RAVINDER TULSIANI

ENTERPRISE CAPABILITY EXECUTIVE

Brampton, ON | (647) 448-6565 | rtulsiani@outlook.com | linkedin.com/in/ravindertulsiani

EXECUTIVE PROFILE

Enterprise Capability Executive with 20+ years leading enterprise learning, workforce transformation, organizational effectiveness and technology-enabled capability in complex, regulated environments. Combines corporate university leadership, AI and workforce readiness, immersive learning, analytics, platform modernization, governance and global enablement to translate strategy into operating models, workforce capability and measurable business performance.

SELECTED ENTERPRISE IMPACT

400%	60,000+	65%	$390K
Corporate University growth	Learners supported	Platform cost reduction	Approx. annual savings

CORE EXECUTIVE EXPERTISE

Enterprise Learning Strategy; Workforce & Enterprise Capability; Corporate University Strategy; Leadership & Talent Development; Organizational Effectiveness; Workforce Transformation; Operational Learning & Performance; AI & Workforce Readiness; Learning Ecosystem Modernization; LMS Migration; Learning Analytics & ROI; Technology Adoption; Governance, Risk & Compliance; Global Enablement; Vendor & Budget Governance

PROFESSIONAL EXPERIENCE

Principal | Interim Enterprise Capability & L&D Advisor | Catalyst Learning & Strategy **Jun 2025–Present**

Advises organizations on enterprise capability, workforce readiness, learning strategy, AI adoption, operating models, governance and measurable performance.

- Guide senior leaders in translating business priorities into capability requirements, operating-model choices, governance decisions and focused enablement strategies.
- Develop practical approaches for responsible AI adoption, human-AI work design, leadership readiness, performance enablement and capability-system modernization.

Director of Learning and Development | SE Health **Jan 2017–Jun 2025**

Led enterprise learning, Corporate University, digital transformation and workforce capability for a national Canadian healthcare organization; managed an approximately $2M annual L&D operating budget and a multidisciplinary team of approximately 14.

- Expanded Corporate University delivery capacity by approximately 400% by redesigning the operating model, strengthening governance and aligning capability priorities with enterprise and workforce needs.
- Led modernization and migration of the learning platform for 60,000+ learners, reducing recurring platform costs by approximately 65% and generating approximately $390K in annual savings.
- Advanced AI-enabled and adaptive learning, using analytics to strengthen adoption and effectiveness; relevant programs achieved approximately 25% higher engagement.
- Introduced immersive VR dementia-empathy learning associated with approximately 90% improvement in the program's measured empathy outcome.
- Led workforce readiness for a PeopleSoft-to-Workday transformation through role readiness, communications, learning, workflow redesign, adoption support and sustainment, partnering with HR and technical implementation teams.
- Led CareChannel end-to-end, a two-year Ontario Ministry-funded caregiver initiative with approximately $2M in annual project funding; managed budget, team/vendors, Ministry relationship and multilingual delivery, reaching approximately 1.7M Ontarians within five months against a 1M target.
- Advanced culturally responsive and inclusion-focused capability initiatives associated with approximately 15% improvement in the relevant program-level inclusivity measure.

Head of People & Learning Strategy | Training EDGE **Oct 2006–Dec 2016**

Led consulting and transformation engagements across financial services, insurance, healthcare, education, government, technology and professional associations, with delivery across Canada, India, China and the UAE.

- Designed enterprise learning, leadership and talent strategies connecting workforce capability with operating change, succession, technology adoption and measurable performance.
- Built blended, digital, experiential and simulation-based solutions for complex client environments, adapting approaches to regulatory, cultural and operational requirements.
- Advised executives and HR leaders on capability governance, performance consulting, learning measurement, platform adoption and sustainable change.
- Supported insurance capability and process transformation associated with approximately 30% instant underwriting decisions and approximately 70% of policies issued within five business days.

Chief Compliance Officer | Keybase Financial Group / Argosy Securities **Mar 2004–Oct 2006**

Held senior compliance, governance and training accountability in regulated Canadian financial-services and securities environments.

- Directed compliance governance, conduct and ethics education, internal controls, investigations, audit readiness and regulatory accountability across advisor and employee populations.
- Built scalable e-learning and blended compliance education for distributed teams, strengthening consistency, accessibility and supervisory visibility.
- Partnered with executives on policy implementation, risk escalation, workforce readiness and the alignment of capability with regulatory obligations.

Quality Assurance Specialist / Trainer | E*TRADE Canada / Versus Technologies **Feb 2000–Mar 2004**

Supported workforce readiness, quality assurance and training in a technology-enabled online brokerage and electronic trading platform environment.

- Delivered onboarding, systems, operations and regulatory training to improve accuracy, service quality and readiness in a fast-moving fintech environment.
- Conducted quality reviews, coaching and investigation support; partnered with Operations and Compliance to update learning as products, regulations and processes changed.

Financial Advisor | CIBC **Sep 1997–Feb 2000**

Provided investment, lending, financial-planning and relationship-management support to retail banking clients in a regulated environment.

BOARD & COMMUNITY LEADERSHIP

Vice Chairman, Board of Directors | Transitional Housing Initiative **2025–2026**

Governance, workforce reintegration policy and community impact for Canadians aged 40+.

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

Youth leadership, mentorship, civic engagement and future readiness.

EDUCATION & CREDENTIALS

Doctor of Business Administration, Human Resource Management | Swiss School of Business and Management | 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
Credentials: CTDP | PMP | Certified Six Sigma Black Belt (CSSBB) | Chartered Investment Manager (CIM) | Fellow of CSI (FCSI)

TECHNOLOGY

Docebo, Lambda LMS, Cornerstone, Workday Learning exposure, Articulate Storyline 360, Rise, Vyond, SCORM, xAPI, Power BI, Smartsheet, Jira, ChatGPT, Microsoft Copilot, Gemini, Synthesia, HeyGen, ElevenLabs and immersive VR learning platforms