Learning Platforms: Selecting, Implementing, Managing and Governing

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WHY CHANGE & OUR CHALLENGES

- **30-40%** of companies are looking to **change** their learning platform (**45%** dissatisfaction)
- **38%** of organizations plan to **switch** their LMS within the next 18 months
- 56% say that their current learning platform is not a fit for the modern workforce
- Only **17%** of L&D teams feel that their learning strategy is very effective

WHAT IS HAPPENING IN COMPANIES TODAY?

- Talent shortages
- Skills focus
- Poor employee engagement
- Constant change
- Need for agility
- Digital Transformation
- Employee demand for growth

L&D's CHALLENGES TO CHANGE

- Legacy mindset
- Vendor promises
- L&D desire for control
- Time involved
- Complexity
- Budget



CONSIDERATIONS

SELECTION	CHOICES	IMPLEMENTATION	ONGOING MANAGEMENT	GOVERNANCE
Process Who do you trust Needs analysis Alignment w/Biz Solutions Value Role of AI	LMS LXP Both DAP TM Skills Etc.	Steps Pilot Considerations Options Timing Communication	Content Champions Audit Feedback Marketing Engagement	Content mgmt. Delete Analytics Users Continuous Improvement

THE LANDSCAPE HAS CHANGED



6 YEAR HISTORY OF CHANGE

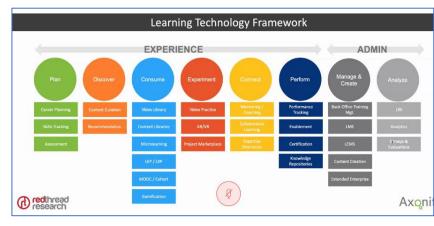




Manage	Platform	Content	Point Solutions
LMS	LXP	Aggregator	DAP
LCMS	Digital LP	Library	Modality
TMS	Collaboration	Content portal	KB
	Performance		Video
	Adaptive		



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LEARNING BEHAVIORS (How employees learn)

The learning tech space has always been noisy, but in 2023, it's noisier than ever. Our recent research identified:

- 426+ providers
- 35 tech functionalities
- Average of 11 learning tech systems per org

Each of the 426+ providers from our study is represented with their logo under the functionalities they indicated they provide (they may appear more than once). Functionalities are organized in columns under the learning behaviors they support.

LEARN MORE

The full report, discussing the current learning tech provider space, along with game-changing functionalities, is accessible for RedThread members. with its accompanying interactive Learning Tech Provider tool.

Not a member? Become one!

¹ Learning Tech Provider Landscape, Dani Johnson, RedThread Research, 2023 ² Learning Tech Ecosystems, Dani Johnson, RedThread Research, 2019







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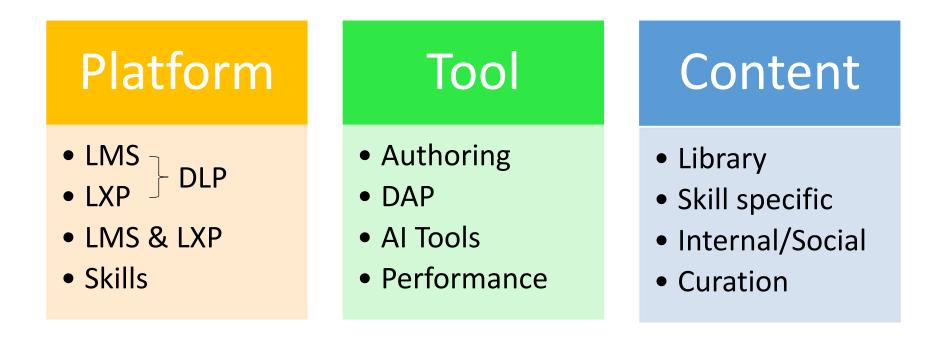
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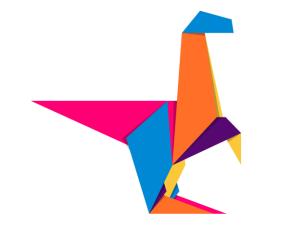


MY SIMPLIFIED FRAMEWORK, 2024





SO, WHAT DO YOU NEED NOW?



