



Rethinking access to learning: How learning systems are changing

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Core Premise

- Investment in Learning Management Systems (LMS) and similar technology has focused on meeting the needs of the learning function:
 - Delivering e-learning, simplifying administration and automating reporting.
- Now the focus for these systems is shifting heavily to the learners themselves
 - And this is about more than just a prettier interface

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Key Questions

- How different are the new learning portals from the LMS of old?
- Do you need to have an LMS? If so, how does it fit into the picture now?
- Why does IT always seem to think the answer is 'Sharepoint'?
- Do learners care and do they notice the difference?
- How can these systems help in complex multi-unit organisations

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Current Systems Landscape

Learning Technology Architecture



Some Questions for you to discuss on your tables ...



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Understanding your current learning systems landscape

- Who has what?
 - Training admin system as part of HR platform
 - LMS
 - Learning pages on corporate intranet
 - Learning portal
 - E-learning portal
 - Virtual classroom
 - Virtual learning environment
 - Social learning platform
 - Other

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Your LMS Business Case?

- Which of the following was the primary focus of your historic LMS business case?
 - Compliance?
 - Efficiency?
 - One place to go
 - Reducing cost of learning or learning administration
 - Rationalisation of suppliers and offering
 - Introduction of e-learning
 - Effectiveness?
 - Increasing access and utilisation for learners
 - Increasing engagement/value for learners
 - Enhancing the effectiveness of learning

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How good is your LMS for L&D Function?

- Managing Instructor-led training?
- Launching and tracking e-learning?
- Managing administrative processes?
- Reporting learning activity?
- Compliance needs?
- Integration with HR data?
- Linking learning to competencies?
- Linking learning to career planning?
- Ability to blend learning and support with other resources?

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How good is your LMS for Learners?

- How many systems must they access?
- Do they have to separately logon?
- Is information/layout personalised to them and their role?
- Is it current and contemporary?
- Does it display all the main info/actions in one place?
- How many clicks before they launch content?
- Do they have to use a catalogue to find courses?
- Is it easy to search and find what they want?
- Can you link straight through from email or external applications to the relevant course or learning resource?
- Does it provide JIT learning solutions?
- Can they rate and comment on content for other learners?

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What does this tell us ?

Please Discuss

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So what's happening?

Key Learning Systems Trends

Learning Portals (mark 2)

- Big renaissance in interest in learning portals
- Much more connected, interactive and personalised
 - With embedded LMS etc functionality
- New technologies
 - Web2.0 interfaces (AJAX/Flex etc)
 - Embedded LMS Portlets (JSR168)
 - Web Services
 - Widgets
 - Open Source Portal Tools (Liferay etc)



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Learning Portals (mark 2)

- Also much more specific interest in user content within portal itself
 - Ratings & comments
 - Discussion areas
 - Resource areas
- Strong link from Portal to most of the areas below

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LMS (mark 3?)

- The end of the catalogue as an interface
- Search is much more critical
- Increasingly transparent to end learners
 - Development planning driving learning planning
 - And embedding learning opportunities in context
- Proliferation of learning resources and types
 - Separately and together!
 - Big shift to JIT materials as well as formal learning
- Tracking is much more than SCORM
 - Web analytics is more critical for diversity of learning resources
- Reporting still critical, but now must be much more flexible
 - And able to output to external data analysis tools

Integrated learning/talent

- Capability and career
- Historically the org silos have been the biggest barrier
- Now significant evidence of cross-module acquisition from leading Talent vendors
 - E.g. learning and performance
- Still largely a Best of Breed strategy for most
- Big rise in use of SaaS or



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Social networking platforms

- Huge rise in interest, but most organisations still only tactical solutions
- Often piloting low cost specialist tools (often open source)
- All the main LMS and learning platform players are positioning their social add-ons
- Corporate IT looking to own enterprise social/collaboration
 - But have no understanding or focus on learning related value or needs





My Knowledge Network



Pat Rose

★★★★★ (4 Reviews) | 0 Tags | 4 Comments | Recommended 0 Times

Contributions: 12 Contribution Rating: ★★★★★ Trusted Advisors For: 8
Contribution Value: 5 of 12 added to list. 3 of 12 recommended

