RAVINDER TULSIANI

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ENTERPRISE CAPABILITY EXECUTIVE

Turning enterprise capability into measurable business performance.

Workforce Transformation | Organizational Effectiveness | Enterprise Learning | AI & Workforce Readiness

400%	60,000+	~65%	~$390K
Corporate University capacity growth	Learner ecosystem modernization	Recurring platform cost reduction	Recurring annual platform savings

EXECUTIVE FIT

Enterprise Learning & Capability
Operational Learning & Performance
Workforce Transformation & Organizational Effectiveness
AI & Workforce Readiness
Technology-Enabled Workforce Capability
Regulated Workforce Capability

EXECUTIVE SCALE

Principal, Catalyst Learning & Strategy (Jun 2025–Present) — Interim Enterprise Capability & L&D Advisor.

SE Health — National healthcare environment; multidisciplinary team of ~14; approximately $2M annual L&D operating budget.

CareChannel — Led a two-year Ontario Ministry-funded caregiver initiative end-to-end with approximately $2M in annual project funding, separate from the L&D operating budget.

Global / Cross-sector — Consulting and transformation delivery across Canada, India, China and the UAE; healthcare, financial services, insurance, education, government and technology.

WHY RAVINDER

- **Enterprise operator** — Connects strategy, work, capability, technology, governance and performance rather than treating training as the default intervention.
- **Transformation evidence** — Scaled a Corporate University, modernized a 60,000+ learner ecosystem, improved platform economics and led workforce readiness for PeopleSoft-to-Workday change.
- **Regulated-environment credibility** — Former Chief Compliance Officer with experience spanning banking, brokerage, electronic trading, securities, conduct, ethics, investigations and audit readiness.
- **AI + human responsibility** — Focuses on workforce readiness, work design, judgment, governance and accountability — not generic AI-tool enthusiasm.

SELECTED EVIDENCE

- CareChannel: Ministry target of 1M Ontarians; approximately 1.7M Ontarians reached within five months post-deployment. Population reach, not learners personally trained.
- Adaptive learning: approximately 25% higher engagement in the relevant program context.
- VR dementia-empathy: approximately 90% improvement in the program's measured empathy outcome.
- Insurance transformation: approximately 30% instant underwriting decisions and approximately 70% of policies issued within five business days in the relevant consulting engagement.

RECRUITER UTILITY

Executive Resume | Executive Hiring Brief | Executive Evidence | Transformation Stories | Direct Contact

Available for permanent executive leadership opportunities

GTA-based · On-site/hybrid in the GTA · Canada-wide remote · Open to relocating to Alberta for the right senior mandate
Remote | Hybrid | On-site