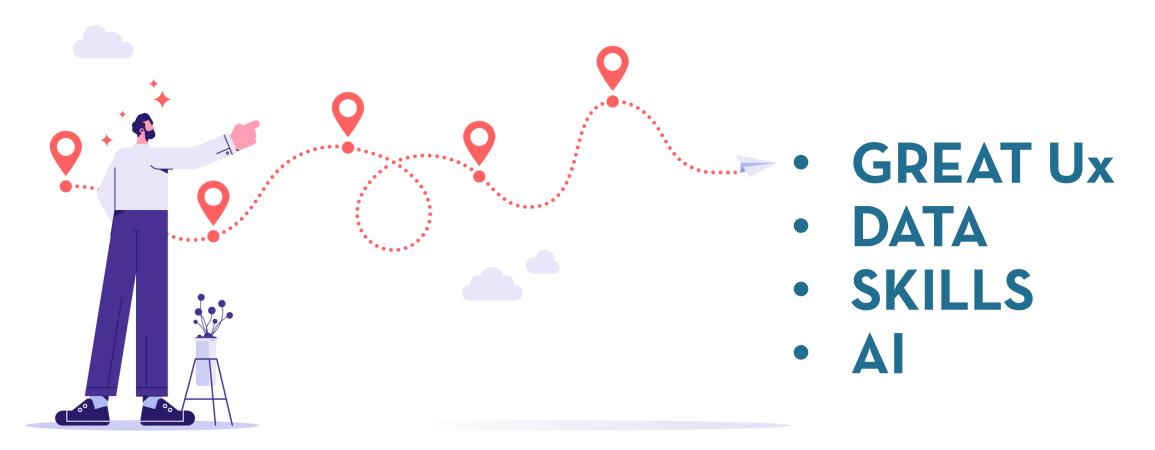








MODERN DIGITAL PLATFORMS HAVE



...All integrated into your culture

DIGITAL PLATFORM

What to ask for:

- \checkmark Easy to use and manage
- ✓ Blended, integrated
- ✓ Personalized (AI)
- ✓ Collaborative & Social
- ✓ Skills tools
- ✓ Actionable data analytics



NOW YOU CAN HAVE A DIGITAL LEARNING STRATEGY

With real tools to make it easy for them and you to:

- Engage employees, leaders and SMEs
- Blend modalities not just courses
- Set up skills and personalize solutions
- Communicate and partner to make it work



NOTE:

This means that L&D needs a new vocabulary and skills

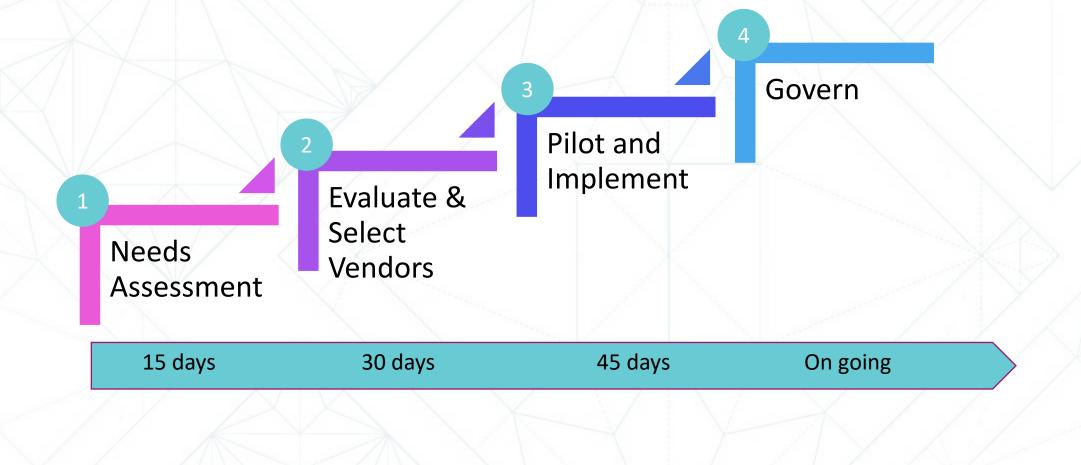
CHANGING OR ADDING A PLATFORM MEANS SELECTING A VENDOR...

According to Brandon Hall, most people select vendors by:

- 1. Demos
- 2. Analyst reviews and reports
- 3. Sales professionals
- 4. Sales collateral
- 5. Digital content
- 6. Provider website
- 7. Social media
- 8. Paid advertising



THE SELECTION PROCESS





NEEDS ASSESSMENT: CHECKLIST

MANAGEMENT

- Back end processes
- Tracking
- Content host
- Complexity
- Key Value Drivers
- Integration

CONTENT

- General
- Proprietary
- Focused
- Integrations

PLATFORM

- Tracking
- Al at many levels
- Influencers and leaders
- Data analytics
- Ux and UI
- Skills

SKILLS

- Mapping
- Manager tools
- Al
- Key gaps

Talk to the business Define success

SELECTION CRITERIA & PLAYERS

WHAT TO LOOK FOR:

- Next Generation LMS + LXP features
 - Ux, AI, skills, creator, collaboration, data
- Evaluate:
 - Complexity/Ux
 - Social, Collaboration
 - Skills •
 - Support
 - Security
 - Content

MY KEY PLAYER LIST:

\triangleright	360Learning	Schoox	Disprz
\triangleright	Degreed	Fuse	Valamis
\triangleright	CSOD	Workday	Docebo
\triangleright	Axonify	Attensi	ansrsource

SAMPLE VENDOR SCORE SHEET

	Priority (1-5)	Vendor 1	Vendor 2	Vendor 3
Meet essential needs				
Agree with our goals				
Features and Functions				
Functionality +				
Functionality -				
User Experience				
Support				
Data Analytics				
Administration				
References				
Future plans/needs/scale/AI				
Content				
Price				
Overall Value				

AGILE IMPLEMENTATION ROADMAP



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Engagement is NOT just usage.



It is growth, internal mobility, business results...

ONGOING MARKETING PROCESS





Leaders

Champions & managers

Success stories CorporateBusiness outcomescommunications& strategies



BRINGING IT ALL TOGETHER...





What



Beware



FMI: GET THE WHITE PAPERS



Digital Learning Platforms

Implementing Digital Learning Platforms

Replacing an LMS with a Digital Learning Platform

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Tractus Website:



Thank you

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QUESTIONS?



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