



The Future of LMS

What to Expect

LEARNING

Learning is the acquisition of either skill or knowledge through studying, experiencing, or being taught.

Learning is an ongoing process. We never truly stop learning; sure, we formally do stop it in an academic sense after a point but learning is primal to human beings as we've survived as a species through learning from each other's experiences and passing it down to the next generation. We never truly stop learning.



The big internet surge has acted as a mediator taking people to their desired destination. It was a technology that was still in its infancy and it was relevant only to the western world with higher incomes but as soon as computers, laptops, smartphones, and more importantly, a healthy internet connection became more and more affordable, it started branching out into more and more hands, giving birth to a herd of things and LMS being a result of that as well.

According to the Association for Talent Development (ATD), Learning Management Systems (or LMS for short) is software for the administration, documentation, tracking, reporting, automation, and delivery of educational courses. LMS has put forth a way through which disseminating sophisticated tutorials and individualized sections is made easier.

Who uses LMS platforms?



of global LMS buyers
are tech companies



of primary users of
LMS are C-Level



of primary users of
LMS are managers

Gamification, collaborativeness, virtual social networking, integration with third-party productivity tools alongside dedicated mobile apps with user-friendly designs are a common set of features present in today's LMS, curiosity begins when we've to draw a plan on how and what kinds of future trends would be present in LMS.

THE HISTORY

Before we take a shot at predicting the future trends of the LMS, we should take a look at its history and how it developed into a system that we know.

Correspondence Teaching or Distance Learning can roughly be traced back to the early 18th century when the professors started handing out shorthand notes.

1924

Sidney Pressery invented the machine that could automate teaching on a very rudimentary scale. Simply known as The Teaching Machine, it resembled a typewriter that could administer multiple-choice questions.

1956

Gordon Pask and Robin McKinnon-Wood invented the machine called SAKI, which automatically adjusted the difficulty of the questions based on the learner's performance.

1960

The University of Illinois developed PLATO (Programmed Logic Automated Teaching Operations) where different user types can interact, including instructors and authors who could create the course material, and students who could complete it.

1970

Hewlett-Packard (also known as HP) designed their first PC with e-learning capabilities in mind. Telematic teaching was the natural succession to it was computer-aided teaching.



1982

TCP/IP was introduced, giving way to the World Wide Web. This made online learning possible.

1990

Gyrus Launched 1st generation LMS - Training Transcript

1997

The first-ever eLearning system leveraging a relational MySQL database was developed.

2004

SCORM 2004 was released.

2012

Cloud-based LMS was introduced, freeing companies from the burden of installing and maintaining in-house systems.

When we talk about future trends, we can never really be sure about anything. We've been in this business since 1987 and our experience has made us proficient enough to predict the future trends and here are a few that, according to us, would play a major role in the future.



GAMIFICATION

Why do we play online video games? We play online video games because we crave the sense of achievement that we get when we win our first game against actual human competitors.

Gamification or 'game-ify' is when you make learning fun and rewarding instead of a constant grind through the adoption of features that are more commonly associated with a video game. Dividing an objective into loads of small ones, leaderboards and scoreboards are a variety of ways through which LMS invoke a sense of competition among the user, that rewards performance. The sense of achievement through a reward-based system keeps a person motivated and excited to look for the next level/lesson.





A survey conducted by Finances Online reported that **80%** of US workers found game-based learning more engaging and **50%** of the employees were reported to be more productive as a result.

Companies will start to embrace the gamification of LMS by extending it into their offices and physically involve the people in performing tasks to further enhance and polish their skills and abilities.

