There are several key differences between Learning Experience Design (LXD) and Instructional Design (ID). Since LXD is rapidly changing the face of corporate training, it is important to understand these differences to incorporate new strategies for course design as the training needs of modern workforces face rapid change.

### Definitions
- **ID**: A blend of pedagogy, education, and communication that creates learning plans that can be customized to meet the specific needs of learners, like how they learn and what methods will help them reach their goals.
- **LXD**: A multidisciplinary approach to learning that recognizes that most learning happens outside the classroom, and builds experiences around that. LXD is focused on creating personalized experiences that are designed to be engaging and effective.

### Core Elements
- **Instructional Design** incorporates more traditional methods of interaction, such as lectures and videos.
- **LXD** combines the best elements of more traditional forms of instruction with an experience-based, needs-centered approach that leads to better outcomes for learners.

### Instruction Examples
- Traditional methods of instruction, such as readings and content-based quizzes, set the stage for the majority of the training program.
- Workplace simulations, hands-on discussions, and role-playing allow for real-world experience in a classroom setting.

### Outcomes
- The majority of employees do not apply what they learn through ID to their day-to-day work.
- A learner typically remembers only 10% of traditional instruction as it is applied to the workplace.
- Companies face low completion rates and disengagement during training sessions.
- Course designers feel frustration and a lack of alignment between their work and corporate goals.
- LXD allows for an advanced level of flexibility for a wide range of employees.
- Designers can achieve new levels of success.

### It’s Time to Make the Switch
If you are ready to leave the past behind and make the switch to LXD, register for our Learning Experience Design: From Ideas to Impact course and learn what you need to do to update your corporate training material.

Gain core competencies and interact with a global community of peers and alumni.

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