

THE SHIFT

An LMS manages courses. An LXP grows people.

Traditional systems were built for administrators and compliance. MLXP is built for the learner. Here is what changes across the six dimensions that matter most.

TRADITIONAL LMS · MANAGE

Learning Management

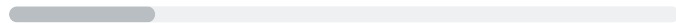
Centred on the administrator: enrol users, push mandatory courses, chase completion, export compliance reports.

MLXP · GROW

Learning Experience

Centred on the employee: AI suggests what's next for their role and ambition, so growth feels self-directed, not assigned.

Built for



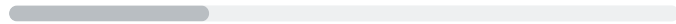
LMS. An LMS centres the admin: enrol users, push mandatory courses, chase completion.

Administrators & reporting / The learner & their growth



MLXP. MLXP centres the employee: AI suggests what's next for their role and ambition.

Catalog



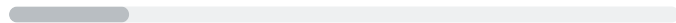
LMS. A fixed catalog curated by L&D. If it isn't assigned, most people never find it.

Closed & top-down / Open marketplace



MLXP. One marketplace of internal + external content people browse, follow and request.

Personalization



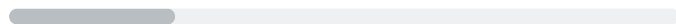
LMS. Everyone gets the same linear course regardless of skill, role or pace.

One-size-fits-all / AI-adaptive per person



MLXP. Recommendations adapt to each person's ability, ambition and interest.

Engagement



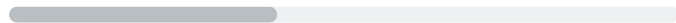
LMS. Motivation is the deadline. Once the certificate is earned, the platform is closed.

Complete & forget / Gamified & social



MLXP. Points, streaks and challenges plus peer chat turn progress into momentum.

Measurement



LMS. Success is measured as "did they finish?" — a tick-box, not an outcome.

Completion rates / Impact & engagement



MLXP. xAPI & SCORM signals track real engagement and skill growth tied to impact.

Security & integration



LMS. Data frequently lives in an isolated system that's hard to connect.

Often a closed silo / ISO 27001 + open APIs



MLXP. ISO 27001 certified with open integration to LMS, LRS, CRM, ERP, HCM & AI tools.

Same content. A platform people actually **open**.

mlxp.nl
ISO 27001 certified · xAPI & SCORM · open APIs