GAMIFICATION IN TRAINING



of US workers believe
game-based learning is
more engaging



increase in employee
engagement as a result of
gamification training features

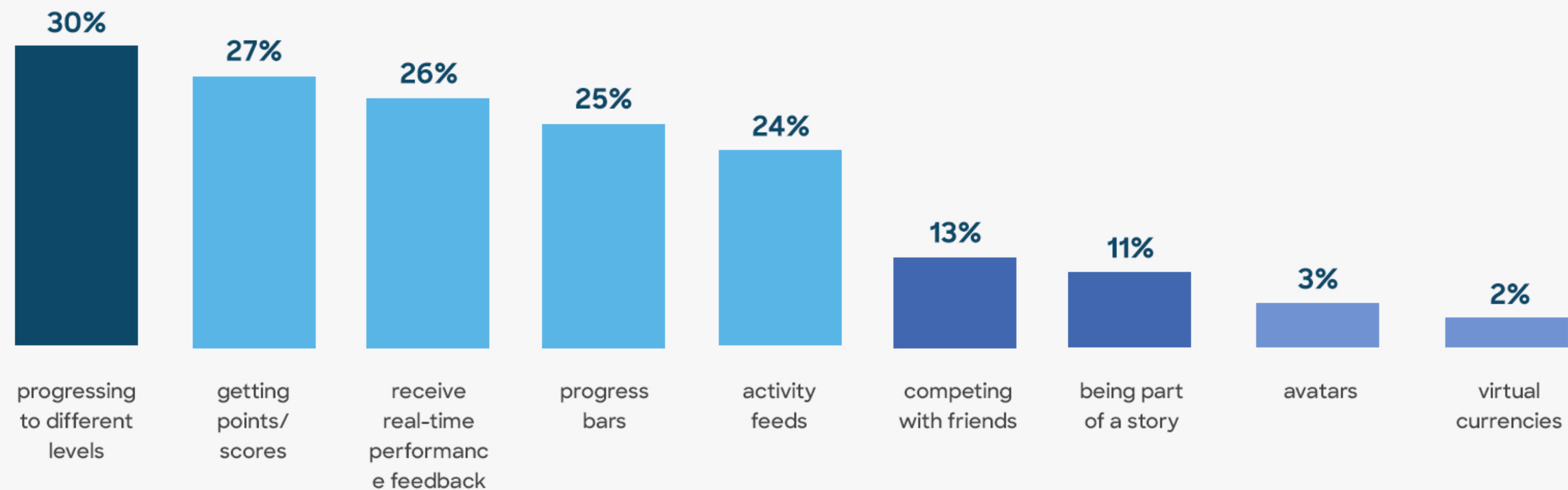


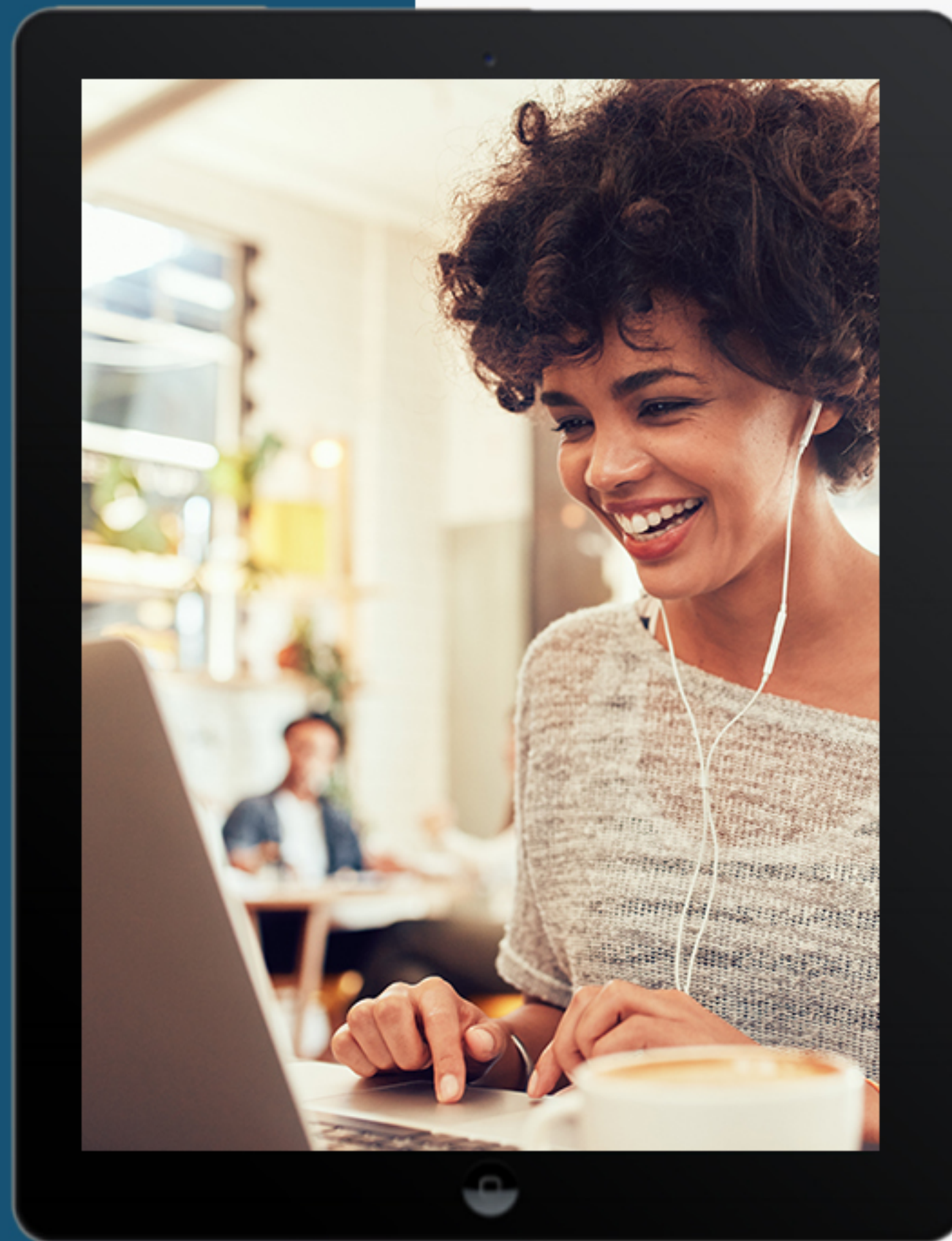
improved productivity
because of gamification
training features



