Ranvir Gardner

Change Manager | Learning Advisor

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**Profile**

* Demonstrated ability to assess and advise customers to effectively improve business capability
* Challenged and consulted with business leaders to achieve successful business outcomes
* Demonstrated enthusiasm for industry innovation and ongoing professional development
* Delivered great change initiatives in diverse businesses and project methodologies including AGILE, LEAN, Waterfall etc.
* Proven capability in independently leading transformative initiatives
* Viewed as a leader & mentor with an ability to promote new approaches
* Passionate about developing people’s capability to reach their goals

**Employment Snapshot**

**Change Manager**

Latitude Financial Services (June 2021 – Present)

**Senior Change Analyst**

AIA Australia (Oct 2019 – June 2021)

**Change Lead**

Melbourne Airport (January 2019 – June 2019)

**Change Consultant**

BUPA Australia & New Zealand (January 2018 – January 2019)

**Learning Consultant**

Future Knowledge (April 2016 – November 2017)

**Instructional Designer**

GE Capital A&NZ (April 2015 – April 2016)

**Learning & Development Facilitator**

GE Capital A&NZ (August 2012 – April 2015)

**Qualifications**

**PROSCI Certified Change Practitioner**

PROSCI

**Bachelor of Business**

Victoria University, Melbourne, Australia

**Certificate IV in Business (BSB40207)**

Pathways Program at GE (Leadership Success)

**Certificate IV in Training Assessment & Education (TAE40110)**

MWT Institute

**Employment History**

**Change Manager**

Amazon Web Services Tech Resilience Program – Latitude Financial (July 2021 – June 2022)

Future of Interest Free Program – Latitude Financial (July 2022 – Present)

**Achievements**

* Engaged and worked with senior leaders to introduce sponsor led org-wide comms on technology programs to convey key milestones and messages
* Introduced and implemented the Prosci Change Triangle as part of the Ent. Change framework
* Created a migration reporting dashboard to track successful/ rolled back migrations
* Established an end-user network promoting collaboration during migration events to minimize disruption to critical BAU activities
* Managed the decommission financial process in collaboration with our tech partner
* Developed the LFS Hypercare process as part of the Change Capability framework

**Senior Change Analyst**

Enterprise Remediation – AIA Australia (October 2019 – August 2020)

Technology Transition Program (Merger & Acquisition) – AIA Australia (August 2020 – June 2019)

**Achievements**

* Implemented a Change Champion network in the Ops & Advisor business’ to provide a direct channel of feedback to the Remediation program
* Managed hypercare with champions through Teams Channels during deployment periods
* Ran engagement workshops with incoming leaders to identify opportunities to ensure successful adoption of changes at Day 2
* Facilitated process workshops with BAs to align systems and processes as part of the transition

**Change Lead**

Technology – Melbourne Airport (January 2019 – June 2019)

**Achievements**

* Providing tactical OCM lead support in implementing three technology projects (< $900K)
* Commenced work on the Technology Engagement Committee with the goal of developing and maintaining a strong workplace culture across the Technology function
* Launched the ‘Talking Tech’ bi-monthly Technology newsletter

**Change Consultant**

SVP Program – BUPA Australia and New Zealand (January 2018 – January 2019)

**Achievements**

* Developed and implemented an innovative change strategy for the PageUp Phase 2 launch
* Implemented a Workday Champions Yammer group promoting social collaboration and improved SLAs
* Successfully embedded champion networks to support performance through two implementations for PageUp and Workday Recruitment
* Conducted a case study on measuring the level of adoption on transformation projects

**Learning Consultant**

Future Knowledge (April 2016 – November 2017)

**Instructional Designer**

GE Capital A&NZ (April 2015 – April 2016)

**Learning & Development Facilitator**

GE Capital A&NZ (August 2012 – April 2015)