

If you have an LMS and an LXP already – Why **Realizeit**?

We get this question often, so we wanted to address it head-on to help you and your team understand how Realizeit is distinctly different from, and an essential complement to, your learning ecosystem that can pay off in many ways.

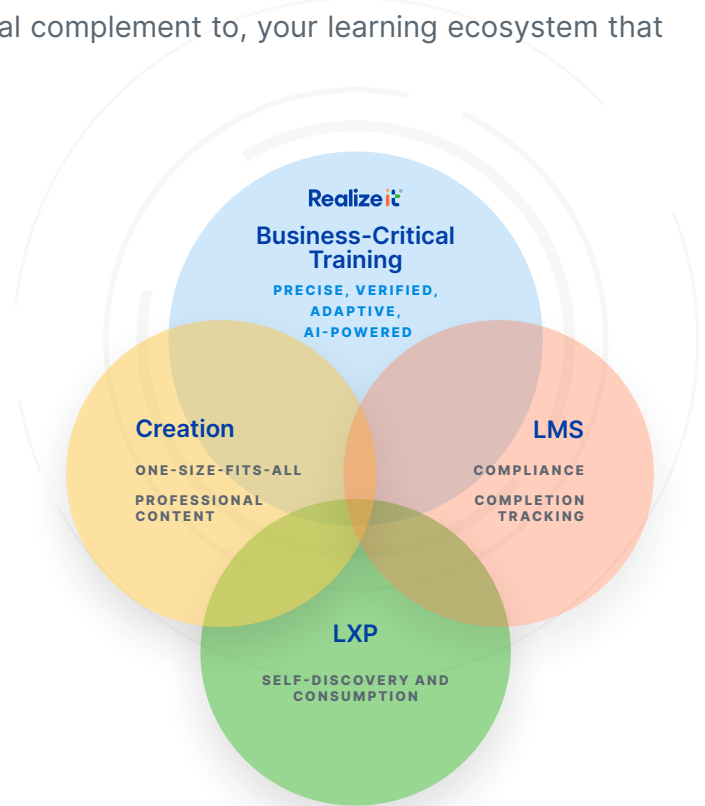
LMS Role: We know that your LMS does a lot of work for you. It manages and administers your learning, so it's more accurately called the Learning "Administration" System. We usually get a lot of head nods when we say your LMS is not designed with business-critical training that is precise and verified in mind. But understandably, you may not want to go through the pain of swapping out your LMS when it is administering learning history and delivering one-size-fits-all compliance coursework reasonably well.

LXP Role: Many organizations have adopted an LXP to make their learning content more discoverable. The LXP is there to provide a "Netflix-like" experience and encourage learners to explore the learning library, something the LMS is not particularly good at. It's not perfect, because most employees still require (and want) guidance to focus their learning. One challenge is that, even with the aid of an LXP, searching the learning libraries and all the great content you have purchased takes time. And time is in short supply for today's employees. Then even when an interesting course is found, the LXP doesn't actually deliver or personalize the learning itself. That said, the LXP (like the LMS) serves a need as a useful catalog of available learning assets that you likely need to continue to operate, at least for now.

Both your LMS and LXP have taken a lot of care and feeding to get to where they are. They serve up one-size-fits-all courses in different ways, and for now, they are anchors in your learning ecosystem.

Gaps Exposed: But you can see the gaps that still need to be addressed. When it comes to your most important learning initiatives, better outcomes and greater efficiencies matter most. You need to make sure skills are being built effectively and efficiently at the same time. Traditional learning approaches are outdated because they are built upon same-for-everyone eLearning and classroom training models that give learners nothing to apply on the job. Neither the LMS nor LXP are designed to deliver training or learning that builds skills dynamically or provides assurance that an employee is job-ready.

Efficient and effective learning for your critical job roles requires the actual delivery of business-critical training (not just administration or discovery) in a connected way that is tailored to each individual learner. This involves assessing knowledge accurately and determining if skills have been properly demonstrated. And it means seamlessly integrating practice and reinforcement into the learner's journey that includes all learning modalities, from eLearning to instructor-led training, peer-to-peer discussions, on-the-job training, coaching, and a variety of skill assessments.



Business-Critical Training is Precise, Verified, and AI-Powered.

What we hear from training and learning leaders all the time is they need to modernize how they train their most critical job skills. These are jobs that cause immediate impact if they are not performed properly each & every time. Training leaders feel they are at risk because their approach to training is the same for all skills, whether critical or not. This ultimately means their business-critical skills are not properly trained. When we dig deeper, what they are calling for is a solution that has traits their LMS and LXP cannot provide:

- An intelligent system that understands what people know and don't know so it can optimize time spent learning.
- Engaging experiences for learners with bite-sized learning that is timely and relevant.
- Seamless learning journeys that connect all modalities and moments of need.
- A way to impact job performance through timely assessments, coaching, and skill building.
- Reducing risk with precision practice and reinforcement that assures employees are job-ready.
- Delivering real-time insights to all stakeholders to speed up and improve business-critical training decisions.
- Innovative ways to manage content, knowledge, and training experiences to help the training function deliver a higher level of assurance to the business.

These are things your LMS and LXP are not designed or equipped to do. This is what Realizeit does, and it does so working alongside the learning systems you have in place!

Ultimately Realizeit gives you what is needed for your most important learning initiatives by driving five key benefits for your organization:

Realizeit's Adaptive Learning Benefits	1. Saving time
	2. Increasing learner engagement
	3. Improving performance & outcomes
	4. Reducing risk from learning gaps
	5. Increasing agility to respond to changing needs

Realizeit's Capabilities for Business-Critical Training – Enhancing Your Learning Ecosystem

The table below compares the core functions of the LMS, the LXP, and Realizeit. The capabilities that Realizeit provides with its adaptive intelligence help you modernize training and learning to be more precise and provide greater assurance of job-readiness, delivering on the five key benefits listed above.

CAPABILITY	Realizeit	LMS / LXP
Administer one-size-fits-all mandatory learning		◆
Track LMS and LXP course completions		◆
Netflix-like portal to discover eLearning		◆
Personalize and adapt learning at scale	✓	
Speed up learning with adaptivity and AI	✓	
Multiple assessment types to ensure job readiness	✓	
Real-time visibility for all stakeholders	✓	
Learning journey mapping across any content	✓	
Seamless multi-modal learning	✓	
Reinforce knowledge with automated intelligence	✓	
Orchestrate and automate learning updates	✓	
Deliver blended role/skill-based learning programs	✓	

Legend: ✓ = Core feature ◆ = Potentially included with caveats