

RAVINDER TULSIANI

Learning, Talent & Workforce Transformation Executive Resume | Brampton, ON | (647) 448-6565 | rtulsiani@outlook.com | linkedin.com/in/ravindertulsiani

"Learning is not the outcome. Performance is the outcome."

EXECUTIVE PROFILE

Learning, Talent, and Workforce Transformation executive with 20+ years leading enterprise learning strategy, organizational development, AI/VR learning, analytics, LMS modernization, compliance capability, and global enablement. Doctor of Business Administration (DBA) - Human Resource Management, with a record of building workforce capability systems that improve performance, engagement, retention, inclusion, compliance, and business outcomes.

SIGNATURE OUTCOMES

400%	60,000+	\$390K
Corporate University growth through capability-first operating model and governance redesign.	Learners supported through learning ecosystem modernization and enterprise platform migration.	Annual savings generated through LMS modernization and 65% cost reduction.
1.7M+	25% / 20%	\$2M
Learners reached through workforce capability, inclusion, and development initiatives.	Engagement and retention improvements via adaptive learning and capability pathways.	Budgets governed with executive stakeholder partnerships in regulated environments.

CORE LEADERSHIP CAPABILITIES

- Enterprise learning strategy, Corporate University design, capability frameworks, leadership and talent development.
- LMS migration, learning analytics, AI/VR learning, global workforce development, and learning ecosystem governance.
- Compliance capability, vendor and budget governance, change leadership, stakeholder alignment, and executive advisory.
- DEI, Indigenous partnership, culturally responsive learning, human-centered design, and workforce trust.

PROFESSIONAL EXPERIENCE

Executive Director, Learning & Development | SE Health | Jan 2017 - Present

Scope: Executive leader responsible for enterprise learning strategy, digital learning transformation, Corporate University evolution, analytics, AI/VR learning, workforce capability, leadership development, and national enablement.

- **Increased Corporate University delivery capacity by 400%** by redesigning the learning operating model, strengthening governance, aligning capability priorities to organizational strategy, and improving scalability across business lines.
- **Led LMS modernization supporting 60,000+ learners**, reducing platform costs by 65% and generating approximately \$390K in annual savings while improving reporting, analytics, learner experience, and governance.
- **Advanced AI-enabled and adaptive learning approaches** that improved engagement by 25% and retention by 20% through learning pathways, manager enablement, analytics, and role-based development.
- **Embedded VR empathy learning and inclusive, culturally responsive programs**, improving empathy outcomes and contributing to a 15% inclusivity improvement across workforce initiatives.
- **Advised executive leadership and board stakeholders** on learning strategy, policy modernization, system innovation, workforce analytics, succession planning, and capability-building priorities.

Head of Talent & Learning | Training Edge | Oct 2006 - Dec 2016

Scope: Led strategic learning and talent engagements with public and private-sector clients, integrating leadership development, succession planning, workforce strategy, and scalable digital learning ecosystems.

- **Designed and implemented blended learning, simulation, eLearning, and experiential programs** that supported organizational performance, leadership capability, and scalable workforce development.
- **Partnered with executive and HR leaders** across healthcare, education, government, insurance, and technology to align learning frameworks with business priorities and talent strategy.
- **Advised on talent governance, strategic hiring alignment, succession planning, and change management** strategies to support sustainable adoption and culture transformation.

PROFESSIONAL EXPERIENCE CONTINUED

Chief Compliance Officer & Manager | Keybase Financial Group & Argosy Securities | Mar 2004 - Oct 2006

Scope: Held progressive leadership roles focused on enterprise compliance strategy, regulatory training, investigations, conduct governance, workforce risk alignment, and scalable capability development in regulated financial environments.

- **Directed compliance and risk management frameworks** across the organization, aligning regulatory obligations with operational performance, workforce readiness, and executive accountability.
- **Designed and deployed scalable e-learning platforms for compliance training**, enhancing accessibility, adoption, and audit readiness across remote and regulated teams.
- **Integrated compliance leadership into broader workforce development**, embedding ethical accountability, conduct expectations, and continuous learning into operational practice.
- **Collaborated with executive leadership** to link compliance strategy with enterprise risk mitigation, talent readiness, and organizational resilience.

Quality Assurance Specialist / Trainer | E*TRADE Financial | Feb 2000 - Mar 2004

- **Modernized training and quality frameworks** to improve employee performance, operational consistency, and regulatory alignment.
- **Delivered cross-border training programs** supporting compliance with industry standards and stronger client-facing execution.

BOARD & GOVERNANCE LEADERSHIP

Vice Chairman, Board of Directors | Transitional Housing Initiative | 2025 - Present

Strategic advisor on governance, federal workforce reintegration policy, and community impact for Canadians aged 40+.

Board Member / Civilian Instructor | Air Cadet League of Canada | 2014 - 2023

Led national youth leadership programming, promoting civic engagement and future readiness through structured mentorship.

SELECTED PROJECTS & IMPACT

Corporate University Transformation	Operating model, governance, and capability architecture	400% growth in learning delivery capacity
LMS Modernization	Migration and analytics for 60,000+ learners	65% cost reduction and \$390K annual savings
VR Empathy Learning	Immersive dementia empathy program	90% empathy improvement and stronger human-centered care practices
AI-Adaptive Learning	Role-based learning pathways and analytics	25% engagement improvement and 20% retention improvement

EDUCATION & CREDENTIALS

- Doctor of Business Administration (HRM), Swiss School of Business & Management, Jan 2025
- Master Certificate in Adult Training & Development, Schulich School of Business, York University, 2012
- Human Resource Management Diploma, Success Education Center, 2005
- Bachelor of Arts (Law), Carleton University, 1997

- PMP - Project Management Professional
- Six Sigma Black Belt
- CTDP - Certified Training and Development Professional

TECHNOLOGY & THOUGHT LEADERSHIP

Technology: Docebo, Lambda, Cornerstone, Workday Learning, Storyline 360, Rise, Vyond, VR platforms, SCORM/xAPI, Power BI, Smartsheet, ChatGPT, Copilot, Gemini, Synthesia/HeyGen, ElevenLabs.

Frameworks and publications: Domino Map, Proving Impact, Beyond Courses, AI Literacy, AI for Learning & Development, Training That Actually Works, and Your Leadership Edge.

EXECUTIVE ADVISORY FOCUS

Workforce Prioritization
Translate business problems into capability priorities, role expectations, decision quality, and execution requirements.

Investment Alignment
Connect learning spend, platform decisions, governance, and vendor choices to measurable organizational outcomes.

Outcome Measurement
Shift executive conversations from activity volume to evidence on performance, risk reduction, engagement, and retention.

"The future of workforce development will be determined by the ability to create capability that improves performance. Everything else is activity."