learning 24/

Category

1. Uncategorized

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Author

diegoinstudiocity