

# RAVINDER TULSIANI, PH.D. CANDIDATE

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Seasoned Learning & Development Leader with over two decades of experience in Instructional Design, Adult Education, and Strategic Leadership. Proven track record in leading large-scale learning initiatives and managing diverse teams to support organizational growth and employee development. Proficient in leveraging emerging technologies, including AI, VR, AR, and 3D Animation. Certified in Project Management (PMP), Six Sigma Black Belt (CSSBB), and Certified Training & Development Professional (CTDP). Author of the Amazon #1 bestseller "Your Leadership Edge."

## KEY COMPETENCIES

Strategic Leadership in Learning & Development  
Performance Management and Employee Retention  
Financial and Resource Management  
Technology Integration in Learning Solutions

Large-Scale Project and Team Management  
Collaboration and Relationship Building  
Change Management and Organizational Transformation  
Compliance and Regulatory Training

## PROFESSIONAL EXPERIENCE

**SE HEALTH**, Markham, ON

Jan 2017 - Present

### *Director of SE Learning*

Spearhead strategic planning to support organizational focus and growth by providing strategic leadership and direction to Learning Solutions and SE Learning Hub, SE Academy, and SE Career College of Health. This effort aims to achieve respective division and program objectives, fulfill contract requirements, and ensure that program/division financial and performance objectives are met.

- Directed and implemented digital and blended learning initiatives for SE Health, ensuring alignment with divisional and program objectives.
- Partnered with key division leaders to co-create and deploy scalable training programs, enhancing organizational performance and employee retention.
- Implemented strategies to boost employee development, performance, and retention, fostering a highly engaged team.
- Championed the integration of AI, VR, AR, and 3D Animation into training programs, staying at the forefront of educational technology.
- Successfully led the LMS migration for 60k+ users, enhancing user experience and reducing costs, while also developing a comprehensive Corporate University strategy.
- Spearheading the establishment of a corporate university strategy, under the guidance of a counsel and several subcommittees formed recently.

**TRAINING EDGE**, Toronto, ON

Oct 2006 – Dec 2016

### *Senior Manager, Learning and Development*

Provided customer-centric solutions to businesses in terms of performance assessments, training recommendations and design, e-learning and distance education, collaboration in training, and measuring training effectiveness.

- Managed and coached a team of L&D Specialists/Instructional Designers, overseeing operational learning initiatives across all Operational Lines.
- Implemented continuous improvement strategies, conducted needs analysis using the Analysis, Design, Development, Implementation, and Evaluation (ADDIE) model, and evaluated team performance to address learning gaps.
- Established pilot programs and train-the-trainer workshops, ensuring alignment of training programs with approved materials and procedures.
- Fostered alliances with internal and external stakeholders to drive leadership interventions, onboarding, sales training, and comprehensive learning plans.
- Identified and rectified resource misallocations and inefficiencies, ensuring cost-effective training while navigating organizational change.

KEYBASE FINANCIAL / ARGOSY SECURITIES, Richmond Hill, ON

Mar 2004 – Oct 2006

**Compliance Manager / Trainer**

Lead and managed a team of Compliance Officers and Operational Administrators and worked closely with Branch Managers across Canada to promote a culture of risk management and compliance throughout all levels within the organization.

- Spearheaded the formation of a new compliance department, overseeing project plans, budgets, and staffing, while leading a team of Compliance Officers and Operational Administrators across Canada.
- Assessed team knowledge to identify learning gaps, set performance objectives, and delivered comprehensive training to Financial Advisors and Branch Managers on regulatory compliance standards.
- Designed and executed regulatory compliance training across various formats, including classroom, instructor-led online, and eLearning, while instituting resources for risk assessment and internal audit procedures.

E\*TRADE Canada, Toronto, ON

Feb 2000 – Mar 2004

**Quality Assurance Specialist / Trainer**

Managed the training delivery process to ensure organization effectiveness and development, as well as improve workflow.

- Spearheaded the development of a comprehensive training strategy for the call center, encompassing capital markets and front office functions, while ensuring quality control for all agents.
- Managed training delivery for organizational effectiveness, mentored subordinates, and collaborated with vendors and cross-departmental teams to achieve business objectives and client satisfaction.

## EDUCATION / CERTIFICATION

Doctorate of Business Administration, 2022 – Expected 2024  
SWISS SCHOOL OF BUSINESS MANAGEMENT, Geneva, Switzerland

Workplace Mental Health Leadership, 2022  
QUEEN'S UNIVERSITY, Kingston, ON

Masters Certificate in Adult Training and Development, 2012  
SCHULICH SCHOOL OF BUSINESS, Toronto, ON

Six Sigma Black Belt, 2021  
6SIGMASTUDY, Phoenix, AZ

Bachelor of Arts (Law), 1997  
CARLETON UNIVERSITY, Ottawa, ON

Project Management Professional, 2021  
PROJECT MANAGEMENT INSTITUTE, Newtown, PA

## TECHNOLOGICAL PROFICIENCIES

- **Learning Management Systems (LMS):** Experience in overseeing the migration and implementation of LMS platforms, ensuring seamless transitions and enhanced user experiences.
- **Emerging Training Technologies:** Proficient in integrating Artificial Intelligence (AI), Virtual Reality (VR), Augmented Reality (AR), and 3D Animation into training programs, staying at the forefront of educational technology.
- **Regulatory Compliance Platforms:** Familiarity with platforms and tools used for ensuring compliance in financial and mutual funds environments, interpreting regulations, and promoting a culture of risk management.
- **E-Learning Development:** Skilled in designing, developing, and delivering regulatory compliance training courses for various formats, including classroom, instructor-led online sessions, and eLearning modules.
- **Performance Assessment Tools:** Experience in assessing individual and team knowledge and skills, identifying learning gaps, and setting performance objectives.
- **Risk Assessment Resources:** Developed and instituted resources for suitability and risk assessment, compliance procedures, and internal audits.

## REFERENCES

Available Upon Request