My Network

Overview

- My Connections
- My Communities
- My Lists
- My Resources
- Recommended To Me

Overview

Welcome

Your Interest Feed

10 Per Page

Page: <

- Sanjay Shaw has added Java Community to Critical
- Sanjay Shaw has added Java Best Practices Guide
- Sanjay Shaw has added Java Training to Critical J
- Melissa Rogers has given ★★★★★ to Sanj
- Melissa Rogers has given ★★★★★ to Java
- Aaron Good has added Company Ethics Training t
- Reps 10/19/2008 8:36 PM
- Aaron Good has added Java Training to Helpful Bo
- Aaron Good has given ★★★★★ to Java Bes
- Aaron Good has commented on Java Best Practic
- Jim Martinez has commented on Sanjay Shaw 10/

Recommendations

- > CPR Training
- > Complaint Handling Workshop
- > Java Training
- > Understanding Your Company Benefits
- > Company Ethics Training

Cornerstone ONDEMAND

Profile - Stephanie Cobos



Stephanie Cobos
Creative Director
Marketing & PR
Manager: Steve Johnson

Bio

Stephanie Cobos has an extensive background in the implementation of hosted and internal enterprise software applications. Helvey is responsible for overseeing all aspects of the client experience with Cornerstone OnDemand. She provides project management experience as well as process improvement expertise, and is responsible for effectively implementing and integrating Cornerstone OnDemand's Talent Management Suite using best-of-breed methodology developed from client best practices.

Interests

Product Management, Graphic Design, Creative Writing, Baseball

My Connections

Communities People Pending Connections

Product Management
Welcome to the PM Community. This is a place to share templates, product knowledge and style guides. 8/1/2008

ABC Certification Community
Hello! All participants in the ABC Certification are welcome here. Share insights to training and resources. 7/21/2008

Favorites

Topics	Authors	Postings	Last Updated
Management 101			4/27/2008
The Market			5/10/2008

Rack

My Postings

Create New

Finding Happiness 40 hours a week.
10/10/2008 at 10:08 am by Darren Stephens ★★★★★

Merging Spreadsheets Tutorial.
5/1/2007 at 11:06 am by Abe Cohen ★★★★★

Expert Q&A

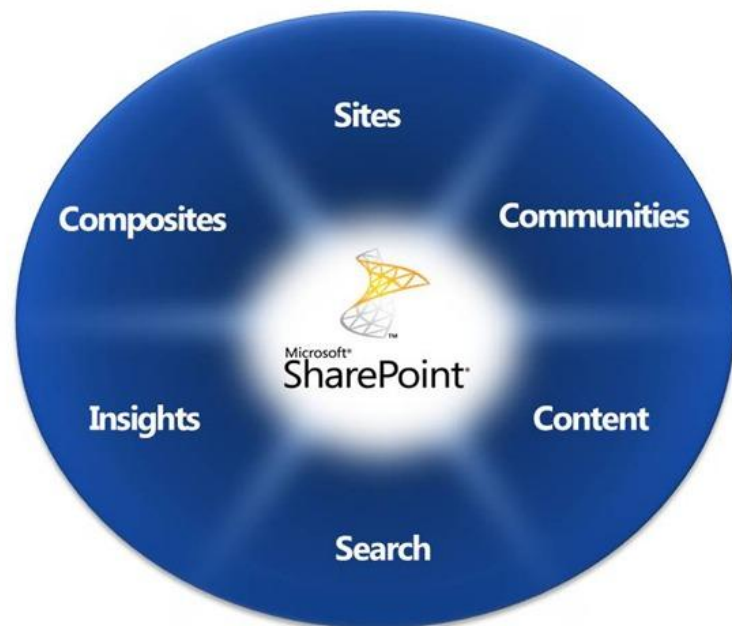
How can I create a curriculum?
8/1/2008 at 11:34 pm by Tony Curtis Answer

What is Integrated Talent Management
7/31/2008 at 8:43 am by Ma Farrow Answer

Independence

The rise of Sharepoint

- Huge (uncontrolled) growth in most companies
 - Often seen as the answer to any Portal or Collaboration question
 - Supported by IT, but often lacks real strategy or management capacity
- Actually quite poor at most specialist collaboration requirements
 - E.g. as a Wiki, or as a discussion space
- Some learning add-ons but not currently fit for purpose for majority of corporate needs





Deep insights, pragmatic advice

What are your priorities?

Please Discuss

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Key Underlying Trends

- Learner friendly learning systems
- Systems transparency
- Personalising the interface
- Connected learning and talent
- Much more than formal
- Is collaboration really king?





Where are you going?

Thank You – Any Questions?

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