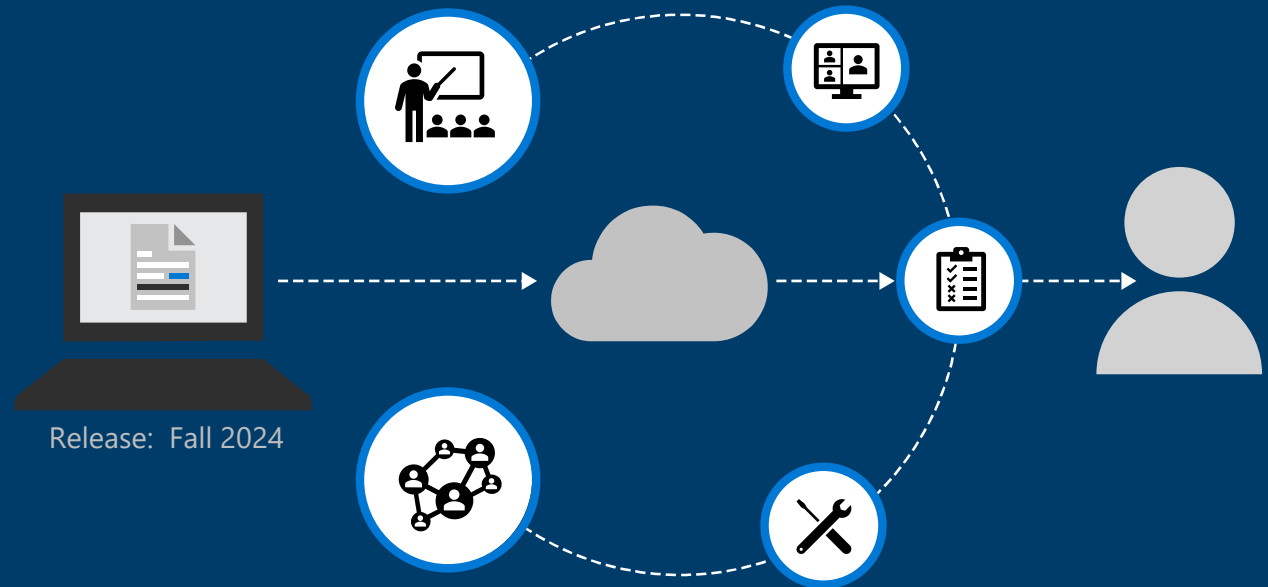


Navigating the Modern Learning Ecosystem



As learning & development functions evolve and the future of work shifts to a skills-first economy, the need for advanced digital capability becomes paramount. While new platforms and the emergence of AI continue to transform the learning landscape, organizations are tasked with making practical decisions about their digital investments. Analyzing the supplier marketplace, industry trends, and **understanding how it enables your organizational learning strategy** is critical to staying ahead of the curve.

This infographic is intended to help you:

1 Take Inventory of Your Current State

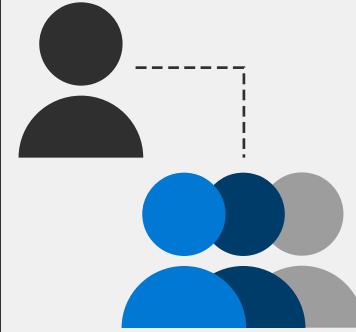
Develop a detailed picture of your current learning technology infrastructure.

2 Make Decisions about Your Future State

Establish a baseline to research, plan, and calibrate your digital learning investments.



A Blueprint For Both Employees and L&D Professionals



Build a complete digital learning framework that encompasses the full suite of capabilities for all enterprise populations

When building a blueprint for your digital learning infrastructure, consider including all systems and solutions that impact both the end user (the learner) and the L&D function. Formulating a **Learning Stack** framework (shown below) of the varied technology layers and components that defines your entire ecosystem can help you more effectively address your requirements to enable your learning strategy today and well into the future.