business transformation
programs fail due to poor
employee engagement

PREFERRED GAMIFICATION STRATEGIES OF ADULT LEARNERS





SOCIAL LEARNING

According to psychologist Albert Bandura, learning is a cognitive process that takes place in a social context and can purely occur through observation or direct instruction. In the most basic sense, Bandura's theory claims that people learn more efficiently through observation.

Forgetting Curve Infographic states that most people are able to retain only about **10%** of the information after 72 hours of learning. If social learning is employed with LMS, it skyrockets retention rates and performance, as compared to a typical learning environment; which is further exclaimed by research that showed that retention rates were boosted to **70%** when social learning approaches were applied.

Learning in a social environment is much more effective and the retention rate is much higher. This is because the 'learner' does not just passively receive instruction, but actively learns through experience. It is easier for people to remember lived experiences in daily life rather than what comes their way in the form of formal instruction.



Features of an Effective Social LMS

Truly Social

The utility value of making social elements such as blogs, wikis, chats, forums, etc.; should be tapped by providing convenience features such as forum tagging, bookmarking, and chat/blog exporting.



Faster Deployment

A social LMS shouldn't be too difficult to deploy or integrate with your existing content.chat/blog exporting.

Intuitive & Ease of Use

Learning dashboards must have advanced features such as topical and contextual course display, advanced search as well as intuitive reporting tools for the course administrators.



Actionable Reporting

Since tech-based social learning is new, actionable reports are key to measure success. This will ensure that corrective feedback is available to improve courses and learning experience.



Social Analytics

Use social analytics tools embedded in a Tin Can-compliant LMS and track the learning metrics.



Some of the world's leading organizations are increasingly investing in LMS with social learning functions in the quest of making their training program more interactive and effective. An LMS that can connect and engage learners like a social network boosts overall participation, comprehension, and learning satisfaction.

AI IN LMS

Artificial Intelligence (AI) is one of the biggest buzzwords in the industry today. Almost every digital system today is developing intelligence of its own, thanks to the infusion of learning algorithms within its code. One of the areas where this trend is visible the most is enterprise technology such as ERP, CRM systems. Learning Management Systems (LMS) is also an enterprise technology in which the incorporation of AI has huge possibilities.

AI has proved to boost learning and increase retention by about 60% and above, allowing numerous learners to receive a personalized course based on their behavior, all at the same time.

But AI's scope in every industry is broadening.

As AI becomes better and better in the future, it will become more increasingly convenient for LMS to create customized learning paths for individual users. AI-enabled LMS will provide recommendations on the kinds of information a user needs, a lot like Netflix and Prime and the way they recommend shows based on viewing behavior; all enabled by AI.



