Intentionally Create Your Learning Tech Ecosystem!

All organizations have a learning tech ecosystem - some just work better than others. Our recent research identified four major themes on how forward-thinking companies intentionally plan and create their learning tech ecosystems.

**DESIGN FOR YOUR ORGANIZATION**

Forward-thinking L&D functions are moving from providing content to stewarding learning and development wherever it happens. L&D should leverage technology to create the conditions that encourage development.

Based on our research, organizations tend to use an average of 11 learning tech functionalities. Most functionalities are used focused on helping employees CONSUME content.

**BEST ADVICE WE HEARD:**

*Just because you can doesn’t mean you should:* don’t be distracted by shiny things.

**THINK SUSTAINABILITY**

Good tech ecosystems are sustainable - and more forward-thinking L&D functions create sustainable ecosystems by paying attention to two things: long term viability of vendors and buy-in from internal stakeholders.

The biggest challenges identified by interviewees were choosing vendors and meeting internal stakeholder needs.

**BEST ADVICE WE HEARD:**

*Pull vendors into the same room to solve problems together.*

**CREATE ORDER OUT OF CHAOS**

Intentionally creating a learning tech ecosystem helps organizations avoid chaos. Although we found no two ecosystems that looked exactly alike, companies with intentional ecosystems tended to fall on a spectrum, ranging from simple to complex. What is right for your organization depends on several characteristics.

**BEST ADVICE WE HEARD:**

*“Be a signal through the noise: choose the structure that will be easiest for users to navigate.”*

**CONTINUALLY Evolve**

Just like a natural ecosystem, learning tech ecosystems should continually change and adapt to their environments. Forward-thinking L&D functions monitor their ecosystems, always looking for ways to improve.

**BEST ADVICE WE HEARD:**

*“Divest to invest” “Indecision kills the vision” “Nothing is permanent” “Understand usage”*

Use your data to understand what is working and what should be modified or sunset.

**Common phrases from our interviewees without evolution:**

*“Heavy focus on exploration” “expertise” “lack of buy-in” “Low budget flexibility” “High tolerance for risk”*

**User Experience**

*Office employee views / Access / Grows beyond / Formal / Emoticons / Development / Easy to navigate / Unambiguous*

**Effectiveness**

*Progress / Performance / Uses with the work load / Leverages all employees / Focuses on building needed skills*

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