

# RAVINDER TULSIANI

Executive Speaking Kit | Learning · Talent · Workforce Transformation

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

## EXECUTIVE SPEAKER PROFILE

Ravinder Tulsiani speaks on workforce capability, learning transformation, AI readiness, learning impact, corporate university strategy, and leadership development. His sessions are built for executive audiences that need practical frameworks, credible examples, and decision-ready insight rather than trend commentary.

## SIGNATURE KEYNOTES

### The Future of Workforce Capability

Why most organizations do not have a training problem; they have a capability problem. This keynote shows how capability systems create strategic advantage.

#### Audience outcomes

- Diagnose the business problem behind the learning request.
- Identify workforce capability conditions required for success.
- Apply a practical decision framework immediately.

### AI Literacy Starts With Work, Not Tools

AI readiness is not tool training. This executive briefing focuses on judgment, governance, risk awareness, decision quality, and work redesign.

#### Audience outcomes

- Separate AI hype from work redesign requirements.
- Define literacy around judgment, ethics, and accountability.
- Spot governance and performance risks early.

### Proving Learning Impact

Executives do not fund completions. They fund outcomes. This session connects learning investments to capability, performance, and business results.

#### Audience outcomes

- Move beyond completions and satisfaction scores.
- Link learning to measurable performance conditions.
- Build a stronger impact story for executives.

### Corporate Universities That Execute Strategy

A practical view of Corporate University governance, capability architecture, operating models, and executive sponsorship.

#### Audience outcomes

- Clarify the operating model required at scale.
- Connect governance to capability priorities.
- Position the Corporate University as strategy execution infrastructure.

### Training That Actually Works

Performance requires more than content. This session focuses on behavior, practice, reinforcement, environment, and manager involvement.

#### Audience outcomes

- Design for behavior change, not content delivery.
- Use practice and reinforcement to protect transfer.
- Engage managers as performance enablers.

### Session promise

Participants leave with a clearer diagnosis of the performance problem, a sharper capability lens, and decision tools they can use immediately.

**Frameworks · Evidence · Application**

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## SIGNATURE POSITIONING

<b>400%</b> Corporate University growth	<b>60,000+</b> learners supported	<b>\$390K</b> annual savings
<b>1.7M+</b> learners reached	<b>25% / 20%</b> engagement and retention improvement	<b>15%</b> inclusivity improvement

## FORMATS

- Keynote address
- Executive briefing
- Conference session
- Leadership offsite
- Panel discussion
- Advisory workshop

## BEST-FIT AUDIENCES

- Executive teams deciding where to invest in workforce capability.
- L&D and HR leaders modernizing learning strategy and governance.
- Boards and senior stakeholders evaluating risk, capability, and AI readiness.
- Conference audiences that need frameworks rather than trend commentary.

## 100-WORD BIO

Ravinder Tulsiani is a Learning, Talent, and Workforce Transformation executive specializing in workforce capability, learning transformation, AI readiness, leadership development, and measurable business impact. Over more than two decades, he has led initiatives across healthcare, financial services, education, technology, government, and consulting environments. His work has contributed to 400% Corporate University growth, support for more than 60,000 learners, approximately \$390,000 in annual savings, and learning initiatives reaching more than 1.7 million people globally.

## ORGANIZER-READY POSITIONING

<b>Core message</b>	Learning is not the outcome. Performance is the outcome.
<b>Primary themes</b>	Workforce capability, learning transformation, AI readiness, learning impact, corporate university strategy, leadership development.
<b>Audience promise</b>	Practical frameworks, credible examples, decision-ready insight, and a stronger way to connect learning to performance.

## SPEAKER THEMES

- Capability over activity
- AI readiness and judgment
- Learning impact and evidence
- Corporate University governance
- Leadership capability
- Human-centered transformation

## PRE-EVENT ALIGNMENT

- What performance problem is the audience trying to solve?
- What decisions should leaders be ready to make afterward?
- What examples will make the message credible for this audience?

### Executive Resource

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**Keynotes · Executive Briefings · Advisory Workshops**