



Brandon Hall Group
**EXCELLENCE
AT WORK**

Executive Interview

with **Partha Sarathy Vinukonda**,
Head, Instructional Design
Tesseract Learning

Tying Learning to Your Leadership Development
Strategy

About Tesseract Learning

[Tesseract Learning](#) is a young and dynamic digital learning solutions provider with a strong ethos and ecosystem fostering creativity, innovation and team spirit, helping them provide optimal solutions to customers. Being the preferred eLearning partner to leading global customers adds additional responsibility to always deliver high-quality products.

Tesseract's constant focus is on providing optimal yet cost-effective digital learning solutions. Its range of solutions covers eLearning, mobile learning, microlearning, adaptive learning, gamification and game-based learning, augmented reality and virtual reality, eLearning consultation, learning portals and integration of various applications with the LMS, among others.

Tesseract is leveraging its powerful learning platform, KREDO, to create efficiencies across the training lifecycle and deliver optimal learning experiences.

Recognition

A Bronze Preferred Provider, Tesseract Learning won three prestigious 2022 Brandon Hall Group awards.

EXCELLENCE IN HCM AWARDS



Learning and Development

2 Bronze Awards

EXCELLENCE IN TECHNOLOGY AWARDS



Learning and Development

1 Gold Award

The Brandon Hall Group Preferred Provider Program is specifically designed as a single source of truth that can validate your technology selection decisions.

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About Partha Sarathy Vinukonda



Partha Sarathy Vinukonda is a learning design strategist and head of ID at Tesseract Learning. He has more than 20 years of experience in Instructional and Learning Design. His in-depth learning design knowledge and experience have helped customers in more than 25 domains across numerous verticals in implementing impactful learning solutions.

His core focus areas are game-based learning, learning experience design, adaptive learning, micro-learning, and training and mentoring instructional designers. His other passions are animal rights, environment protection, games and blogging.

Before coming to Tesseract Learning, Partha worked with many learning services organizations as a learning designer and worked closely with large global organizations including Fortune 500 companies to develop and deliver learning design solutions.



About Rachel Cooke

Rachel Cooke is Brandon Hall Group's Chief Operating Officer and Principal HCM Analyst. She is responsible for business operations, including client and member advisory services, marketing design, annual awards programs, conferences and the company's project management functions. She also leads Advancing Women in the Workplace and Diversity, Equity and Inclusion initiatives, research and events. Rachel worked in the HCM research industry for 20+ years and held several key management and executive positions within the Talent and Learning Research, and Performance Improvement industries.

Q

RACHEL

What's your take on learning and the future of learning?

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PARTHA

Learning is one of the most important aspects of the world today. Given the global market and size, it's a very important element of corporate growth because without learning and training, learners in organizations can't move forward. Peter Senge, who popularized learning organizations in his book, *The Fifth Discipline*, said a learning organization is an organization that is continuously expanding its capacity to create its future and leadership is all about creating new realities. When it comes to learning and its future, the role of leadership is very, very important. It cannot be left to the learners; it cannot be left to the L&D teams or business verticals and horizontals; it must come from the top and it has to come from leadership. Any organization that wishes to have a sustainable future and build upon its product and service offerings must continuously learn and innovate. This can definitely happen when leadership has a strong vision for the future. Leadership buy-in is important for an organization to grow and have a strong footing in the market.

A manager focuses on the present, whereas a leader is one who concentrates on the future. When learning is driven by leaders through regular interactions and conversations, and asking employees to attend a few training programs, it's about having a culture that makes learning fun and a core part of an employee's lifecycle from the induction, onboarding and settling down into their new role. It's not just about rolling out some training program, it is about culture, values and what the organization wants its vision and mission to be. Learning ties into that. All business leaders, especially the CEO, should have a strong say in what the organization should be doing when it comes to learning. It's not just a statement, it's the truth.

Q

RACHEL

How are leaders relevant in learning?

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PARTHA

The best leaders I know are constant learners and attend many conferences and seminars. Leaders are very interested in learning and development, even if they are from other backgrounds such as marketing or sales. They show a keen sense of learning, and reinvention and renewal.

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Without strong leadership and a core set of values set by leaders, there's not much hope for employees to go forward and take their learning seriously. The leaders set the tone and must build that learning culture, whether it's through town-hall meetings or motivating employees through regular campaigns or talking to individual business leaders about various learning initiatives.

It could be a simple initiative like going green, taking the environment seriously or aligning to various goals for the United Nations' 17 sustainable goals. Whether it's an organization-wide initiative or a learning initiative, leaders must stay in the forefront. We've seen over the last 50 to 100 years that organizations that don't lay any emphasis on learning fall apart over a period of time.

from the front and tying the organization's core values to business growth, as well as understanding that learning is a central piece of this growth. If the employees are abreast of what the company's products and service offerings are, and they understand market trends, there's an increased opportunity for them to perform better.

We cannot put learning and performance separately — learning drives performance. Training used to be a calendar event; people went through the LMS or training programs without understanding that learning can lead to better performance if implemented correctly. This is where leadership plays a vital role.

Q **RACHEL**

How would you define a good leader?

Q **RACHEL**

What frameworks do you use to tie your learning and leadership development?

A **PARTHA**

A good leader is one who has a strong sense of vision, a strong sense of the organization's core values and an understanding of the social requirements. Leadership doesn't happen just where the leader is; it's the same way learning just never happens where the learner is. It includes exchanges and interactions between employees and leaders. It's all about leading

A **PARTHA**

One of the frameworks that we refer to is the Direction Alignment Commitment (DAC) model developed by The Center for Creative Leadership. It covers everything I've said. It points to the direction the organization should strive for and the alignment between various teams, and the commitment.

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If the leaders are not committed to driving learning, leadership development will not take place as intended. It's not about one person, it's about the collective or the team. The DAC model helps provide a good insight into how we can develop leaders.

Being a visionary is one thing, but how you sow that vision is another matter. When you make the team inclusive of this framework, there is transparency. It's the definition of hard work translated to fixing a failed action and not putting in obnoxious hours at work. It's all about inclusivity. In a global market, leaders need to understand they are working with people from diverse backgrounds. Learning is that great bridge — a Rainbow Bridge — that will drive inclusion and better business performance. When you're working with global teams and people from diverse backgrounds, it's important that you understand where people are coming from. You could have one team from Brazil and another from the U.S. or Japan; they all come from different cultures. As a leader, you need to understand and respect their perspectives. This can happen through learning. When talking to clients across the globe, it is learning that bridges that gap more than anything else.

Here are some ways to listen to the interview on Brandon Hall Group's Excellence at Work Podcast:



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About Brandon Hall Group

With more than 10,000 clients globally and 28 years of delivering world-class research and advisory services, Brandon Hall Group is focused on developing research that drives performance in emerging and large organizations, and provides strategic insights for executives and practitioners responsible for growth and business results.

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Self-paced certification programs. Virtual group sessions for companies. In-person conferences and summits.

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recognizes world-class HCM programs that transform their organization and achieve breakthrough results. This designation is the next step beyond the HCM Excellence Awards, which focus on a single program, and looks at the department as a whole.



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