

Ravinder Tulsiani

LEARNING | TALENT | WORKFORCE TRANSFORMATION

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Transformation Stories

Executive case studies in capability, transformation, AI readiness, inclusion, compliance, and learning impact.

Learning is not the outcome. Performance is the outcome.

INTRODUCTION

These executive case studies demonstrate how Ravinder Tulsiani connects learning, talent, compliance, technology, inclusion, AI, and leadership development to measurable workforce capability and organizational performance.

CORPORATE UNIVERSITY TRANSFORMATION

Executive summary

Repositioned learning from content delivery to a strategic capability system, achieving 400% growth through governance redesign, operating model modernization, and capability architecture.

Challenge

The organization needed to move beyond activity measures and address the capability, governance, leadership, technology, and performance conditions required for durable change.

Approach

Ravinder's approach focused on diagnosing the performance problem, clarifying the capability required, aligning stakeholders, designing the operating model, and creating evidence leaders could use.

Results

Repositioned learning from content delivery to a strategic capability system, achieving 400% growth through governance redesign, operating model modernization, and capability architecture.

Leadership insight

Capability is created when learning, behavior, environment, governance, and performance expectations are designed as one system.

LMS MODERNIZATION

Executive summary

Modernized learning infrastructure for 60,000+ learners, generating approximately \$390K in annual savings and reducing LMS costs by 65%.

Challenge

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AI WORKFORCE CAPABILITY

Executive summary

Advanced responsible AI readiness through role-based capability, governance, decision quality, and work redesign rather than tool training alone.

Challenge

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Approach

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Results

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Leadership insight

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VR EMPATHY LEARNING

Executive summary

Used immersive learning to improve dementia empathy by approximately 90%, demonstrating how experience can change behavior where information alone is insufficient.

Challenge

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Approach

Ravinder's approach focused on diagnosing the performance problem, clarifying the capability required, aligning stakeholders, designing the operating model, and creating evidence leaders could use.

Results

Used immersive learning to improve dementia empathy by approximately 90%, demonstrating how experience can change behavior where information alone is insufficient.

Leadership insight

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INCLUSION & INDIGENOUS PARTNERSHIP

Executive summary

Strengthened culturally responsive capability, partnership, and trust, contributing to a 15% improvement in inclusion-related measures.

Challenge

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Approach

Ravinder's approach focused on diagnosing the performance problem, clarifying the capability required, aligning stakeholders, designing the operating model, and creating evidence leaders could use.

Results

Strengthened culturally responsive capability, partnership, and trust, contributing to a 15% improvement in inclusion-related measures.

Leadership insight

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COMPLIANCE & RISK LEADERSHIP

Executive summary

Connected compliance, conduct, ethics, investigations, and governance expectations to practical capability in regulated environments.

Challenge

The organization needed to move beyond activity measures and address the capability, governance, leadership, technology, and performance conditions required for durable change.

Approach

Ravinder's approach focused on diagnosing the performance problem, clarifying the capability required, aligning stakeholders, designing the operating model, and creating evidence leaders could use.

Results

Connected compliance, conduct, ethics, investigations, and governance expectations to practical capability in regulated environments.

Leadership insight

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EXECUTIVE TEAM ADVISORY

Executive summary

Helped leaders clarify future capability needs, investment decisions, operating models, governance, measurement, and strategy execution.

Challenge

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Approach

Ravinder's approach focused on diagnosing the performance problem, clarifying the capability required, aligning stakeholders, designing the operating model, and creating evidence leaders could use.

Results

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Leadership insight

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