

Turning enterprise capability into measurable business performance.

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

400%

Corporate University
capacity growth

60,000+

learner ecosystem
modernization

~65%

recurring platform
cost reduction

~\$390K

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

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.