COLLABORATION AND COLLECTIVISM

LMS is a software for the administration, documentation, tracking, reporting, automation, and delivery of corporate training and professional development. What it essentially means is that it serves as a platform for enterprise trainers and trainees to share knowledge, communicate, give and receive feedback; and this aspect of collaboration and the dialogue between a learner and their trainer online is the essence of an LMS software.

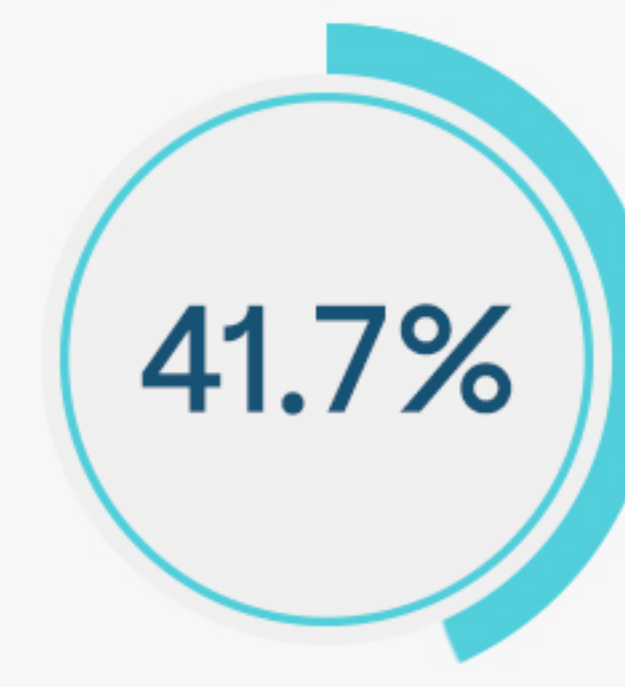
Impact of LMS and Elearning on Corporate Training



of employees prefer
self-paced learning



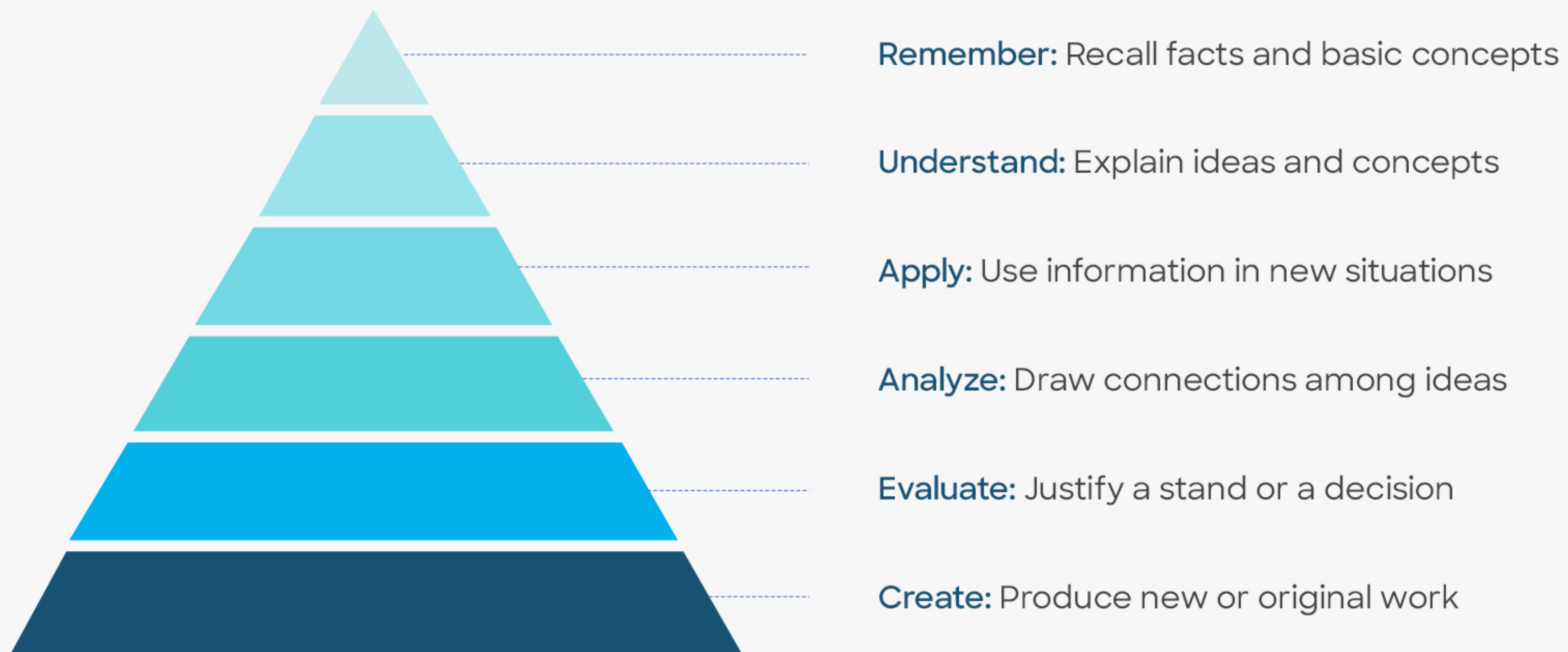
of L&D pros to spend
more on online
learning



