

# Evolution and Expectations from the New-Age LMS

Modern Learning Management  
Systems for Diversified Audiences



# INDEX

History of the LMS.....	3
Emergence of new-age LMS – The Need is evident.....	4
Spot the New-age LMS – 7 Essential Features.....	5
Increased Accessibility.....	5
Modern UI.....	5
Personalized Learning.....	6
Analytics and Learningz Management.....	6
Social and Gamification.....	6
Interoperability and Integration.....	7
Extras – Video, Content Curation, AI tools and More.....	7
G-Cube LMS – A new-age LMS.....	8
Tactical Design.....	8
Social and Collaborative Learning.....	8
Mobile app for Different Roles.....	9
Dashboards and Visual Reports.....	9
Video Streaming Library.....	9
Conclusion.....	10
Reference Link.....	10



## History of the LMS

Technological innovations have a deep impact on the way modern workforce finds, shares and communicates new ideas. Training and development has extended the reach of traditional classrooms by including more personalized learning experiences- available anytime and anywhere. In the midst of these changes, the utilization of Learning Management Systems (LMSs) has also evolved. The need to transfer just-in-time knowledge via latest e-learning tools is reshaping the nature of learning. Consequently, it is also influencing the learning platforms that are implemented to deliver customized and engaging training courses.

### Let us discuss the evolution of LMS in detail:

- In its earliest avatar, Course Management Systems (CMS) emerged as a platform to initiate one-way communication between trainer and learners.
- As learning industry and technology evolved, learning platforms became more sophisticated in terms of features and architecture. There was a significant shift to more open system, enabling users to download courses on their own devices and start learning.
- Flash became a crucial authoring tool using which interactive graphics and animations were incorporated with the courses. Flash-based content when delivered via LMS made e-learning move away from simple text towards a more visual learning experience.
- In the recent years, mobile access to online content has exceeded desktop access. Organizations are able to deliver learning on the go through optimum use of personalized mobile devices such as smartphones and tablets.
- With the advent of Cloud-based LMS, information can now be stored and then further disseminated over the web. This helps to deliver training outside classroom environment, enabling the workforce to learn anytime and anywhere.



LMSs are widely used in diverse industries, but the leading one is **Education (21%)**; then comes **Technology (12%)** and **Manufacturing (9%)**.

Source: <https://www.ispringsolutions.com/blog/top-lms-industry-facts-of-2016/>

“The next-generation LMS is here- supporting incredible features such as Flexible UI, Video Management, Information Exchange, Feedback & Analysis, Assessments, Collaboration over the web and much more.”





## Emergence of New - Age LMS - The need is evident

The new age LMS is a digital platform, considering technology has set a strong niche for training workforce in diverse industry verticals. Also, it is associated with learning, because learning brings both educators and learners on the same platform. It is like an ecosystem - a dynamic and interactive community of learners and instructors, embedded with latest tools and content.

Although the new-generation LMS comprises of a traditional component, it is no more a single application. At the built layer, it is an alliance of IT systems, comprising of content repository, data analytics engine and a wide spectrum of digital applications.

01

One prime key towards making this confederation work is the complete adherence to standards for interoperability and effective data usage.

02

For LMS users, it is a cloud- based space to aggregate data which is then linked with functionality. For instance, smartphone users personalize their environment by downloading selective apps as per their needs.

03

Instead of centrality, it helps to enhance the personalization feature as an option available at all levels of the program. The next-generation LMS is no more the same for any two learners, trainers or organizations.

# Spot the New - Age LMS

## 7 Essential Features

To efficiently train a workforce spread across diverse demographics poses a daunting challenge in terms of communicating, tracking and delivering a comprehensive learning experience. The new-age LMS is more flexible, unlike legacy systems which were rigid in structure. It supports collaboration, boosts knowledge competency and enhances dynamic learning experience. Some of the essential features of the new-age LMS are outlined here:



### Increased Accessibility

The gradual transformation towards the next generation LMS is of considerable magnitude. With the availability of courses in the form of short nuggets across multiple devices has increased the accessibility without compromising with the budgets.

### Modern UI

Icons, menus, buttons and newsfeeds are some of the examples of components that make up a modern UI (user interface). The aesthetic elegance of new-age LMS makes the platform easier to use, while maintaining an intuitive consistency to access courses on mobile devices. It provides a streamlined learner experience with its robust and intuitive structure, thereby boosting their engagement level.



## Analytics and Learning Assessment

In the context of new generation LMS, there are two basic dimensions to analytics:

- **Learning Analytics-** It is defined as the collection, analysis and reporting of data related to learners and their contexts, to optimize the learning experiences.
- **Integrated Planning-** It is defined as the capability to develop shared ownership for the success of training programs by providing employees as well as educators with holistic information to improve workplace engagement and productivity.

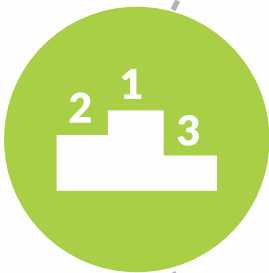
New-age LMS utilizes both these dimensions to provide a stringent and continuous process of assessment and analysis.



## Social and Gamification

Using a new-age LMS; it is important to create communities that are tied to different learners' groups with different needs. Content is shared over social networks such as LinkedIn, Facebook and Twitter to increase collaboration and interest among peers.

Gamification is impactful when implemented through new-generation LMS. Different game-design elements, including badges, rewards and points are applied to learning context to engage users. Learners earn points and badges on successfully attaining a level within a training program. The aim is simple-recognizing learner's performance, rewarding and motivating them to do more.