Learning Experience



Emerging platforms and technologies that enhance and drive modern, immersive & personalized experiences for learners



Learning Management



Foundational systems and applications that manage and deliver core day-to-day training activities and programs



Learning Operations



Tools, interfaces, and systems that enable and support the operational processes and tasks across the learning team

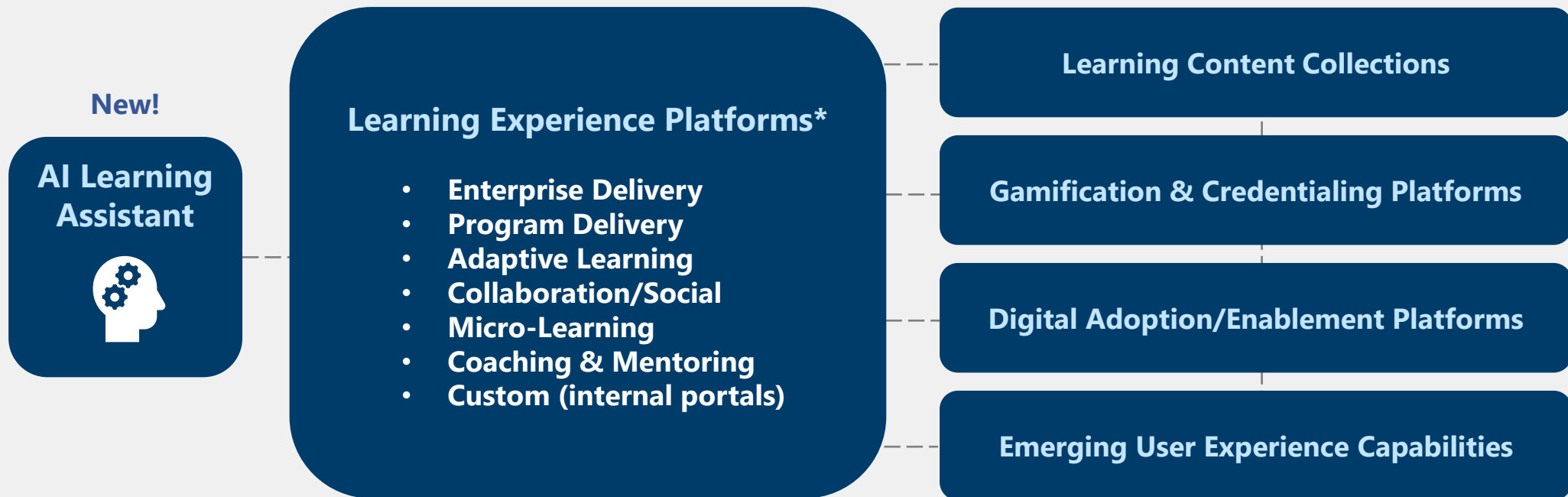


Be sure to identify all ancillary enterprise tools, platforms, and applications that may be shared solutions across the organization but represent a key dependency to enabling L&D activities.

The Learning Experience Layer



The **Learning Experience** layer represents any combination of internal or external platforms, applications, and interfaces utilized across your organization to deliver targeted learning journeys, upskilling pathways, and activities to your end-user populations. This taxonomy can provide a starting point to help identify and quantify your current state model.



*The concept of **Learning Experience Platforms** (LXPs or LEPs) has evolved over the last few years with a variety of capabilities as new vendors and current suppliers provide solutions. New **AI virtual agents** for skills development can begin to offer more target, personalized “in the moment” learning. A key to identifying where LXPs can play a role in your infrastructure requires a deeper understanding of each platform’s specific features and functionality.



Many **Learning Management System (LMS)** platforms can offer similar LX capabilities found in the above categories. Additionally, the convergence of **talent management** and **employee experience** providers that integrate LX feature sets should be regularly evaluated within your organization in collaboration with HR and IT stakeholders to help avoid redundancy and technical debt.

The Learning Management Layer



The **Learning Management** layer identifies “core” learning systems and enterprise applications for managing, tracking, and delivering on the day-to-day learning & development needs of the organization. An enterprise LMS generally represents the central nervous system of this core capability, but often other business function-specific platforms can play a significant role in supporting this foundational infrastructure.