of companies save
training cost by using
LMS

CONFORMING TO BLOOM'S TAXONOMY

Bloom's taxonomy is a hierarchical model used to classify educational learning objectives into levels of complexity and specificity. It covers the learning objectives in cognitive, affective, and sensory domains.



Learning Management Systems have had an extremely fast and unprecedented growth in the recent decade but it grew more towards being a complimentary eLearning platform rather than an entire management system.

Most of the platforms have constructed a curriculum that is almost entirely based on objective short answers - type questions that only manage to test the lower levels of the taxonomy.

LMS are extremely close in developing a structure and curriculum that would end up analyzing higher levels of taxonomy like Applying, Analyzing, Evaluating and Creating and if they manage to formulate a course that ends up testing these levels in a way that is not gimmicky, as mentioned by a study conducted in 2020, **87%** of employees feel that their learning experience has been irrelevant and boring and **40%** of them believe that they need a new way to unlock their creative thinking.



FLIPPED LEARNING

Flipped Learning is exactly what it sounds like, flipping the educational strategy up on its toes. A flipped training system is an instructional strategy and a type of blended learning, which aims to increase employee engagement and learning by having students complete readings at their home and work on live problem-solving during training sessions.

This kind of 'flipped' educational approach is known to boost immersion (as mentioned by a survey conducted by eLearning Industry in 2019, 68% of the employee prefer to learn and comprehend within their places of work and chose it over the concept of a homework) so that comprehension can increase enabling the trainee to comprehend the concepts efficiently.



LMS companies are working on a future where flipped learning and scheduling are already embedded in the software by improving the experience of the user as **88%** of the users reported that they wanted to switch to an LMS with a better User Interface and User Experience, according to a study conducted on eLearning.



PERSONALIZED LEARNING EXPERIENCES

There's a lot of buzz around how LMS should respond to their user needs in a superior manner. Whenever a person logs into an LMS, they're already welcomed by a clutter-free design, easy navigation, and a logical orientation of the curriculum. However, all of these platforms can be further polished by making them respond better to a learner's needs and provide a tailored and individualized set of instructions.

As these platforms are further mature, they will enable the instructors to create a bunch of courses that are linked to each other on a personalized learning trajectory for every single learner.



What it means is that not everyone is alike, and a course that suits their need by molding itself in a way that a student understands it better is the next answer to making it a full-fledged learning management system. LMS would be designed to access the available knowledge pool of the learner and create a module that responds to that particular student's learning style, professional goals, and personal interests; which goes hand in hand with a study conducted in 2020 that reported that **33%** of learning professionals plan to focus on adaptive learning which is complemented by the fact that 57% of employees prefer accessing learning modules on the go.



CONCLUSION

Gyrus Systems was founded in 1987 and GyrusAim is its seventh generation LMS. Since then, GyrusAim has been consistently ranked in the top 20 LMS, swiftly entering the top echelon and staying there. It has all the future-ready elements to call it contemporary and versatile and we're extremely proud of it but we won't just stop there.

Our vision is to deliver exceptional customer value with innovative learning technology solutions for organizations globally and we do it by dedicating a considerable amount of our time and resources to identifying trends and predicting future trends to have a competitive edge, which naturally trickles down to our users.