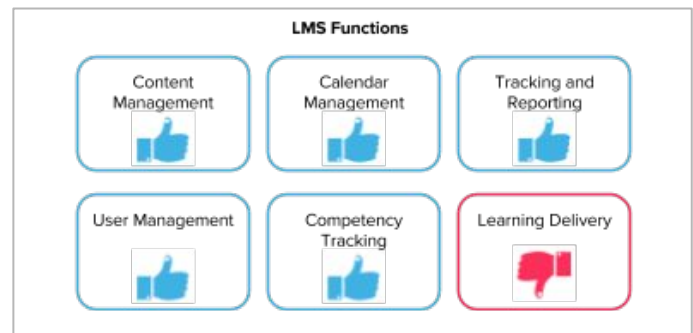# NovoEd TurboCharges the LMS

## The LMS Is Great for Administration

For organizing your learning programs and keeping track of your learners and their training status, the Learning Management System (LMS) is invaluable. As you can see in the diagram to the right, the LMS is responsible for a lot of functions.

The LMS Is Not Designed for Learning

For real learning to take place, it is not enough to have access to resources. You need a learning journey. As Albert Einstein said, "Learning is experience. Everything else is just information." Historically, the LMS tracked in-person training. As online training grew in popularity in the 1990's and 2000's, it was always seen as an inferior substitute to in-person training. Thus, the online learning delivery part of the LMS did not get very much attention.

*You need **a learning platform** to complement your LMS.*
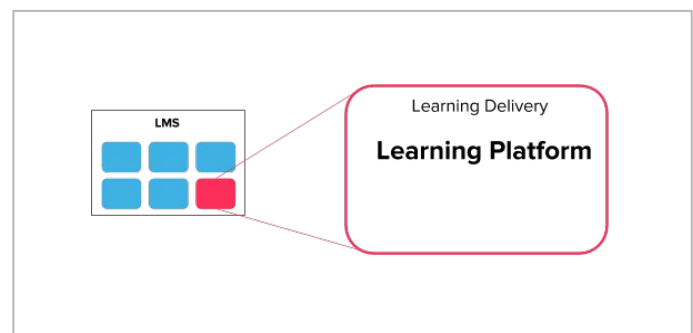
The environment has changed. Online learning is now a crucial, and in many cases, the preferred modality of training. But the LMS has not caught up--with the result that what is arguably now the most important part of an LMS is not adequate to meet the needs of today's demanding, busy, mobile learners. The LMS is still in the "click next to continue" world.

Learning is an experience that must be supported from start to finish. This requires additional tools including ability to provide feedback on learning artifacts, collaboration opportunities between learners, and tracking of on-the-job performance to ensure skills transfer to real-world practice.

The Differences Between an LMS and a LP

The following chart explains how the LMS and Learning Platform differ in their purpose, conceptual foundation, deliverables, and focus.
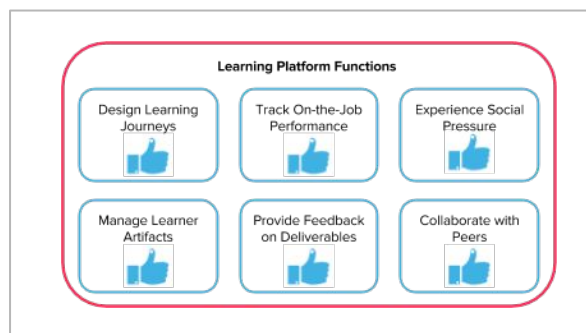
LMS	Learning Platform
Purpose: administer and manage multiple training programs and content	Purpose: create, execute and manage structured learning journeys/experiences
Conceptual foundation: information/user management	Conceptual foundation: human learning and performance
Deliverables: access and efficiently organize training content, schedules, and records	Deliverables: learning and performance improvement outcomes
Focus: organization	Focus: learners

Creating a Learning Journey with NovoEd

NovoEd Provides the tools both administrators and learners need for the best learning experience.

Administrators create learning paths with scaffolded challenges and track progress made in the workplace. They can also deep dive into learner's work products to provide feedback.

Learners experience challenges in a collaborative setting, feel accountable to peers, and transfer learning directly to the workplace.

The Most Effective Learning Experience

The best way to provide the best possible learning experiences to your learners is to use the NovoEd Learning Platform alongside your Learning Management System.