* Capabilities may be supported by the learning management system



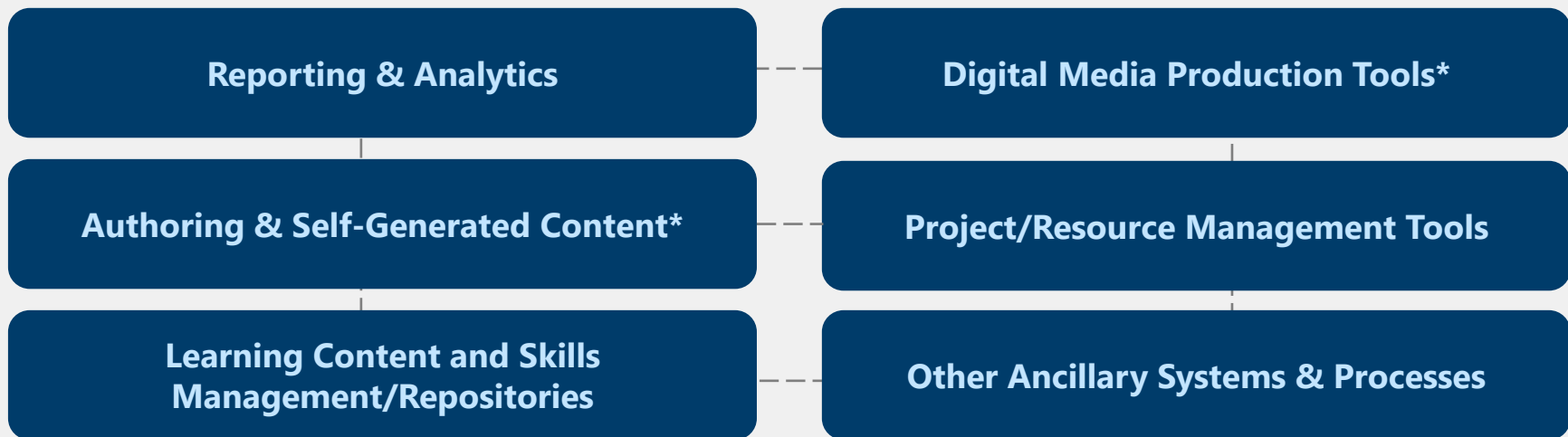
L&D may not be the primary business owner of all these core platforms or systems but should be an active stakeholder with driving relevant enterprise product roadmaps to address on-going learning needs.

Beyond just taking an inventory of these systems, documenting how they all integrate and practically work together is equally important to plan for future needs and enhancement prioritization.

The Learning Operations Layer



The **Learning Operations** layer is often overlooked as a formal component of a Learning Stack but can surface meaningful insights about how your learning teams navigate and support the lifecycle of all learning & development processes through various back-office platforms, tools, and technologies.



* Generative AI capability presents significant opportunities for increased productivity and capability

You may find overlap between the **Learning Operations** layer and the **Learning Management** layer, often where the LMS can provide combined capabilities (e.g., Reporting).



Mature organizations with decentralized learning functions or resources can identify opportunities for (a) consolidation of tools & investments and (b) establishing consistent process standards and governance.



Putting It All Together: A Visual Roadmap



Establish a baseline roadmap design that can be shared and regularly maintained

LEARNING STACK (Example Design Concept)



LEARNING EXPERIENCE

LXPs

- Solution X
- Solution Y

Content Collections

- Solution X
- Solution Y
- Solution Z

Gamification & Credentialing

- Solution X

Digital Adoption



LEARNING MANAGEMENT

LMS

- Solution X

Virtual Classroom

- Solution X
- Solution Y

Event Management

Compliance Systems

- Solution X

Sales Enablement

- Solution X



LEARNING OPERATIONS

Reporting & Analytics

- Solution X
- Solution Y

Authoring Tools

- Solution X
- Solution Y

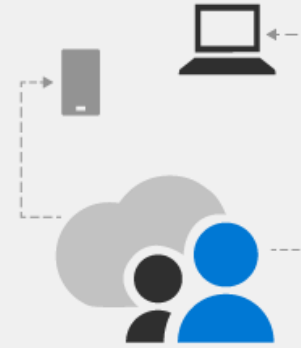
Project Management

Content Management

STATUS: ■ Active (current) ■ Assess (upgrade/review) ■ Evaluate (pilot) ■ Plan (future)



Future Planning: Key Considerations



Activate a practical process to govern priorities and monitor progress



Create multi-year, multi-state roadmap views. What is the gap between your current and future (desired) state?



Review the various interfaces and activities to detail the end-to-end user experience. Does it enable desired employee outcomes?



Align this blueprint with your learning strategy and objectives. How does it address and enable your L&D goals?



Evaluate current and emerging AI capabilities across platforms and providers. Consider opportunities to adopt and experiment.



Devise a governance process to establish learning technology intake, prioritization, and ownership.



Establish a regular cadence of communication with stakeholders and leaders to maintain alignment and inform decisions.



Establishing a formal learning technology roadmap (the **Learning Stack**) can help you plan, inform, and enable the foundational capabilities needed to drive your L&D organization forward.

Do you have questions or suggestions regarding this infographic? We'd like to hear from you. Contact us at: info@talentexperiencegroup.com.