## Personalized Learning

Personalization comprises of two major aspects- first is the configuration of learning environment and second is adaptive learning. The former helps to deliver courses in the preferred language of learners, making it convenient for diverse audiences to attain specific goals. The latter provides an automated system which helps learners with assignments and feedbacks to meet individual needs.



## Interoperability and Integration



The ability to exchange relevant information and integrate tools increases the overall learning uptake. The need to integrate learning with other systems is a significant factor why organizations switch learning technology providers. Around 77% of the companies say that integration capabilities are crucial for a successful implementation of their learning technology. The most popular systems that LMS integrates with are HRIS (37%), talent management (28%) and content management (29%). As for the technology itself, more than two-thirds of organizations say that the new-age technology they will use is a suite of integrated technologies from a single vendor. So, apart from the APIs that come with the cloud, twice as many companies show their keen interest in suite solutions so that they can work in collaboration.

[Source: 2016 Brandon Hall Group Learning Technology Study].

## Extras – Video, Content Curation, AI tools and More

The new-age LMS not only embeds videos with e-courses, but also convert them into a SCORM, AICC or SCORM 1.2 course; adding special effects, making it mobile-supported and using a video editor to provide optimum quality content.

Content curation on the LMS is the ability to identify the most relevant content for a target audience and contextualize it before presenting it to the learners. Another cool feature is social bookmarking which is pushed using a browser extension. Users can simply click the extension and the site automatically appears in the content area.

These days, LMSs are designed in a way that learners can view and play AR/VR based content. You can choose the desired course and use your headsets to access the VR content, to experience reality within a virtual environment.





## G-Cube LMS: A New-Age LMS

G-Cube Solutions is a leading CMMi Level 3 e-Learning products and services company with a global delivery and support footprint. With the release of G-Cube LMS v7, we are constantly striving to cater to the pertinent needs of all- learners, educators as well as organizations. Here are some of the exclusive features that G-Cube LMS has, making it an essential learning platform which slides into the next generation category:



### Tactical Design

The tactical design of G-Cube LMS provides users with the right type of information at the point of need. Its exclusive design provides a list of courses along with information on rewards, performance and more. Also, the displayed information is about urgency (completion percentage, due date) as a call of action to finish a course.



### Social and Collaborative Learning

G-Cube LMS provides learners with individual spaces that are accessed across the entire organization, serving as the primary base to increase collaboration among learners through comments, blogs, discussion boards and so on.





## Mobile App for Different Roles

Online courses are accessible on the latest G-Cube LMS mobile app customized for Learners, Manager and Trainers.

- **Learner Features on App-** It is used to access learning programs and successfully launch courses from the web. It also supports offline viewing of SCORM course on mobile devices, availability of offline assessments and view progress reports of individuals.
- **Manager Features on App-** It is used to view team learning progress and take appropriate actions to improve their workplace performance.
- **Trainer Features on App-** It helps to view learners for each training, manage their attendance and calendar for trainers.



## Dashboards and Visual Reports

Dashboards are used to display information required to track individuals' progress throughout the program. These are also used to display different kinds of reports for admin, learners and classroom training. Some of the advanced features include automatic mailing of reports, multiple interactive dashboards for varied roles, custom filters and more.



## Video Streaming Library

Interactive videos when incorporated with e-courses provide an enriched learning experience for diversified audiences. Our LMS comprises of a versatile video streaming library that supports features such as uploading video based learning content, uploading of video content, creating several subscribed channels and more.

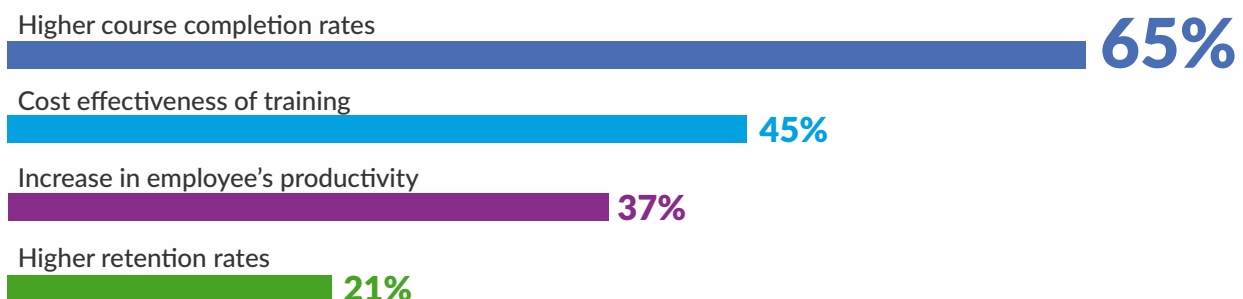


## Conclusion

Digital learning via efficient learning management systems is the latest trend which will continue to evolve in the future also. Modern LMS has enabled the new-age workforce to access courses which are more engaging and customized as per individual needs. Today, learners want to be challenged and motivated enough to follow pathways for success as individuals. To maintain a competitive edge, organizations leverage the benefits of latest learning technologies to boost overall business productivity.

The emerging scope of new-age LMS has helped us improve the bottom line and deliver training in a plethora of ways that are engaging, effective and accessible. When talking about user satisfaction with new-age LMSs, approx. 63% of users are very satisfied. Other factors based on which users believe that LMSs have a positive impact are depicted in the figure below:

### User Satisfaction with LMSs



Source: <https://elearningindustry.com/top-lms-statistics-and-facts-for-2015>

*The term new-age means a lot of things for different people with different learning needs. For us, it holds the future of digital learning as it perfectly suits the next generation and is aligned with relevant learning trends.*

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